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HR-2
8/18/09

MEMO

August 12, 2009

TO: Mary Thee

RE: James Cosby/Melissa Zeahringer

As you are aware I have recently completed the search process for the open county attorney position. We interviewed approximately twelve candidates. I was pleased with the quality of the applicants. Two of the candidates are experienced prosecutors. Because of the announced retirement of Gerda Lane in January 2010, I am in the position of possibly being able to offer both of these candidates an assistant county attorney position. This will save the expense of an additional job search.

Because of their experience, I think it is reasonable to offer them salaries higher than entry level but slightly below mid-range. I would like to offer both a salary of \$59,500 annually. I think the following should be considered:

1. James Cosby is currently first assistant in Henry County, Illinois. He has been with Henry County since 2002. His experience is the same type of work he will be requested to perform for Scott County. He would be the first hire, to fill the currently vacant position.
2. Melissa Zaehringer is currently an assistant U.S. Attorney. She has trial experience. Her job history also includes experience as an assistant county attorney in Kansas City, Kansas. She would fill the position that becomes open upon the retirement of Gerda Lane in January, 2010.
3. Both attorneys annual salary will be less than the attorney they are replacing.
4. My last two hires of assistant county attorneys were at entry level annual salary because these individuals did not have prosecution experience. I am very pleased with the performance of these new attorneys; however, I think it is important to maintain a balance of experienced prosecutors on staff.
5. Although these are tough economic times, and revenues are down, it has not lessened the murders, rapes, child abuses, drug dealings, burglaries, robberies, thefts, and the other approximately five-thousand charges handled by this office annually.

The citizens of Scott County want these crimes prosecuted properly and successfully. I believe hiring these two experienced prosecutors at the requested salary furthers that goal.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

RESOLUTION

SCOTT COUNTY BOARD OF SUPERVISORS

August 20, 2009

APPROVING THE HIRING OF JAMES COSBY AND MELISSA ZAEHRINGER FOR
THE POSITON OF ATTORNEY I AT A STARTING SALARY OF \$59,500/YR

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The hiring of James Cosby for the position of Attorney I for the Attorney's office at a starting salary of \$59,500/yr (96.5% of midpoint) is hereby approved.

Section 2. The hiring of Melissa Zaehringer for the position of Attorney I for the Attorney's office at a starting salary of \$59,500/yr (96.5% of midpoint) is hereby approved.

Section 3. Paragraph 1 of this resolution shall take effect immediately.

Paragraph 2 of this resolution shall take effect January 1, 2010 and is subject to a vacancy in the Attorney's Office.