



**RFP #15-059**

**Wage and Compensation Study for the County of El Paso**

**Opening Date: Thursday, January 28, 2016**

	Gallagher Benefit Services, Inc. Phoenix, AZ	Public Sector Personnel Consultants, Inc. Tempe, AZ	Springsted Incorporated St. Paul, MN	Management Advisory Group International, Inc. Woodbridge, VA	Evergreen Solutions, LLC Tallahassee, FL	The Segal Company (Western Sates) Inc., Segal Waters Consulting Dallas, TX
<b>COST</b>	<b>\$98,000 (total not to exceed)</b>	<b>\$123,500 (not to exceed)</b>	<b>\$185,000 (not to exceed)</b>	<b>\$198,000 (total project)</b>	<b>\$39,700.00 (5 months) \$198,500.00 (total not to exceed)</b>	<b>\$19,800 (monthly-not to exceed) \$237,500 (yearly-not to exceed)</b>
Task To be Performed	Wage & Compensation Study	Classification and Compensation Study	Wage and Compensation Study	Wage and Compensation Study for the County of El Paso	1.0 Project Initiation 2.0 Collect and Review Current Environment Data 3.0 Evaluate the Current System 4.0 Develop Compensation Philosophy 5.0 Evaluate and Build Projected Classification Plan 6.0 Identify List of Market Survey Benchmarks 7.0 Identify Approved List of Survey Targets 8.0 Conduct Market Survey and Provide External Assessment Summary 9.0 Conduct Market Benefits Survey 10.0 Develop Strategic Positioning Recommendations 11.0 Conduct Solution Analysis 12.0 Develop and submit Draft and Final Reports 13.0 Develop Recommendations for Compensation Administration 14.0 Provide Revised Class Descriptions and FLSA Determinations	a. Salaries and Wages Analysis and Recommendations b. Evaluation of Level of Paid Vacation and Paid Sick Leave c. Implementation of each recommendation (a and b)
Timeline	12 Months	March 2016-March 2017	Within 12 Months	Six Months Estimated	3/1/16 to 8/31/16 (5 months)	March 2016-October 2016
Estimated Hours for Completion	Approximately 325-350 Hrs.	700	850	900	1,323	970

Approved by (Signature)

Approved by (Print)

Date

Recommended