

ADMINISTRATION RECOMMENDATION/REPORT

The District President recommends the Board of Trustees approves a contract for an employee compensation review plan from OneDigital for the Human Resources Department.

BACKGROUND

Consistent with Board Policy DEA (Local), the District strives to provide an equitable and sustainable salary scale that facilitates the recruitment and retention of knowledgeable, talented, and diverse staff and to ensure internal equity and market competitiveness.

Request For Proposal (RFP) Number 4527 was issued to procure employee compensation review plan services. Four responses were received and evaluated by a team consisting of Human Resources staff who determined the proposal submitted by OneDigital would provide the best value to the District.

OneDigital is a leader in compensation consulting and has proven experience and knowledge of formulating compensation plans that are consistent with best practices. Their proposal indicated that they are able to meet the timeline presented in the RFP, allowing for the completion of the compensation study with sufficient time for the District to implement the results of the study to be effective September 2023. OneDigital was also the only respondent who incorporated onsite consulting visits and has established six of those at key points in the study.

IMPACT OF THIS ACTION

The review of the staff employee compensation plan will allow the District to maintain a competitive position in relevant labor markets, to be flexible with the ability to adapt as needed to changing market needs, ensure internal equity, and position the District to recruit and retain the best candidates and employees in staff positions.

BUDGET INFORMATION (INCLUDING ANY STAFFING IMPLICATIONS)

This purchasing request is for spend authorization of \$120,800, which is budgeted in the Human Resources Department's FY23 operating budget.

RESOURCE PERSONNEL

Dr. Jennifer DuPlessis, Chief Human Resources Officer
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