From: [redacted]
To: Irving, Toni
Subject: Jenkins Follow Up
Date: Saturday, August 18, 2012 8:10:49 AM

Good morning,
Thanks again for your time. As promised, my proposal to Jack is listed below. Please accept my apologies for sending this email to you on Saturday. I have reviewed ICJIA's website and could not locate an organization chart. However, the new person to whom you referred is an associate director for the grants team. That said, I have based my proposal to Jack for my position at ICJIA on the requirements for this position, keeping in mind ICJIA's existing pay scale. Please let me know your thoughts.

Thanks,
Lorri

- Classification as a Senior Public Service Administrator w/salary of $87K
- Autonomy to set my own work hours/days as long as 24 hours met for ICJIA
- Autonomy to set and attend meetings within the community with NRI participants
- Agreement to transition over at least 5 SNW and NRI staff members by Sept. 30th (shared time between IVPA and ICJIA)
- Permission to increase staff salaries by at least 15% at time of transition (grants managers make approx. $45K w/graduate degrees. Salaries are too low.)