



Alachua County

Human Resources Department

Heather D. Akpan, PHR, SHRM-CP, IPMA-CP, FCLRP Human Resources Director
Wanda I. Santana, M.S., MHR, Human Resources Manager
Elisha A. Cash, M.S., Training Manager

June 13, 2023

Dear Jeffrey Hays:

Subject to the terms set forth herein, this letter is to formally offer you the position of Growth Management Director effective, June 27, 2023. You will report directly to Missy Daniels, ACM For Public Works & Growth Management. We are confident that your skills and knowledge will make you an excellent fit within Alachua County.

The starting salary for you as the Growth Management Director will be \$58.12/\$120,896.25 This salary will be subject to the normal and customary deductions for an agency such as Alachua County and the salary will be payable at intervals determined to be regular, reasonable, and appropriate by the County. Upon promotion, you will begin to accrue vacation leave, 8.46 hours biweekly, and sick leave, 4 hours biweekly, based upon adopted County policy.

As the Growth Management Director, I agree to comply with the highest possible ethical standards as outlined in County Policies and Procedures and shall avoid conflicts of interest by fully complying with State law. This employment offer is contingent on the completion of a successful drug test.

If the terms and conditions of this Employment Offer are acceptable, please sign and date below and return to me.

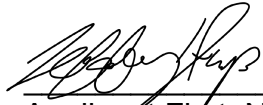
Sincerely,

Heather D. Akpan

Heather D. Akpan
Human Resources Director

I understand the conditions of this position as outlined above. I further understand this offer does not constitute an employee contract.

Accepted by:



Jeffrey Hays

Applicant First Name Last Name

6/14/2023

Date