

**RFP for Compensation and Benefits Study
Proposal Request No. 17-0123**

Answers to Questions Asked as of 9/21/2017

- Does the City currently subscribe to any compensation surveys that the awarded Consultant would incorporate into the analysis? If so, which surveys?

Answer: No

- How many onsite meetings is the City requesting from the Consultant?

- Answer: Estimate 4 to 5. (Initial meeting after award of contract, 1 day for meeting with unions, 1-2 days for review of results, 1 day for final presentation to City Council)

- How frequently is the compensation program evaluated and studied?

Answer: The City regularly participates in local/regional surveys and collects data relative to collective bargaining efforts. We formally commit to a comprehensive study like this every 8 to 10 years.

- Does the City have accurate and up to date job descriptions? Does the City wish for the Consultant to conduct an employee questionnaire to gather job specific information?

- Answer: Our job descriptions are accurate and current. No need for the consultant to gather job specific information.