

# RFP 3740 Design of Job Classification and Compensation System Cost Comparison

Classification and Compensation Study	Arthur J. Gallagher & Co.	Crowe Horwath	Evergreen Solutions, LLC	Segal Waters Consulting
Review goals and project plan	\$12,000.00	\$16,500.00	**	\$5,000.00
Review job descriptions	\$65,000.00	\$110,000.00	**	\$90,000.00
Review and update salary structure	\$40,000.00	\$110,000.00	**	\$32,500.00
Develop the implementation, communication and maintenance plans	\$10,000.00	\$38,500.00	**	\$10,000.00
Conduct 2 consecutive days of employee presentations and 2 consecutive days of employee interviews	N/A	N/A	N/A	\$10,000.00
<b>TOTAL</b>	<b>\$127,000.00</b>	<b>\$275,000.00</b>	<b>\$84,000.00</b>	<b>\$147,500.00</b>

Low dollar offer

Best evaluated offer

\*\* **Evergreen Solutions** provided only their total, not-to-exceed, fixed cost to complete all the tasks included in their work plan shown below:

- Task 1: Project Initiation
- Task 2: Collect and Review Current Environment Data
- Task 3: Evaluate the Current System
- Task 4: Develop Compensation Philosophy
- Task 5: Evaluate and Build Projected Classification Plan
- Task 6: Identify List of Market Survey Benchmarks
- Task 7: Identify Approved List of Survey Targets
- Task 8: Conduct Market Survey and Provide External Assessment Summary
- Task 9: Develop Strategic Positioning Recommendations
- Task 10: Conduct Solution Analysis
- Task 11: Develop and Submit Draft and Final Reports
- Task 12: Develop Recommendations for Compensation Administration
- Task 13: Provide Revised Class Descriptions and FLSA Determinations