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RFP-RH-16-034 Wage and Compensation Study																								
Proposal Summary		1												<del>                                     </del>							+		+	
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	Mgmt Advisory Group			Springsted Incorporated			Gallagher Benefit Services			Rehman			McGrath Human Resources		Paypoint HR			Employees Only		Mercer Group		oup	GovH	R
		bridge, VA		Saint Paul, MN 55101			Saint Paul, MN 55109			Troy, MI 48084			Wonder Lake, IL 60097		Davidsonville, MD 21035			Rochester, MI 48307		Louisburg, NC 27549			Northbrook, IL 60062	
Total Cost Proposal	\$ 44,840.00												\$ 34,876.00		\$ 36,500.00		\$ 291,075.00		-		\$ 48,000.00			
1													After negotiations	\$55,570										
Notes:	Cost include	s estimated	1 133 classes.	Cost includes 184 approx 133 job tit				Assumes all 135 job description need to be vetted, revised or created; exemption testing comleted and competencies identified.		Includes consultant time, travel		Includes expenses associated with travel, phone, materials and supplies.				Includes all expenses related to 11 days on site spread across 4 separate trips during study. If successful completion requires additional trips, there will be no additional charges.		Includes procedure manual and training forHR. Additional fee for updated job descriptions that reflect current job duties and compliant with law including new FLSA laws.						
	Includes anti related opera						Includes all related items, labor, travel, deliverables, tools, etc. Fee does not include appeals \$350/appeal													Additional fee for onsite visits to present to employees \$1500 per visit				
	Rates beyond	d scope of	project would	Rates beyond scope of project would be:			Rates beyond scope of project would																	
	Profession	nal Staff	\$ 225.00	Principal/Sr Office	er \$	260.00	Hourly Fees Rar	nge	\$125-\$425	Principals	\$	415.00												
	Support P	ositions	\$ 60.00	Senior Professiona	al Staff \$	215.00				Senior Mgrs	\$	305.00												
				Professional Satff	\$	160.00				Managers	\$	260.00												
				HR Analyst/Coord	dinator \$	100.00				Seniors		205.00												
				Associates	\$	75.00				Staff	\$160-	-\$185												
										Contracted Labor		135.00												
	Note re: Proprietary rights and FOIA									Support Staff	\$	75.00												
	be requested be invoiced a	. Monthly as work pro tal contract payable up	amounts will oceeds. Ten t amount shall pon	Payment: Project I Analysis Question Salary, Benefits at 1 20%. Completion 20%. Completion						Payment: \$5,000 upon signing contract, \$12,726 upon submission draft report, \$10,000 at time of final report. Job description \$2,000 at start, balance at submission draft descriptions.		Payment: Biweekly invoices including identification of services rendered.							Payment: 40% due at time of contract. 40% approximately 10 weeks after project begins and remaining 20% plus expenses billed after complete.					
	Offered alter Indemnificat				Evidence of Insurance but not endorsements. Insurance exceptions. Alternate language to Indemnification.																			
	FLSA recom review can o recommenda agreement ar anticipatory may not occu Recommend	nly include tion in effe nd cannot b of changes ur at future	ect at time of be that may or point.				Retain sole and exclusive ownership of all intellectual property, etc.																	
					Request modification to notificate to City about change in personnel.																			