

MEMORANDUM FOR FINANCE COMMITTEE

FROM VETERANS AFFAIRS OFFICE

I am recommending William Stypick, Assistant Director, be stepped from Start to Step-2 effective 1 March 2022. It is my recommendation that Mr. Stypick receive a 2-step increase for the following reasons:

- Mr. Stypick came to the Veterans Office with accreditations from the National Association of County Veterans Service Officers (NACVSO), American Legion, Veterans of Foreign Wars and Disabled American Veterans
 - o Typical time to receive the above accreditations is approximately 6-months
- Mr. Stypick was able to start assisting veterans on day-1, unlike a traditional new hire
- Mr. Stypick came to the Veterans Office with his Personal Identity Verification (PIV) card from the VA, allowing him to access VA claims computer systems.
 - o Typical time to receive a PIV card is approximately 3-6-months after NACVSO accreditation
- Saved Alpena County a significant amount of training time and money over the past 12 months

Mr. Stypick has been an outstanding employee and required no training or “spin-up” time before beginning work due to his experience as a Veteran Service Officer in another county. He was able to meet with veterans/family members on day one, unlike a traditional new hire which generally requires several months of training and shadowing to be able to meet with veterans on-on-one. He has performed well above the entry level over the past 12 months. For these reasons I am requesting the Finance Committee approve a 2-step increase for William Stypick from Start to Step-2.