

**SCOTT COUNTY ATTORNEY
KELLY G. CUNNINGHAM**

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Date: April 3, 2023

TO: Scott County Board of Supervisors

RE: Filling of Senior Attorney Staff Position within the Scott County Attorney's Office

To the Board of Supervisors:

I have selected one (1) candidate to fill the open senior attorney position created by the departure of Nathan Repp. We have reached a conditional agreement on salary, start date and vacation subject to the Board of Supervisor's approval. The offer is a starting salary at Step 7, \$106,496/year, and vacation accrual at the rate of 80 hours annually. His start date should be 4-17-23 which will result in a one week overlap with Mr. Repp (who is departing on 4-21). The overlap is needed as we plan for our new senior assistant to step into Mr. Repp's case load so that reassignments can be minimized. The overlap time allows him to become familiar with the case load first hand which is important due to the complexity and seriousness of some of the cases.

The attorney is Richard W. Kirkendall for the vacancy for Senior Assistant Scott County Attorney in the Felony Division. Richard was previously employed with the Dubuque County Attorney's Office for four years prosecuting felonies; has several years of experience as a practicing attorney in Dubuque, and he spent 6 years with the United States Army Judge Advocate General's Office (including deployments to Afghanistan and Germany) as well.

These qualifications make him the best candidate to fill this open position. I believe this salary is reasonable and necessary to attract and retain a capable attorney such as Richard to represent the citizens of Scott County and the State of Iowa in the judicial system. Additionally, the salary range offered is commensurate with his years of experience and his ability to hit the ground running when he assumes his role within the legal division of the Scott County Attorney's Office.

Sincerely,

Kelly G. Cunningham

Kelly G. Cunningham
Scott County Attorney

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

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

April 13, 2023

APPROVING THE OVER-HIRE OF SENIOR ASSISTANT ATTORNEY IN THE
ATTORNEY'S OFFICE FOR 1 WEEK TO ENSURE A SMOOTH TRANSITION OF
CASES.

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

Section 1. The board hereby approves the temporary over-hire of 1.0 FTE Senior
Assistant Attorney for 1 week to ensure a smooth transition of cases.

Section 2. This resolution shall take effect immediately.