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The decision to appoint an interim Sheriff raises several questions and concerns for the board to review and answer:

- If the Undersheriff is allowed to perform the duties past thirty days; he must be paid Sheriff's wages.
- His position must be left open; bump back rights
- He could appoint an Undersheriff or make other promotions within the department.
- He could enter the current election bid with an unfair advantage given his status as the incumbent Sheriff.
- The county would be paying a higher rate of retirement for him upon his retirement in a year.
- He is not a registered El Dorado county voter as he lives in the state of Nevada.
- If the BOS decides to appoint a retired Sheriff, that person must have a current P.O.S.T. (not absent from L.E. for over five years)
- At what rate of pay does this retired Sheriff earn and does this appointment then raise his retirement pay.
- Who pays for the health exams required for the retired person to re-enter the county and P.E.R.S.
- At what cost is the selection process for the retired person selected and application process.
- What are the contract costs incurred by the county for the hiring a retired Sheriff.
- The retired Sheriff could make appointments and promotions while in office for the year.
- The length of time needed to conduct a selection process will ensure that the Undersheriff is paid a higher rate of pay while assuming the duties past thirty days.

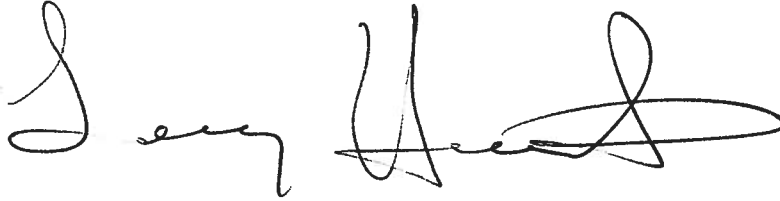
- Once thirty days has past the retirement rate of pay and current rate of pay starts for the Undersheriff as well as the appointee, thus doubling the county's exposure.
- The domino effect causes a large exposure for costs associated with higher rates of pay for promotions made.
- The potential costs could be extreme as those promoted are given the benefit of the move up in wage/retirement.
- Additionally what benefit package is given and at what cost to the county to a retired Sheriff who has previous conditions or medical treatments.
- Time is of the utmost importance and this BOS cannot afford to wait past the retirement date of the current Sheriff to make a decision.
- The county needs a Sheriff who has the ability to take over and lead the department, not just fill a void.
- It would be counter-productive to allow a "start and stop" type of leadership within the Sheriff's department with the appointment of a temporary Sheriff.

The selection from the current candidates would not cost the county any money and would in fact save all of the associated costs previously stated;

- The candidates have all stated their intension to serve the full term as required by the appointment.
- The cost associated with the county wide election may be avoided as the appointee may deter the election in 2010.
- All candidates should be able to perform an oral interview before the board and undergo the selection.
- Once the selected interim Sheriff takes over a net salary savings takes effect.
- Associated retirements from within may take place.
- A re-organization may take place thus reducing those high paid positions at a cost savings to the county.
- To make the appointment from the current candidates saves the county in time and money.
- This was done in 1996 and resulted in a Sheriff who spent six years in office and avoided an election and saved money associated with all concerns stated.

- A selection process has been established and proven successful and a benefit to the county.
- No time would be lost in the transition of the interim Sheriff and the leadership can begin immediately.

Save county dollars and appoint an interim Sheriff

A handwritten signature in black ink, appearing to read "Jerry H. [unclear]". The signature is written in a cursive style with a large, looping initial "J" and a large, looping final letter, possibly "H".