



Lake County Illinois

Legislation Details (With Text)

File #: 19-0776 **Version:** 1 **Name:** Compensation Study Consultant Award
Type: resolution **Status:** Passed
File created: 4/25/2019 **In control:** Financial & Administrative Committee
On agenda: **Final action:** 5/14/2019
Title: Resolution to enter into a contract for consulting services with Segal Consulting, Chicago, Illinois, (Segal) in an estimated amount of \$90,000 to complete a Lake County compensation study.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 19044 Award Recommendation.pdf, 2. 19044 Draft AGREEMENT.pdf, 3. Scoring Sheet.pdf

Date	Ver.	Action By	Action	Result
5/14/2019	1	Lake County Board	adopted	Pass
5/9/2019	1	Financial & Administrative Committee	recommended for adoption to the consent agenda	Pass

Resolution to enter into a contract for consulting services with Segal Consulting, Chicago, Illinois, (Segal) in an estimated amount of \$90,000 to complete a Lake County compensation study.

- The Human Resources Department sought proposals from qualified firms to conduct an evaluation of the compensation system for Lake County's employees.
- The compensation system evaluation builds upon the work completed in 2014 to establish a quantitative job evaluation system and a market survey analysis completed to benchmark a select group of positions with the external market.
- The Consultant will complete a total compensation market assessment for up to 100 benchmark job titles.
- A Request for Proposal (RFP) was developed and reviewed by an interdepartmental committee comprised of representatives from Human Resources, Finance, County Administrator's Office, and the Health Department.
- The RFP was sent to 22 vendors and proposals were received from seven vendors.
- Based on the criteria set forth in the RFP, the proposal submitted by Segal is the most qualified and most favorable for Lake County.
- The contract includes consulting services at a contract amount of \$90,000.

RESOLUTION

WHEREAS, in accordance with Section 5-102 of the Lake County Purchasing Ordinance, proposals were called for by publication for consulting services to conduct a Compensation Study for Lake County; and

WHEREAS, subsequent to said publication, request for proposals were extended to 22 vendors; and

WHEREAS, sealed proposals were received from seven vendors and opened in the County Building, Waukegan, Illinois, on April 2, 2019, at 11:00 a.m.; and

WHEREAS, based on the criteria set forth in the Request for Proposals, an Evaluation Committee selected Segal Consulting to be in the best interest of Lake County.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, that Purchasing Agent is authorized to enter into a contract with Segal Consulting, Chicago, Illinois, in an estimated amount of \$90,000 for consulting services to conduct a Compensation Study for Lake County.

DATED at Waukegan, Lake County, Illinois, on May 14, 2019.