

Questions & Answers

RFP - 152301

The following questions/requests have been submitted concerning RFP 152301 – DISTRICT WIDE JOB CLASSIFICATION AND COMPENSATION STUDY. None of the questions (below) received indicated a need for a change to the RFP document. Thus, no Addenda will be issued. All questions received by various firms have been answered, even if asked by another firm. The questions below are provided verbatim from what was received and are grouped by inquiring firm:

Is there a preferred timeline for completing the study?

Completion by April of 2016

Is there a preferred number of benchmark positions of the approximate 186 positions included in the study that the district would like the hired consultant to use for the salary survey?

There is not a preferred number of benchmark positions the District has identified for the salary survey. However, of the one hundred eight six (186) positions there are several that are similarly situated positions with marginally increased duties. This may factor into the review of the survey. The District would like to receive the cost to provide a salary survey for each listed position as opposed to an industry standard benchmark amount.

What is the total number of employees that will be included in the study?

Educational Support Personnel, under a collective bargaining agreement, number approximately one thousand nine hundred forty four (1,944). Administrative and Professional Personnel number approximately one hundred sixty six (166) and two hundred fifty eight (258) respectively and are not under a collective bargaining agreement. The District's Instructional staff will not be a component of the Study.

Please remember the District requests pricing to include a classification and compensation study for all positions in the Educational Support Personnel classification with additive alternates for the Administrative classifications and the Professional classifications (separate pricing for each).

Attachments A, B, and C of the RFP document included the following number of positions:

ESP.....	1,944
Administrative	166
Professional.....	258

When was the last study conducted?

2004

What precipitated this one?

Many jobs have been created since the last study in 2004 which we believe are not in line with existing positions. The District also has had difficulty hiring some positions which needs to be rectified. We have included a "Hard to Fill Jobs" list in the RFP.

Are there any key market issues?

We have concerns regarding salary compression, inversion (this relates to neighboring county pay), competitiveness, market suppression, and longevity incentives.

Will you please share the budget for this project?

The District would not like to disclose the allocated budget for this project.

Has this type of work been performed before for The District?

Yes

- If yes, who performed this work last? When was it completed? What was the total cost of the previous project?

HR Management Partners, Inc., located in Orlando, Florida performed the last study in 2004 at a cost of \$88,981.25.

- If no, what is the primary reason the work is being requested at this time? Was the request generated by your Board, Management, both, or from another source?

NA

What is the budget for the project described in this RFP?

The District would not like to disclose the allocated budget for this project.