



MSL Broadband Pay Plan  
12/07/2022

# MSL Broadband Pay Plan

12/07/2022 – MSL Commission

A decorative horizontal bar at the bottom of the slide, composed of several colored segments: blue, red, yellow, dark blue, light green, and blue.

# MSL Broadband Pay Plan - Introduction

## MOM Broadband Pay Policy

❖ Revised December 2017



## DOA Model Broadband Agency Pay Policy

❖ Updated June 2021



## MSL Broadband Pay Plan

❖ Updated October 2021

# Section I Mission & Pay Philosophy

## Section II Scope

- ❖ Employees = MSL Mission Achievement
- ❖ Compensation = Attract and Retain Profession Staff
- ❖ Fiscal Responsibility
- ❖ Legal and Best Practices Compensation Management

# Section III Agency Pay Schedule

- ❖ Biennial Market Analysis Conducted by Dept of Admin
- ❖ Established Minimum – Midpoint – Maximum Ranges
- ❖ Current Market Ranges were established in early 2020
- ❖ 2022 Market Analysis Ranges will take effect 7/1/2023

# Section IV Establishing Base Pay

## Section V Pay Adjustments

- ❖ Consistent Implementation
- ❖ Equitable Compensation
- ❖ Includes guidance for:
  - ❖ New hire pay setting
  - ❖ Supervisory pay setting
  - ❖ Promotion/Demotion/Reclassification/Temporary Duties
  - ❖ Market/Retention Pay Adjustments

# Section VI Lump Sum Payments

- ❖ One Time Payments
- ❖ Results Pay:
  - ❖ Individual or Team Based
  - ❖ Work Accomplishments
  - ❖ Special Projects
  - ❖ Overall Achievement
- ❖ Discretionary:
  - ❖ Subject to budget availability
  - ❖ Approved by MSL Commission

# Section VII Pay Exceptions

- ❖ Ability to manage unique compensation situations
  - ❖ Hybrid positions
  - ❖ Unique staffing situations



# Section VIII Pay Adjustment Approvals

## Section IX Recordkeeping

- ❖ State Librarian approval for all salary related actions
- ❖ Coordination with MSL Central Services & HR
- ❖ Full Documentation
- ❖ Employee pay is public information

# Appendix A & B

- ❖ Appendix A

- ❖ Job Titles, Job Codes, and current pay rates

- ❖ Appendix B

- ❖ Target Mid-Point Ratio Strategy

# Future Changes

- ❖ Plans updated every two years
- ❖ Plan draft submitted to DOA
- ❖ Plan revisions reviewed and approved by MSL Commission
- ❖ Next update in 2023

Thank you!