
From: J <jeevacation@gmail.com>
Sent: Sunday, March 10, 2019 4:53 PM
To: Stephanie Remington
Subject: Re:

paid leave is of course fine. no worry, =C2 standardized as i said needs to fit somehow into all the houses. =A0 mike is an electrician. . the other house managers are al=o chefs. you are getting a free place to live. . a= the other managers. . I want you to be happy. =A0 so we will discuss when i see you

On Sun, Mar 10, 2019 at 12:46 PM=Stephanie Remington <[REDACTED]> wrote:

My Current Pay =ate

Based on averages from the last four pay periods (8 week=) my projected annual salary without making any changes will be \$87,750.=C2

This is based on me invoicing you for the hours I work (av=rage 62.5/wk) at the same pay rate as when I was Karen's assistant (\$2=/hr).

This comes out to an average of about \$1687.50/week.=/div>

I am asking for a pay rate increase of \$5/hr @ 62.5/wk in recogn=tion of my elevation of responsibilities as manager. This will bring us to=the \$2,000.00/week I requested.

Patrick thanks yo= for the opportunity and will accept \$80K.

=div>Pay Rate Comparison to Comparable Employees

Because I=am the sole person here who oversees all the administration on this side o= the water including personnel and finance, I have more responsibilities a=d I have a pretty good idea of what people make here. For example, Mike L=s current contract is for \$100K, includes paid holidays and 3 weeks paid =acation (exactly what I've requested). He cannot do what he does witho=t me and vice versa. I believe we should be paid comparatively.

Paid Leave

Ideally employees re=eive two days off for every five (basically, a weekend).

The pol=cy implies at minimum, a day off at least every 11th day (employees are ex=eected to work up to ten straight days when needed). That's a minimum o= 33 days off per year.

The policy also pr=vides for 5 sick days and 12 holidays.

The total d=ys off permitted per year for employees via the policy, then, is a minimum=of 50 days. We requested 38.

I nee= to be able to condense those days off for quarterly travel and to keep th= rest in my back pocket for family emergencies. I will make meticulous arr=ngements so that my absence will not be felt here. Of all the requests, th=s one is the most important to me.

<=iv dir="ltr" class="<=div>[REDACTED]">
Stephanie Remington
LSJE, LLC

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On=Sat, 9 Mar 2019 at 18:35, J <jeevacation@gmail.com <mailto:jeevacation@gmail.com> > wrote:

i think 80k each. =A0 number 5 no of course. . too many houses. every=ne has same deal. she is big about standardization . sam= with vacation but we can make allowances.

On Sat, Mar 9, 2019 =t 5:07 PM Stephanie Remington [REDACTED]

wrote:

P=r person:

1. \$2K/week
2. Groceries (cont)

=li>38 days Paid Leave (the equivalent of 12 holidays, 5 sick days, 21 days=3 weeks of vacation keeping in mind that we are otherwise here 7 days per =eek through holidays and weekends)

3. Brought onto payroll as employee= for tax purposes
4. Permission to establish a small pre-approved gu=st list (complete with confidentiality and liability release forms) of per=ons allowed to stay with us when principal is not on island

Stephanie Remington
LSJE, LLC

On Sat, 9 Mar 2019 at 13:40, J <jeevacation@gmail.com <mailto:jeevacation@gmail.com> > wrote:

=hat do you guys suggest for compensation? re patrick and steph. =A0 march 15 is this week?

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=A0 please note

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