

Q&A- Compensation study 2024

1. Will you accept proposals from consultancy firms based in India? As an international consultancy service with extensive experience in delivering tailored solutions to clients worldwide, we believe we can provide valuable insights and expertise to your project.

Given that we are a governmental entity we try our best to support or local businesses who have a more hands on approach, so your company being internationally might make it difficult for us.

2. Given our location in India, can we submit the proposal in PDF format via email to ease the process and for security reasons?

Unfortunately, we are only accepting proposal in the form of hard copies

3. Are there any particular challenges or issues the District wants to address through this study?

We just want to ensure “hierarchy internal equity” to make sure we are within range of comparable districts.

4. What existing compensation data and job classification information will the selected consultants have for review

We previously had a study completed in 2014 that will be available for your viewing.

5. Will the District provide access to any previous studies or reports that could inform the current project?

As stated before study completed in 2014 will be available.

6. Did the District previously use a point-factor system for compensation analysis, if so what factor system has been used.

Not to my knowledge

7. What level of involvement and availability can be expected from District staff during the study?

A selected project team will be available to provide information as needed to assist with this project.

8. What are the preferred communication protocols with the District during the project?

Depending on question an in-person meeting may be necessary. But also, remote and email communication would be preferred.

9. Is there a defined peer group for the compensation survey?

No there is no defined peer group for this study

10. Does the District have a budget range in mind for this project?

Yes, there is a budget range.

11. Are there any known financial constraints that the proposal should take into consideration?

No not at this moment

12. How fixed is the project completion date of September 16, 2024?

We understand delays may occur due to unforeseen circumstances.

If an extension is needed a written request as to the reason for not being able to meet the deadline would likely be entertained. If the reason is valid and proposed new date is within reasonable time.