

Consider Approval of Bid for Compensation Study Services

A Request for Proposal for Compensation Study Services was sent to seven vendors and was advertised in the local newspaper. Four responses were received. The proposals are available for Board review, if desired.

The College has periodically conducted a full review of its employee compensation plans. The last compensation or salary study was completed in 2017, and implemented for the 2017-2018 Academic Year. As was stated in the College’s current strategic plan under Goal 3: Employee Success: *Galveston College will ensure that the College offers competitive salaries and benefits to attract and retain the best qualified and diverse faculty and staff possible.* The results of the compensation or salary study will be used to inform the College’s salary schedules and the placement of individuals on those schedules in order to continue to attract and retain the best qualified faculty and staff possible.

Staff requests approval of the proposal submitted by Evergreen Solutions, LLC, 2528 Barrington Circle Unit 201, Tallahassee, Florida 32308, as they will provide a service that includes detailed compensation analysis, recommendations, and an implementation plan. Evergreen Solutions has experience in providing compensation structure, and analysis and comparison, to be able to review and evaluate GC’s compensation practices and program.

The total cost of the proposal from Evergreen is \$42,500.00, and the source of the funding will be the Capital projects Fund.

Compensation Study Services  
RFP 224-09-242

| Vendor                          | Cost         |
|---------------------------------|--------------|
| Evergreen Solutions, LLC        | \$42,500.00  |
|                                 |              |
| CBIZ Compensation Consulting    | \$84,150.00  |
|                                 |              |
| Gallagher Benefit Services, Inc | \$83,400.00  |
|                                 |              |
| MGT Impact Solutions, LLC (MGT) | \$116,291.00 |