

Good Afternoon,

Segal has reviewed the RFP Am20-002 Employee Classification and Compensation Study, please see our questions below.

- Are any employees represented by unions? **No.** If so, which organizations and how many separate CBA's? **N/A**
- Is the study being conducted as a joint labor-management initiative? **Study being done as management initiative for the benefit of Staff and Management**
- What is the anticipated award date for the project? **Sixty days after due date.**
- What is the anticipated timeline for the project? **Dependent upon winning RFP but 180 days to completion is a target.**
- Does the County have a budget for this project? **Paying for it out of general funds. We have levels in mind but not specific funds set aside.**
- Does the County anticipate the use of a custom survey or will data be accessed through information available through peer websites/other sources? **Dependent upon RFP response.**
- Can you please confirm if we are using both public and private sector surveys for comparison in the market survey? **Expect a thorough examination of the market including public and private.** Private sector companies rarely respond to custom surveys, so Segal utilizes reputable published sources to represent the private sector. Is that an acceptable alternative to the County? **Yes.**
- Does the County want the consultant to develop recommendations regarding pay policies? **Yes.**
- Does the County want the consultant to calculate the cost of implementation for our recommendations? **Yes.**

Warm Regards,

Demetria Simmons

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