

COMMITTEE OF THE WHOLE

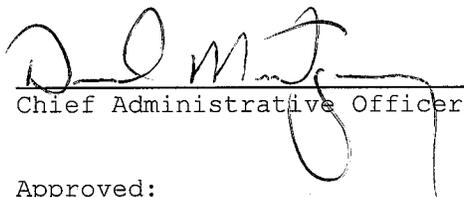
11-0442R

RESOLUTION AUTHORIZING ONE-TIME EXPENDITURE OF NOT TO EXCEED \$75,000 IN ADDITION TO PREVIOUSLY AUTHORIZED FIVE YEAR ANNUAL EXPENDITURE OF \$80,000 TO CBIZ BENEFITS AND INSURANCE SERVICES, INC. FOR A MARKET-COMPETITIVE CITY EMPLOYEE COMPENSATION EVALUATION ANALYSIS PURSUANT TO CURRENT PROFESSIONAL SERVICES AGREEMENT.

CITY PROPOSAL:

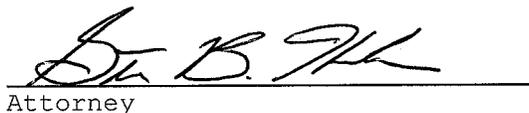
RESOLVED, that the proper city officials are hereby authorized to expend an additional one-time amount of not to exceed \$75,000 to CBIZ Benefits and Insurance Services, Inc., under the current professional services agreement approved by city council Resolution 09-0615 and on file in the office of the city clerk as Public Document No. 20985 (which agreement authorized an annual payment amount of \$80,000 over a five year period), to provide a market-competitive city employee compensation evaluation analysis, funds payable from Fund 110-700-1431-5310 (General, Transfers and Other Functions, Benefits Admin/Citywide HR).

Approved for presentation to council:



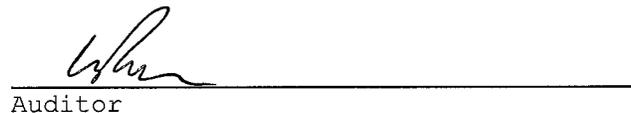
Chief Administrative Officer

Approved as to form:



Attorney

Approved:



Auditor

HR/ATTY SBH:cjk 8/17/2011

STATEMENT OF PURPOSE: This resolution authorizes the city to pay CBIZ Benefits and Insurance Services, Inc. ("CBIZ") to conduct compensation consulting services for the City. CBIZ will prepare a study of the City's pay equity system including recommendations for designing a market-competitive compensation program that is fair, sound, and systematic, complies with State regulations and that is well-aligned with the City's broader goals and strategies. CBIZ will conduct job evaluation analysis for all city jobs and external market analysis for twenty-

five percent (25%) of jobs, draft market-competitive pay structures, provide training, and provide updated salary structure adjustment factors for up to five years. CBIZ will also conduct a benefits analysis to review the market competitiveness of the City's benefits offerings, and a compensation equity study to determine if pay disparities exist, so the City can respond pro-actively.