



# Metropolitan Water Reclamation District of Greater Chicago

100 East Erie Street  
Chicago, IL 60611

## Legislation Details (With Text)

**File #:** 19-1137      **Version:** 1

**Type:** Agenda Item      **Status:** Adopted

**File created:** 11/8/2019      **In control:** Procurement Committee

**On agenda:** 11/21/2019      **Final action:** 11/21/2019

**Title:** Authority to Advertise Contract 19-RFP-41 Compensation and Benefits Study, estimated cost \$125,000.00, Account 101-25000-612430, Requisition 1532429

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. aa19-rfp-41.pdf

Date	Ver.	Action By	Action	Result
11/21/2019	1	Board of Commissioners	Approved	Pass

### TRANSMITTAL LETTER FOR BOARD MEETING OF NOVEMBER 21, 2019

#### COMMITTEE ON PROCUREMENT

Mr. Brian A. Perkovich, Executive Director

Authority to Advertise Contract 19-RFP-41 Compensation and Benefits Study, estimated cost \$125,000.00, Account 101-25000-612430, Requisition 1532429

Dear Sir:

Request for Proposal documents have been prepared for a consultant to perform a compensation and benefits study at the request of the Human Resources Department.

The District is seeking a consultant to conduct a compensation study focusing on the 1,200 employees in its non-represented technical, administrative and managerial job classifications. The goal of this study is to determine if the District's total compensation plan (i.e. salary and benefits) remains competitive in the marketplace. The District seeks to ensure that it can successfully compete with both private and public sector employers in the recruitment and retention of capable employees in these job classifications. Comparisons to private sector employers will focus on local and regional employers of a similar size (between 1,000 - 2,000 employees). The study will also make comparisons to local and regional public sector employers and comparable water/wastewater agencies nationwide. The contract for these services will expire December 31, 2020.

The estimated cost for this contract is \$125,000.00.

No bid deposit is required for this request for proposal.

The Diversity Section reviewed the request for proposal and concluded that Appendix A should be included in this contract. The Affirmative Action Goals will be 10% Minority Business Enterprises (MBE) and/or Women Business Enterprises (WBE) and 10% Small Business Enterprises (SBE). Appendix V will not be included.

The tentative schedule for this contract is as follows:

Advertise	December 4, 2019
Proposals Received	January 10, 2020
Award	March 18, 2020
Completion	December 31, 2020

Funds are being requested in Account 101-25000-612430. Funds are contingent on the Board of Commissioners' approval of the District's budget for 2020.

Requested, Beverly K. Sanders, Director of Human Resources, BKS:JEF

Recommended, Darlene A. LoCascio, Director of Procurement and Materials Management

Respectfully Submitted, Barbara J. McGowan, Chairman Committee on Procurement

Disposition of this agenda item will be documented in the official Regular Board Meeting Minutes of the Board of Commissioners for November 21, 2019

Attachment