

# Memo

**To:** Commission Members  
**From:** Darlene Staffeldt  
**Date:** 12/19/2007  
**Re:** Alternative Pay Plan Proposal

---

Please find enclosed here the final draft of the pay plan proposal we will be sending to Department of Administration to get their approval to move forward with the change from the current pay system to the proposed broadband system.

I would also like the Commission's approval to move forward with this change.

Due to vacancy savings and other personnel budget savings that have been generated this past year, Kris feels that we have monies available to begin implementation of the new pay plan. We will not know final total costs until all market salary surveys, etc have been completed. We can implement the pay plan in stages or phases. We will be contracting with Jim Kerins from CMS,LLC for help with the change over (writing this proposal, help with rewriting or writing position descriptions, help with market salary surveys, etc). We will adjust all salaries as much as appropriate and as funding allows as we go into the new pay plan.