

## Legislation Text

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File #: 15-5759, Version: 1

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### Market Salary Data Services

#### **Action:**

- A. Approve contract amendment #2 with Pay Scale, Inc. to provide market salary data services, and**
- B. Authorize the City Manager to approve other amendments consistent with the purpose for which the contract was approved, including price adjustments for as long as the City uses the Pay Scale, Inc. software system.**

#### **Staff Resource(s):**

Cheryl Brown, Human Resources

#### **Explanation**

- The City Council-approved policy is that market competitiveness for a specific job is based on the median of actual salaries paid in the applicable recruitment area for jobs of a similar nature.
- Market competitiveness is determined through local, regional, and national pay surveys. The market rate is calculated in market pricing software. Pay Scale, Inc. provides the software tool used to calculate the market rates.
- Pay Scale, Inc. provides data integration services to manage and extract comparative survey data used in setting pay scales from numerous market salary surveys purchased by the City annually.
- This amendment extends the initial agreement to allow the City continued access to market rate surveys to gain insight to the latest information available for current market rates for City salaries.
- The original contract with the vendor was for three years.
  - Contract Amendment #1 extended the original term for one year.
  - Total expenditures to-date have been \$99,999.
  - The City is seeking Council approval to extend the contract for as long as the Pay Scale, Inc. software is in use to provide market salary survey data.
  - Services provided by Pay Scale, Inc. will be reviewed by the City on an annual basis.
- Annual ongoing contract expenditures are estimated at \$29,500.

#### **Fiscal Note**

Funding: Human Resources Operating Budget