



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Ashley Adkinson	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.4%** of your current base salary, **\$8,831.22**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Todd Ahearn	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

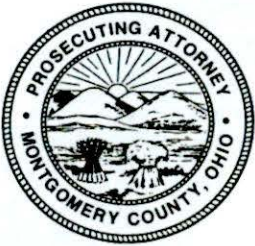
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As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.4%** of your current base salary, **\$12,591.78**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Michael Allen	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

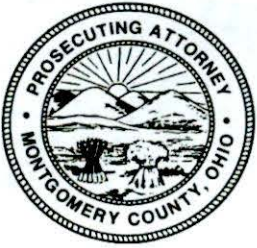
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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **14.9%** of your current base salary, **\$8,423.63**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: John Amarante	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.3%** of your current base salary, **\$12,369.99**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: John Amos	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.9%** of your current base salary, **\$15,424.70**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Nicole Amrhein	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

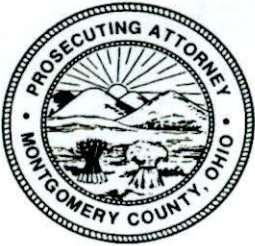
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As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.6%** of your current base salary, **\$9,734.40**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Debra Armanini	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

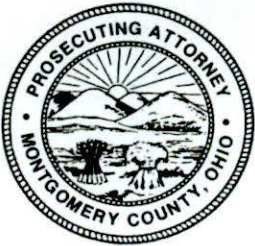
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As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.1%** of your current base salary, **\$23,405.24**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Carly Arnold	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.7%** of your current base salary, **\$5,022.49**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Hannah Bakosh	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **18.1%** of your current base salary, **\$6,607.22**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Ward Barrentine	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.8%** of your current base salary, **\$14,525.89**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Daniel Brandt	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

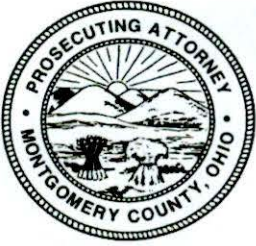
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As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.0%** of your current base salary, **\$15,392.00**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Thomas Brodbeck	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

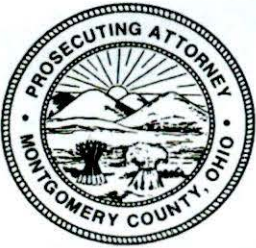
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **14.9%** of your current base salary, **\$8,423.63**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Lisa Bruder	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

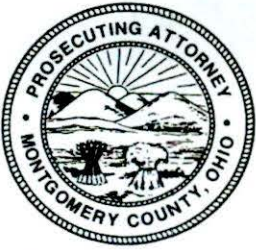
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.4%** of your current base salary, **\$10,339.35**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Margaret Carper	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

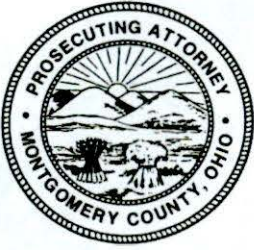
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.3%** of your current base salary, **\$12,653.22**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Kelsie Carson	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

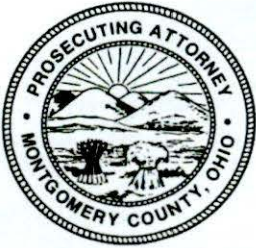
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.5%** of your current base salary, **\$9,439.87**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Nancie Chaille	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.2%** of your current base salary, **\$6,715.24**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Erin Claypoole	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

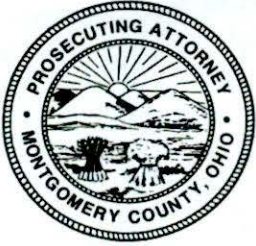
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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.3%** of your current base salary, **\$14,846.56**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Karen Clift	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

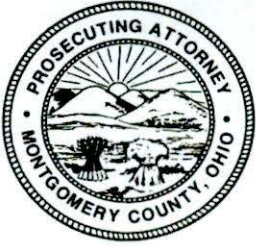
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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **18.4%** of your current base salary, **\$8,285.89**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Dianna Clutter	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.4%** of your current base salary, **\$5,669.66**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, 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 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Candace Crear	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

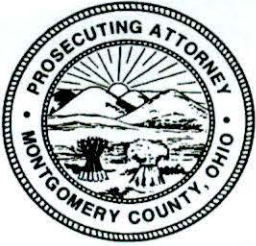
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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **14.9%** of your current base salary, **\$9,000.08**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Holly Creekmore	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

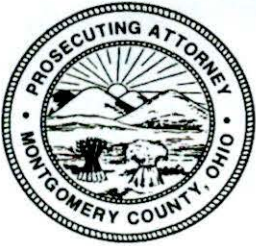
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Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.4%** of your current base salary, **\$5,198.79**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Whitney Crim	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

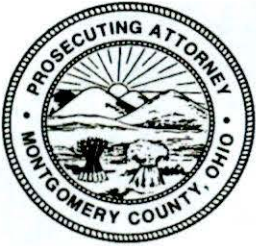
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.3%** of your current base salary, **\$9,160.86**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Leon Daidone	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

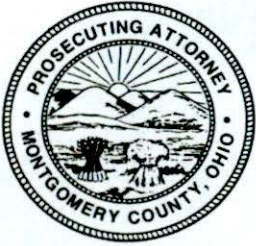
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **13.4%** of your current base salary, **\$18,038.76**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Matthew DeRosa	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.4%** of your current base salary, **\$8,812.00**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: R. Tyson Dillon	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

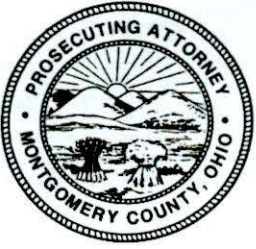
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.3%** of your current base salary, **\$9,171.03**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Barbara Dodd	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

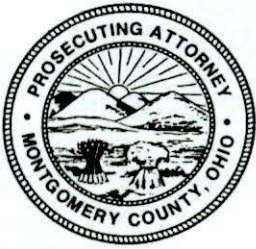
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **19.5%** of your current base salary, **\$7,807.80**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Lynda Dodd	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **16.7%** of your current base salary, **\$15,916.04**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Kaylin Ely	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

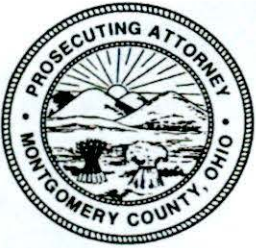
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **19.1%** of your current base salary, **\$5,919.47**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Steven Espy	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

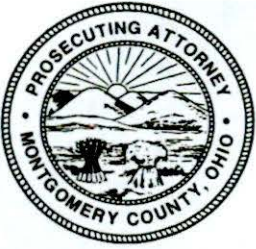
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that **15.5%** of your current base salary, **\$9,707.46**, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Courtnie Fields	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, 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 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

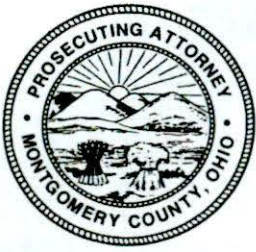
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 18.1% of your current base salary, \$6,787.93, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

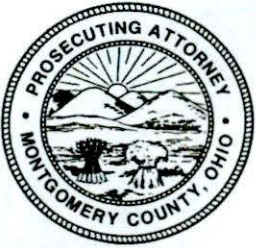
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.2% of your current base salary, \$11,766.64, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Tara Fought	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 18.9% of your current base salary, \$7,323.83, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Andrew French	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

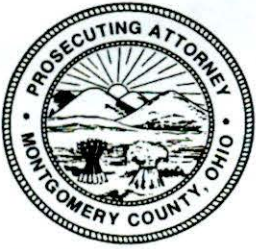
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.1% of your current base salary, \$15,243.74, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.2% of your current base salary, \$9,714.56, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Richard Glennon III	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

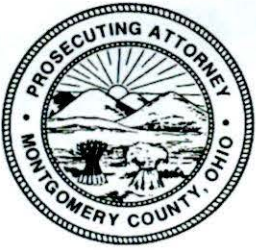
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 17.3% of your current base salary, \$10,798.80, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Ann Gramza	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 17.4% of your current base salary, \$13,448.95, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Michelle Grodner	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.8% of your current base salary, \$13,663.10, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Thomas Hale	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.6% of your current base salary, \$7,513.29, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$4,766.57, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 20.4% of your current base salary, \$8,057.83, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Paige Heneghan	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 9.1% of your current base salary, \$4,777.43, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Carrie Hensley	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

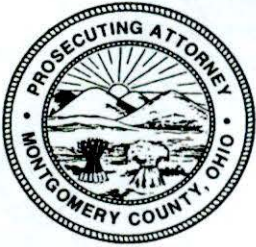
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$6,633.83, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$4,772.77, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.1% of your current base salary, \$8,663.35, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.2% of your current base salary, \$11,160.12, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Sarah Hutnik	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

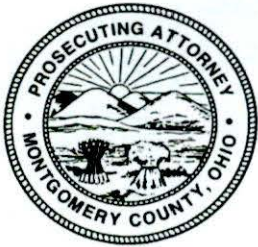
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.5% of your current base salary, \$8,197.49, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

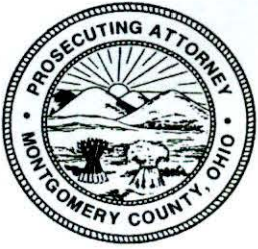
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.3% of your current base salary, \$9,088.93, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Sarah Jankowski	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.6% of your current base salary, \$4,679.00, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Lora Jonas	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

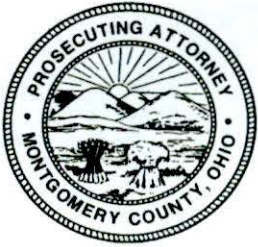
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$7,876.67, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Laura Jordan	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.5% of your current base salary, \$5,474.35, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Matthew Joseph	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

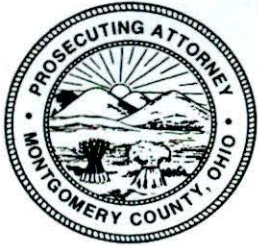
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$8,770.69, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Margie Kern	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.6% of your current base salary, \$6,650.59, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Heather Ketter	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

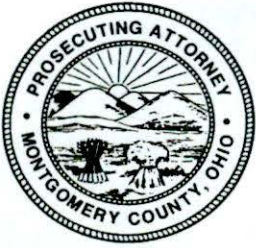
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 17.7% of your current base salary, \$11,361.42, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 19.9% of your current base salary, \$6,515.10, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Ashley Kochel	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

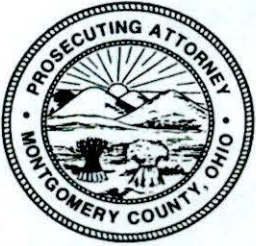
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.3% of your current base salary, \$5,706.04, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Meggan Lanahan	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.4% of your current base salary, \$5,082.69, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$5,198.79, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Lisa Light	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$8,286.68, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Megan Lucking	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

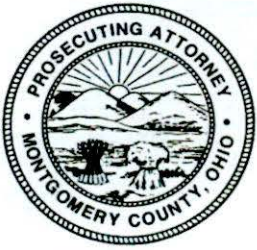
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$5,439.03, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Kelly Madzey	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.2% of your current base salary, \$11,508.22, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Laura Mariani	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.3% of your current base salary, \$12,688.23, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Scott Martin	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.3% of your current base salary, \$7,896.24, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Terri Maruca	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$5,853.74, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Morgan McConnell	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.6% of your current base salary, \$8,394.30, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Elizabeth McCormick	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.7% of your current base salary, \$9,927.55, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Blake McCroskey	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 9.1% of your current base salary, \$4,777.43, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Brooklyn McGinnis	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$5,939.73, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: L. Skye McKenna	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 18.2% of your current base salary, \$7,972.47, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Shaun McPherron	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$8,423.63, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Kimberly Melnick	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

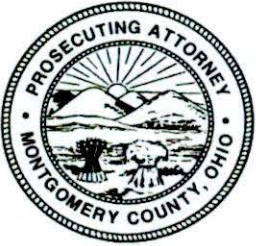
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.7% of your current base salary, \$13,774.30, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: M. David Merrell	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.5% of your current base salary, \$9,117.47, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Navil Moniruzzaman	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, 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 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Bryan Moore	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$9,599.99, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Jacob Mosher	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

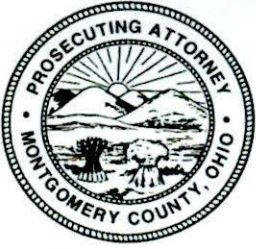
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$9,148.34, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Amber Mullaly	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.5% of your current base salary, \$8,762.83, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Brandon Myers	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

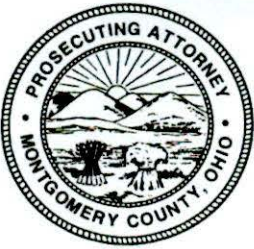
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$9,148.34, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Haley Napier	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$8,286.68, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Robert Nemeth	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$5,909.90, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Jessica Newsom	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

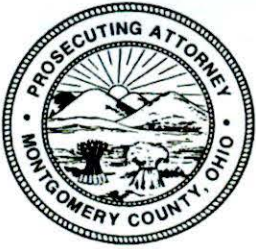
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 20.4% of your current base salary, \$7,408.63, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$11,022.90, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Jamie Oliver	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.4% of your current base salary, \$8,350.62, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Elizabeth Orlando	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.6% of your current base salary, \$12,450.80, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Nathaniel Peterson	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$8,853.37, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Michele Phipps	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$11,234.60, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: Alexandra Pickerill	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$8,194.28, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 17.6% of your current base salary, \$7,094.63, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$6,909.30, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.0% of your current base salary, \$9,271.81, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

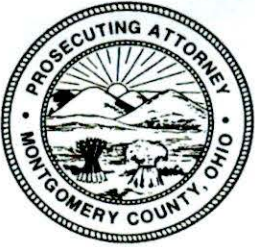
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$5,198.79, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, 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 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$4,772.77, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

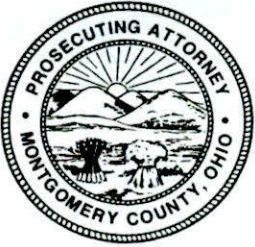
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.2% of your current base salary, \$9,494.28, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Ashley Scarpelli	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.4% of your current base salary, \$5,082.69, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Anthony Schoen	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.0% of your current base salary, \$10,564.32, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.1% of your current base salary, \$9,422.40, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Thomas Schutzman	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.5% of your current base salary, \$8,762.83, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Joshua Shaw	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$9,303.80, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Collin Showe	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$8,738.33, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

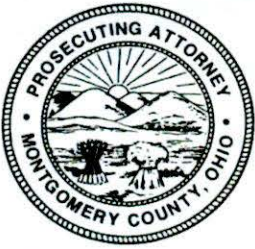
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.7% of your current base salary, \$9,186.13, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Dylan Smearcheck	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.8% of your current base salary, \$9,869.06, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Kerry Smoot	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.1% of your current base salary, \$10,649.18, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Cheyanne Solomon	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 19.0% of your current base salary, \$6,840.91, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Gregory Spears	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 6.9% of your current base salary, \$5,209.78, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.

Prosecuting Attorney

To: James Staley	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.9% of your current base salary, \$8,936.05, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Chelsea Strong	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.4% of your current base salary, \$5,082.69, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Nicholas Surkala	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$7,822.38, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Cara Sweet	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 21.9% of your current base salary, \$13,998.13, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Rion Talley	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.6% of your current base salary, \$7,917.31, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$4,888.08, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Steven Wagenfeld	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 12.2% of your current base salary, \$10,325.49, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$5,041.84, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Jennifer Weber	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

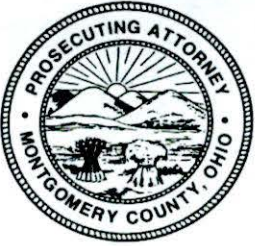
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$12,468.08, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Eric Whitelow	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.3% of your current base salary, \$7,702.99, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 14.9% of your current base salary, \$7,717.01, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Diane Williams	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

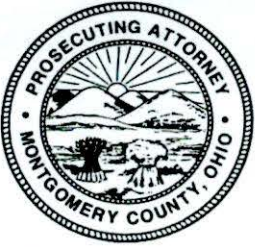
Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 16.1% of your current base salary, \$6,798.06, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.



Memorandum

MATHIAS H. HECK, JR.
Prosecuting Attorney

To: Reagan Willis	From: Mat Heck, Jr.
Subject: Compensation	Date: December 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.4% of your current base salary, \$4,772.77, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and 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 18, 2020

Due to the Coronavirus which has infected people worldwide, 2020 has been a year unlike any we have experienced before. I am proud of the way we have adapted and worked hard to safely continue our work in spite the pandemic.

As a result of the ongoing economic conditions created by the unprecedented slow down or shut down of many businesses, and the resulting reduction of tax revenues, the Board of County Commissioners determined it was necessary to both reduce all county budgets for 2021 by 3.0% and to not authorize any pay raises for 2021. I believe we will be able to absorb this cut without any reduction in salaries or layoffs.

Given the planning our office did to prepare for the reduction in the 2021 budget, our office will realize a surplus of funds in our 2020 budget. I decided to use the surplus to compensate those employees who have worked tirelessly to maintain the critical services our office provides to the citizens of Montgomery County during these trying times.

Therefore, it is my pleasure to inform you that 15.5% of your current base salary, \$9,207.74, will be included as lump-sum compensation on your December 18, 2020 paycheck.

Thank you for your continued hard work and for all that you do for our office, our community, and me.