

CITY OF HAMMOND

2022 WAGE SURVEY

INTRODUCTION

- Four proposals received
- Price ranges from \$36,500 to \$147,000
- Similar methodologies and deliverables
 - Consultation - proprietary tools
 - Implementation
 - Completion
- Competitive markets vary

EVERGREEN SOLUTIONS, LLC

\$36,5000

- Methodology in line with City of Hammond
 - Working closely with employees
 - Kick off meetings
 - Focus groups
- Proprietary software
 - Job Assessment Tool to update or refine job descriptions
 - JobForce Manager – compensation and classification maintenance tool
- No comp set within state
 - Closest is Alabama

HR NOLA

\$61,200

- Local company
- No proprietary tools
 - CompAnalyst – HR reported compensation data
 - World at Work – Total rewards solutions
- Employee input limited; job questionnaire not completed
- Comp set:
 - Baton Rouge, New Orleans, Monroe, & Lafayette

SSA

\$86,225

- Local company which provided wage survey conducted in early 2021
- Employee focused – Job analysis questionnaire (JAG)
- Deliverables – Economic Research Institute (ERI)
 - Job analysis
 - Benefit comparison with comp set
 - Recommend changes to current pay grid based on best practices & cost analysis to implement new pay grid
- Local comp set

GALLAGHER

\$147,000

- Review current compensation plan – strengths vs weakness
- Employee focused – Position Description Questionnaires (PDQ)
- Job analysis
- Custom survey combined with published survey sources - ERI
- New plan approved
 - Provide training and include necessary tools to maintain the system

RECOMMENDATION

- Reject proposals
- Purchase in-house system

SALARY.COM CONSULTATION WITH COMPANALYST \$19,000

- Similar or exact tool used by consultants to conduct wage analysis
- Increased transparency, customizable, flexible, non-biased
- Allows for job analysis, compensation analysis, & updating job descriptions lead by Consultant
- Immediate access and owner of information due to yearly subscription
- HR will lead project by reviewing current job descriptions with each employee and dept. heads
- Huge savings by bringing wage survey in-house
- Consultant with 1 year access to CompAnalyst
- 3 year agreement = \$11,500 per year