

From: Lake, Steven
To: Adams, Marcia S <Marcia.Adams@SCDMV.net>
Date: 5/10/2005 10:13:50 AM
Subject: FW: Cheryl Martin

Amazing isn't it!!!!

-----Original Message-----

From: Odom, Eleanor C
Sent: Monday, May 09, 2005 8:51 PM
To: Lake, Steven
Subject: Cheryl Martin

As you can see from the time of this message that I'm still trying to tie loose ends up. This e-mail is regarding Cheryl Martin's increase. I know that you and I talked some time ago regarding the amount of her increase and at that time, I suggested 10% including what she received in the Band 5 and below increases.

I have put some paper work in your chair asking that you approve 10% in addition to the Band 5 and below increases. My decision is based on the following: Cheryl received approximately 4% in the initial increase which brought her to \$27,173. Since I have been here, I have seen Cheryl take on her new job as well as continue to manage our leave processes while we await e-leave. I believe that you will agree with me that she has handled herself well in our e-leave meetings and has asked pertinent questions to ensure that whatever system is chosen will meet our needs.

The additional 10% will bring her more in line with Kristie Sherr who is currently at \$31,248. Based on other increases in my area, Kim Backman has received a \$20% increase over the past 5 months. We approved a 15% retention increase and she received an additional 5% in the Band 5 and below increases.

To approve 10% for Cheryl Martin is the fair and right thing to do. If you have any questions, please call me or I'll call you on Thursday or Friday of this week if the fog and pain has lifted from surgery.

Eleanor C. Odom
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