
From: Sharon Harrigfeld </o=first organization/ou=first administrative group/cn=recipients/cn=sharrigfeld>
Sent: Wednesday, May 29, 2013 10:44 AM
To: Julie Cloud
Cc: Scott Johnson
Subject: RE: Rael Job Offer

Yes, I support your proposed offer.

Sharon Harrigfeld, Director
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From: Julie Cloud
Sent: Wednesday, May 29, 2013 9:59 AM
To: Sharon Harrigfeld
Cc: Scott Johnson
Subject: Rael Job Offer
Importance: High

Sharon, Shelli was offered \$27.80 at ISP for a lateral transfer.

She is currently making \$23.36 and Pat is at \$23.59.
Policy is \$31.15 but it really isn't a good benchmark...I'm at less than that! ☺

Anyway, statewide there are 36 HR Specialist Sr. and the average hourly rate is \$24.53. There are only 3 others with more CSS hours that she has and they all make more than \$27.80...but they have all been in HR for years. She left state HR and then came back as a Pre-sentence investigator so I would not expect her to have the same wage for comparable CSS hours.

I would suggest we offer her a 10% increase, to \$25.70. I don't want to offer her a 19% increase to stay. I also tossed around the idea of a \$2,000 retention bonus in addition to a 10% increase but think I have ruled that out as well. I could also add the caveat that she could be in charge each time I'm out of the office...this might be a perk since she wants the HRO job when I leave.

Let me know if you agree with a 10% increase and being in charge and I'll extend the offer today.

Julie

Julie Cloud
Human Resource Officer
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You can't run away from trouble.
There ain't no place that far. ~Uncle Remus