

**Summary of Steps Taken to Find a Second Consultant  
to Review the Pay-Rate Program**

<u>Date</u>	<u>Contacted</u>	<u>Recommendation</u>
12/1/15	VLCT	Recommended that we use the original consultant (Frank Sadowski)
12/1/15	Town Attorney	Recommended VLCT or Frank Sadowski
12/2/15	Fred Duplessis Sullivan, Powers & Co.	Recommended VLCT or Frank Sadowski
12/2/15	Doug Pine Deputy Director, Staffing & Compensation VT Dept. of HR	Recommended Frank Sadowski