

# Memo

**To:** Montana State Library Commission

**From:** Jennie Stapp, State Librarian

**Date:** June 6, 2019

**Re:** **2019 State Library Pay Incentive Strategy**

Please know that the State Library currently projects approximately \$107,000 dollars in remaining FY19 personal services funds. These available funds were generated through vacancy savings that accrued as the State Library managed significant budget cuts.

During this biennium, staff across the agency willingly accepted additional responsibilities and increased workloads to maintain priority services for our users and partners. At the same time, the State Library began to implement a new logic model-based planning and reporting structure to better incorporate data driven planning and evaluation into the work plan process for the agency. We are still refining the reporting process but staff are actively evaluating inputs, outputs, outcomes and impacts of their work plan goals. This bonus reflects the fact that we achieved this significant milestone while managing very challenging circumstances.

For these reasons, I ask that the Commission authorize one-time-only bonuses for staff. The bonuses total \$78,000.