

## **Memorandum**

To: MPL Board of Trustees

From: Kristin Stoeger, Library Director

Re: Agreement with Carlson Dettmann Consulting, LLC for market measurement and pay plan management services of the Library's original compensation pay plan

Date: March 23, 2017

On March 20, the City Council approved to move forward with a new market assessment of their pay plan. The analysis is set to be completed before we start planning for the 2018 budget.

The original pay plan for the Library was produced in 2013 and approved in 2014. Since that time, we have not made market adjustments to the pay plan. I feel it is important to offer fair wages in the competitive market we find ourselves in. It is essential in recruiting and retaining quality employees. For this reason, I recommend we also move forward with a market assessment and plan management for the Library's pay plan with Carlson Dettmann Consulting, LLC.

Thank you for your consideration.