

2. FAIR LABOR STANDARDS ACT CONSULTANT SERVICES – HUMAN RESOURCES
FUNDING -- HUMAN RESOURCES

(Request sent to 122 vendors)

RFP #17-0072 Contract

	Allen, Gibbs & Houlik L.C.	Compensation Resources, Inc.	Gallagher Benefit Services, Inc.	McGrath Human Resources Group
Estimated Project Cost	\$57,200.00	\$139,050.00 + additional fees	\$35,500.00	\$22,250.00
No Bids	Truss, LLC	Thomas McGee, L.C.	Milliman, Inc.	Express Services, Inc.
	Bencor, Inc.	The Austin Peters Group, Inc.	Balanced Comp, LLC	Health Insurance Specialists, Inc.

The recommendation of Purchasing and the Division of Human Resources is to **accept the proposal from Gallagher Benefit Services, Inc. and establish contract for the estimated total cost of \$35,500.00.**

A committee comprised of Eileen McNichol, Bethany Corral, and Amy Murray - Human Resources, Kate Flavin - Public Information Officer and Kara Kingsley - Purchasing reviewed and scored the responses based on criteria set forth in the RFP. The committee decided to recommend Gallagher Benefit Services, Inc. (Gallagher) for award.

McGrath Human Resources Group (McGrath) provided a basic response that lacked the detail that was presented in other responses. McGrath stated that they would use our job descriptions, position questionnaires that are reviewed and signed off on from Supervisors, and any additional audits or interviews to draft a final report which includes methodology and findings, as well as classification recommendations.

Gallagher, on the other hand, will not only use job descriptions, reporting structure and supervisor/subordinate relationships, but also a questionnaire to ensure all information needed to make a decision is on hand. Furthermore, Gallagher will review our pay policies, pay practices and will provide a final report which details the process used to study and verify job content, as well as documentation of exemption status of each position and recommendations for clarification in the classification description.

McGrath would need five months to conduct this study and is located in Illinois. Gallagher will conduct this study in four months and has an office located in Wichita.

Note: At the last meeting, Mr. Stoltz asked if the evaluation team had contacted McGrath Human Resource Group and requested the additional details. McGrath has been contacted and provided no additional details.