

ITEMS REQUIRING BOCC APPROVAL

2 ITEMS

**1. 2013 CLASSIFICATION AND COMPENSATION STUDY-- HUMAN RESOURCES
FUNDING -- DIVISION OF HUMAN RESOURCES**

(Request sent to 92 vendors)

RFP #13-0013 SC: Pending 05/31/13

	Fox Lawson & Associates/GBS	Evergreen Solutions, LLC*	The Waters Consulting Group, Inc.	Condrey & Associates, Inc.
1. Study without Benefits	\$101,500 - \$121,500	\$91,000.00	\$34,900.00	\$195,000.00
2. Study with Benefits		\$103,000.00	\$37,400.00	\$230,000.00
3. Implementation		\$10,000.00	\$3,000.00	included
4. Maintenance		\$15,000.00	\$3,000.00	
Business Days to Completion	180 Days	144 Days	98-112 Days	180 Days
	SilverStone Group, Incorporated	CBIZ Human Capital Services	Management Advisory Group International, Inc.	Allen, Gibbs, & Houlik, L.C.
1. Study without Benefits	\$105,000 - \$118,000	\$45,750.00	\$49,475.00	\$44,075.00
2. Study with Benefits		\$53,250.00	\$54,475.00	\$48,025.00
3. Implementation		\$14,500.00	\$3,000.00	\$6,050.00
4. Maintenance		\$5,500.00	\$3,000.00	\$2,300.00
Business Days to Completion	252Days	115 Days	120 Days	210 Days
No Bids	Frenkel Benefits, LLC	CPS HR Consulting	Thomas McGee, LLC	Aon Hewitt
	Group Benefit Specialists, Inc.	The Plexus Group	JA Counter	Catalyst Consulting
	Willis of Greater Kansas	Integrity Benefits	Findley Davies	IMA Inc.
	Ranson Financial	Cretcher Heartland	Milliman	Benefit Solutions
	Health Insurance Specialists, Inc.	RPM Health	Columbia Capital Management	

On the recommendation of Angee Sisco, on behalf of the Division of Human Resources, David Spears moved to **accept the proposal from Evergreen Solutions, LLC #1, #3, and #4 for a total cost of \$116,000.00**. Linda Kizzire seconded the motion. The motion passed unanimously.

Services under this contract will include a review of position classification and compensation, planning for implementation of adjustments and training for continued maintenance. The review will include approximately 350 positions and result in improved recruitment and motivation efforts to attract and retain the number and types of employees needed by various County agencies. Services will include market study and analysis of similar jurisdictions, employee engagement to determine how job duties differ from job descriptions, and education for implementing and maintaining competitive benefit and salary packages.

A review committee comprised of Kristi Zukovich, Communications - Amy Buhrman, Division of Human Resources and Troy Bruun, Angee Sisco, and Brandon McQuire, Finance reviewed each response submitted. Allen Gibbs and Houlik, Evergreen Solutions, and CBIZ Human Capital Services were shortlisted and interviewed. Considerations for award included meeting or exceeding solicitation conditions, ability to meet or exceed requirements, proven ability to provide high quality service, qualifications and expertise, and the most advantageous and prudent methodology and cost. Members of the review committee then voted, AGH (2), CBIZ (3), Evergreen (3). The two firms with the highest number of votes were forwarded to Bill Buchanan, County Manager and Ron Holt, Assistant County Manager who recommend Evergreen Solutions for contract award. Evergreen works solely with the Public Sector, provides a customizable employee survey to help ensure accurate information is gathered, and provides a project team with strong relevant experience. References were contacted and positive results received.

The most recent study was conducted in 2001. In recent years local economic decline has led to a lack of competitiveness, increase in turnover, and decrease in qualified candidates for open positions.

*Negotiated Rate