



## FRANK WHITE, JR.

### COUNTY EXECUTIVE

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#### To All Jackson County Associates:

I have thought a lot about what I would say to you in this moment, and the truth is that no letter feels like enough.

When I first walked into this office more than ten years ago, I brought with me a deep respect for the people who make Jackson County work. I had spent much of my life on a baseball field, where teamwork, trust, and doing the little things right when no one is watching make all the difference. From the beginning, I saw that same spirit in you — the people who show up early, stay late, and serve our community with professionalism and heart.

That respect has only grown stronger. I have seen your resilience through challenge and change, your compassion in moments of uncertainty, and your quiet professionalism even when politics has been noisy and shortsighted.

Public service is under attack, not just somewhere far away, but right here in Jackson County. Too many see government as a stage for self-promotion and self-gain instead of service. Too many have traded integrity for influence, always ready to second-guess, accuse, or mislead as long as it serves their own ends.

And yet, through it all, you have stood tall. You have shown what real public service looks like: steady, quiet, and strong.

Together, we have proven what happens when we invest in people instead of politics — when we choose fairness over fear and progress over partisanship.

- **Fairness:** We completed the first comprehensive compensation study in decades, leading to the largest pay increase in County history. When I began, some Associates earned eight dollars an hour. Today, no one earns less than twenty dollars an hour.
- **Security:** We took a struggling pension system that was only seventy percent funded and, through discipline and partnership, brought it to the brink of full funding — protecting your future and honoring your service.
- **Respect:** Working together, we increased the pension multiplier for the first time in County history, strengthening retirement for every Associate.
- **Family:** We expanded healthcare coverage, lowered costs, and created the most generous paid family-leave program of any local government in our region.
- **And today, I am proud to update** the County's personnel rules to provide modern protections against harassment, ensure a safe and respectful workplace, and introduce a new retirement incentive that helps Associates retire with confidence while reducing long-term pension costs and allowing the County to fund future increases in the pension multiplier.

These are not abstract achievements. They are proof that when we listen, plan, and act with purpose, we can deliver real results that improve the lives of the people who serve.

Before my term was set to end in 2026, I planned to:

- Implement a new compensation study as part of the 2026 budget to ensure Associates continue to receive fair, competitive wages.
- Increase the pension multiplier again, building on the foundation we have already laid.
- Cover all 2026 health-insurance cost increases so Associates see no rise in premiums or deductibles.
- Invest \$35 million to modernize, repair, and improve County workspaces to ensure safe, modern environments worthy of the work you do.

These plans can and should still happen. The funding exists, and the path is clear. I am sharing them with you because I want you to know what is possible — and to encourage you to speak up, to advocate for yourselves and your colleagues, and to make sure this progress continues.

The timing and manner of my departure are not what I wanted, but that is alright as long as no one takes from this moment the wrong lesson. Standing by your principles should never be seen as a mistake or a weakness. I would rather leave with my head held high, proud of what we have accomplished together, than stay by compromising what I know is right.

When I look back — from growing up here, to standing on a major-league field, to serving as your County Executive — I know that none of it happened alone. Every success I have had came from teamwork, discipline, and faith. That is what I have seen every day in you, and I could not be more proud of the people I have served alongside.


To my staff, and to all those who have worked beside me in service to this community, I want to say thank you. Your commitment, heart, and tireless work have made all of this progress possible. You have led with integrity, lifted others up, and helped make Jackson County stronger, fairer, and more compassionate.

You are the heartbeat of this County. The pay raises, the pension security, and the family leave are not political wins; they are lasting changes that make life better for the people who serve.

Hold your heads high. Keep doing what is right. Keep believing that the work you do matters, because it does.

Even when I no longer walk these halls, I will carry the pride of having served alongside people who show what government can be when guided by heart and purpose — and I know that same spirit will carry Jackson County forward.

With deep respect and appreciation,



**Frank White, Jr.**  
County Executive