



Legislation Details (With Text)

File #: 24-0739 **Version:** 1 **Name:** 5/6/24 Non-Union Compensation Study PSA
Type: Resolution **Status:** Passed
File created: 5/6/2024 **In control:** City Council
On agenda: 5/6/2024 **Final action:** 5/6/2024
Enactment date: 5/6/2024 **Enactment #:** R-24-151

Title: Resolution to Approve a Professional Services Agreement with Gallagher Benefit Services, Inc. for a Non-Union Compensation Study, RFP No. 23-43 (\$183,700.00)

Sponsors:

Indexes:

Code sections:

Attachments: 1. GALLAGHER BENEFIT SERVICES INC - Professional Services Agreement (PSA).pdf

Date	Ver.	Action By	Action	Result
5/6/2024	1	City Council	Approved	Pass

Resolution to Approve a Professional Services Agreement with Gallagher Benefit Services, Inc. for a Non-Union Compensation Study, RFP No. 23-43 (\$183,700.00)
The City wishes to contract with Gallagher Benefit Services, Inc. for a non-union compensation study. Contractor will provide its services for the purposes of reviewing, revising and restructuring the City’s non-union salary structure and applicable compensation policies, procedures and protocols through an equitable lens aligned with the City’s mission, vision, goals and compensation philosophy. Contractor will provide a final report to City leadership along with a method to implement and maintain the compensation system in the future.

Budget/Fiscal Impact: The funds for this project were allocated as part of the FY24 approved General Fund budget. Additional funding for this project has been recommended in the FY25 budget. The cost of the project is \$167,700, with an additional cost of up to \$16,000 allotted for on-site meetings as needed, for a total cost not to exceed \$183,700.

Prepared by: Chelsea Lehmkuhl, Compensation & HRIS Supervisor and Corey Farris, HR Technology Specialist

Reviewed by: Marc Thompson, Interim Human Resources & Labor Relations Director

Approved by: Milton Dohoney Jr., City Administrator

Whereas, The City issued a Request for Proposal No. 23-43, to identify contractors to provide professional services for a non-union compensation study;

Whereas, Nine firms responded to the Request for Proposal; and

Whereas, Funding is available in the approved FY24 General Fund budget for this agreement and additional funding is included in the FY25 General Fund budget for this project;

RESOLVED, That City Council approves a Professional Services Agreement with Gallagher Benefit Services, Inc for a non-union compensation study in the total amount not to exceed \$183,700.00;

RESOLVED, That the Mayor and City Clerk are authorized to sign the agreement after approval as to substance by the City Administrator and approval as to form by the City Attorney; and

RESOLVED, That the City Administrator is authorized to take all appropriate actions to implement this resolution, including signing all necessary documents and sub-agreements.