

EWEB Board Consent Calendar Request

For Contract Awards, Renewals, and Increases

The Board is being asked to approve an increase to a Contract with **Johnson HR Consulting Inc.** for market pricing consulting services.

Backgrounder (if "yes," "See backgrounder information") No

Board Meeting Date: April 21, 2009

Project or Job Name: Market Pricing

Project Contact: Lena Kostopulos Ext. 3015

Purchasing Contact: Cheryl Golbek Ext. 3274

Action Requested:

Contract Award
 Contract Renewal
 Contract Increase
 Other

Contract Amount:

Original Contract Amount: \$15,000

Additional \$ Previously Approved: \$ 0

Invoices over last approval: \$0

Percentage over last approval: 0%

Amount this Request: \$ 25,000

Resulting Cumulative Total: \$ 40,000

Funding Source:

Budget
 Reserves
 New Revenue
 Bonding
 Other

Contracting Method:

Method of Solicitation: Direct Negotiated

If applicable, basis for exemption: EWEB Rule 6-270

Term of Agreement: January 31, 2008 thru December 31, 2009

Option to Renew? Yes

Approval for purchases "as needed" for the life of the contract No

Form of Contract:

Single Purchase
 Services
 Personal Services
 Construction
 IGA
 Price Agreement
 Other

Narrative:

Since 2005, Johnson HR Consulting (Johnson) has provided the software platform (NextComp Software system) used by HR in managing EWEB's list of published compensation surveys that support our market pricing and compensation analysis activities. Without continued access to this software platform HR would not be able to translate and combine the data from numerous surveys which are used to determine appropriate market pricing for EWEB jobs.

Johnson also provides general consultation services related to compensation systems and national trends. This year, Johnson will provide expertise regarding national trends in comparison to EWEB's market-based compensation philosophy and structure related to the current economic conditions. These services will include:

1. Recommendations on modifications and improvements to EWEB's compensation system, including the review of job families, pricing methods, survey resources and suggested timeline in preparation for the 2009 market review.
2. Assist HR staff with finding and determining compensation rates. Market pricing entails the review of subject position descriptions, identifying market matches from published surveys, entering the match and pricing data.
3. Market pricing of approximately 20 new or revised MAPT (management administrative, professional and technical) positions.
4. A complete market pricing review of six individual job families, develop associated salary structures and create the related 2009 updates.
5. Consultation regarding EWEB's published surveys and will upload the subject survey results into their software system for analysis.

ACTION REQUESTED:

Staff requests Board approve an increase to an existing contract with **Johnson HR Consulting** for market pricing consulting services. Funds for these services were budgeted for 2009.

SIGNATURES:

Project Coordinator: _____

Supervisor: _____

Purchasing Manager: _____

Division Director: _____

General Manager: _____

Board Approval Date: _____

Secretary/Assistant Secretary verification: _____