

**4144 Employee Compensation Review**

	<b>Total Evaluation Score</b>	<b>Years in Business</b>	<b>Total Proposal</b>	<b>Base Proposal</b>
<b>CPS HR Consulting (Cooperative Personnel Services)</b>	275	33	<b>\$97,500.00</b>	
Options Consultant travel, printing/copying, binding, and postage/delivery charges reimbursable at cost				\$ 90,000.00
				\$ 7,500.00
<b>Gallagher Benefit Services, Inc.</b>	335	91		
Option 1 Pay Equity Study which includes project administration and strategy, classification review and job evaluation, pay equity analysis, compensation study and reporting			<b>\$136,500.00</b>	
Option 2 Pay Equity Study which includes project administration and strategy, classification review and job evaluation, pay equity analysis, compensation study, custom survey and reporting			<b>\$156,500.00</b>	
<b>PayFactors Group LLC</b>	145	No Response	<b>\$86,500.00</b>	
Options Option 1: Phases I, II, III & V. Job description review, market pricing 300 jobs and salary structure development & costing				\$ 27,500.00
Options Option 2: Phases I, II, III & V. Job description review, market pricing 300 jobs and salary structure development & costing and merit and incentive review				\$ 32,500.00
Options On-Site consulting services per day per consultant plus travel expenses				\$ 1,500.00
Options Provides an all inclusive annual license fee through a SaaS (software as a service) annual subscription pricing model				\$ 15,000.00
Options Compensation Management License Fee				\$ 5,000.00
Options Job Description Management, annual fee				\$ 5,000.00
<b>Segal Waters Consulting (The Segal Company (Western States) Inc.)</b>	370	79	<b>\$150,000.00</b>	
*Segal Waters was awarded the last compensation study that was completed.				
Option 1 Project Initiation				\$ 5,000.00
Option 2 Classification Analysis (which includes a custom survey)				\$ 90,000.00
Option 1 Salary Market Assessment and Recommendations				\$ 45,000.00
Option 2 Present Final Results to District				\$ 10,000.00
Option 1 Employee Presentations per day - additional				\$ 3,500.00
Option 2 Employee Interviews per day - additional				\$ 3,500.00