



## Legislation Text

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### **Consultant Services, Compensation Study (B)**

**This item involves a request for the City Commission to authorize contract negotiations with Milliman, Inc. to perform a comprehensive Compensation Study of all Charter Officer positions and all MAP, CWA, CWA Supervisory, IAFF, IAFF District Chiefs, FOP, PBA and ATU pay plans.**

Human Resources Compensation Philosophy and Policy C-1 requires the City to regularly update our pay plans to ensure that our pay is in line with market conditions, internally equitable and fiscally responsible. Such pay plans allow us to attract and retain a diverse group of highly qualified individuals and motivate employees to achieve short-term and long-term organizational objectives.

While it is considered prudent to conduct compensation studies every two to three years, due to the City's budgetary constraints and in light of the nation's recent economic downturn, the last Compensation Study was conducted in the 2006-2007 timeframe. Management believes it is important for us to conduct a study now, and has budgeted accordingly.

A Request for Proposal (RFP) to select a compensation consultant to conduct a Compensation Study was posted on Demandstar. The deadline for receipt of proposals was set for 12:00 P.M. on Monday, July 2, 2012 at which time the Purchasing Office received eight (8) submittals from interested firms. Of the eight (8) submittals reviewed, the Evaluation Team invited five (5) firms to make oral presentations. The oral presentations were held on Monday, July 30, 2012 and the Scoring Sheets were submitted to the Purchasing Office after the presentations. The Final Tabulation ranks Milliman, Inc. as the Evaluation Team's first choice. If we cannot establish a contract with Milliman, we request authorization to seek a contract with the next highest ranked firm, Lockton Companies.

The estimated cost of the contract is \$120,000 and is available in the FY2012 General Fund operating budget.

The City Commission: 1) approve the ranking with Milliman, Inc. as number one and Lockton Companies as number two; and 2) authorize the City Manager to initiate contract negotiations with Milliman, Inc. and execute the contract and any related documents, including contract amendments and extensions, subject to approval by the City Attorney as to form and legality. Should contract negotiations with Milliman, Inc. not be successful, the City Commission authorize the City Manager to initiate contract negotiations with Lockton Companies and execute the contract and any related documents including contract amendments and extensions, subject to approval by the City Attorney as to form and legality.