

ITEMS REQUIRING BOCC APPROVAL
September 29, 2022
(4 Items)

1. COMPENSATION STUDY FOR POSITIONS ON COUNTY GENERAL PLAN -- HUMAN RESOURCES**FUNDING -- HUMAN RESOURCES**

(Request sent to 107 vendors)

RFP #22-0060 Contract

	Evergreen Solutions
Classification and Compensation review	\$108,000.00
	Bolton Partners Inc. dba Bolton
Classification and Compensation review	\$295,500.00
	JER HR Group LLC
Classification and Compensation review	\$127,900.00
	Micronomics
Classification and Compensation review	\$45,000.00
	Virchow, Krause & Company, LLP
Classification and Compensation review	\$235,500.00
No Bid	Allied Environmental Consultants, Inc.
	Comp Management Health Systems, Inc.
	CPS HR Consulting
	Ernst & Young LLP
	HR Compensation Consultants
	ISI Environmental
	Mellon's Human Resources
	Mustardseed Cultural & Environmental Services, LLC
	Terracon Consultants
	Tri-Star Benefits Systems, Inc.

On the recommendation of Lee Barrier, on behalf of Human Resources, Tim Myers moved to **accept the proposal from Evergreen Solutions in the amount of \$108,000.00**. Joni Wilson-Colby seconded the motion. The motion passed 3 to 4 with Brandi Baily abstaining.

A committee comprised of Sheena Schmutz, Bethany Corral, and Anna Meyerhoff-Cole - Human Resources; Brandi Bailey - County Treasurer; Lorien Showalter Arie - Budget; and Lee Barrier - Purchasing evaluated all responses and unanimously chose Evergreen Solutions.

The study will review department and position classifications for 1,600 positions and also grade placement.

Notes:

This is a proposal and not a bid. Proposals are scored based on criteria set forth in our RFP. There are five (5) components to this RFP:

Component	Points
a. Meeting or exceeding all solicitation considerations and instructions as outlined herein to include clarity, completeness and comprehensiveness of the response.	15
b. Methodology and approach to scope of work.	20
c. Qualifications, experience, and references	25
d. Timeliness in completion of project	25
e. Price	15
Total Points	100

Questions and Answers

Tim Myers: Have we used Evergreen Solutions before?

Sheena Schmutz: Correct.

Tim Myers: Were we happy with the work product they provided us?

Sheena Schmutz: Yes.

Greg Gann: Is there an anticipated timeline for the work to be completed?

Sheena Schmutz: We will be working with Evergreen Solutions and will have some sort of report ready in the Spring of 2023.

Joni Wilson-Colby: Do we typically go to an outside agency to prepare these types of reports?

Sheena Schmutz: Yes. We would need outside assistance on this. We have worked previously with other vendors to come in and review our job descriptions and job placements and because this project is so large, we also need to take an external look from it, it would be wise to use an outside vendor.