

**CITY OF LA VISTA
MAYOR AND CITY COUNCIL REPORT
JUNE 6, 2023 AGENDA**

Subject:	Type:	Submitted By:
PROFESSIONAL SERVICES AGREEMENT – COMPENSATION COMPENSATION AND BENEFIT STUDY	◆ RESOLUTION ORDINANCE RECEIVE/FILE	WENDY LOWERY HUMAN RESOURCES DIRECTOR

SYNOPSIS

A resolution has been prepared to approve a professional services agreement with McGrath Human Resources Group to conduct a classification, compensation and benefit study in the amount not to exceed \$28,645.

FISCAL IMPACT

The FY23/FY24 Biennial Budget contains funding for the proposed study through reprioritization and savings.

RECOMMENDATION

Approval.

BACKGROUND

The purpose of the classification, compensation and benefit study is to establish and maintain an equitable, comparable and non-discriminatory wage, benefit and salary plan structure for the city. All current positions will be included in the study.

The study will enable the City to ensure that its compensation package (wages and fringe benefits) is adequate, fair and comparable to similar public and private employers. The study will involve the following key tasks: job evaluations, total compensation survey preparation and analysis (including benefits), pay range determination, position and pay classification and preparation of required reports.

A total of six proposals were received and interviews were conducted with three firms. It is recommended that a contract be awarded to the McGrath Human Resources Group. The McGrath Human Resources Group specializes in compensation studies for the public sector and has worked for public entities throughout the United States. Proposals were received from:

Gallagher	\$73,340
Flaherty/Hood P.A.	\$20,000
Paypoint HR	\$37,500
JER HR Group	\$41,900
Pontifex	\$36,250

McGrath Human Resources Group was chosen because of experience level and ability to meet the time requirements of the project.

Copies of all proposals are available for review in the office of the City Clerk.

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA AUTHORIZING THE EXECUTION OF A PROFESSIONAL SERVICES AGREEMENT WITH MCGRATH HUMAN RESOURCES GROUP TO CONDUCT A CLASSIFICATION, COMPENSATION AND BENEFIT STUDY IN AN AMOUNT NOT TO EXCEED \$28,645.00.

WHEREAS, the Mayor and City Council have determined that a classification, compensation and benefit study is necessary; and

WHEREAS, proposals were solicited, and six proposals were received; and

WHEREAS, it is determined that McGrath Human Resources Group provides the experience level and ability to meet the timeline and requirements of the project as outlined in the request for proposals; and

WHEREAS, the FY23/FY24 Biennial Budget provides funding for the proposed study;

NOW, THEREFORE BE IT RESOLVED, by the Mayor and City Council of La Vista, Nebraska, that a professional services agreement, in a form satisfactory to the City Administrator and City Attorney, be authorized with McGrath Human Resources Group to conduct a classification, compensation and benefits study in an amount not to exceed \$28,645.00.

PASSED AND APPROVED THIS 6TH DAY OF JUNE 2023.

CITY OF LA VISTA

ATTEST:

Douglas Kindig, Mayor

Patti Anderson
Deputy City Clerk