



City of Glen Rose

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Proposal for Compensation Study & Organizational Study

Who is GoVirtual CFO?

Experienced Public Sector Employees

Go Virtual CFO is a division of Eight20 Consulting. Go Virtual CFO was founded to help small to medium size cities with various government consulting needs.

Eight20 Consulting is owned and founded by Chad Janicek and Patrick Lawler. Both Chad and Patrick graduated from the University of North Texas with a Master of Public Administration degree and spent a combined 30 years working in city administration, finance, budget, and economic development for small, medium, and large sized municipalities.

Go Virtual CFO is operated by Doug Martella. Doug has a MBA and has 16 years in the governmental accounting area, performing audits and finance director duties for small cities across Texas.

Services Summary

Summary of Services

☑ Base Compensation Study

Complete base compensation study to include:

Review and compare up to 10 similar size cities in population, tax revenue and other sources

Consolidate data from sources and calculation of prevailing rates and benchmarks.

Evaluate the impact to the City fiscally as a whole.

Present the compensation study to City staff and Council with summarized results of findings.

Cost: \$4,000

☑ Organizational Study

Review of current job descriptions and organization chart.

Confirmation of city occupations in each department.

Create and develop organizational chart to suit the City's needs.

Cost: \$4,000

☑ Total Cost: \$8,000

Detailed Proposal

A detailed proposal of the items presented in the services summary are as follows:

A) City Involvement in Compensation Plan Development

- Comparator Employer Selection
- Benchmark Job Class Selection
- Salary Structure Selection
- Job Evaluation Method to salary plan
- Compensation Points for Analysis

B) Comprehensive Compensation Survey

- Collect data points from chosen comparative cities
- Collect data on salary range structures, minimum, mid, maximum
- Methods of administration, COLA, merit

C) Salary Plan Structure Development

- We will prepare updates to the City's current wage structure
- We will prepare alternative City wage structures to select the best fit for the City

Detailed Proposal

D) Salary Range Assignment Development

- We will assign each job classification to a salary range in the City's current or selected new salary structure based on factors determined by data collection analysis.

E) Implementation Plan Development

- We will consult with HR staff and City staff to implement the changes to the salary structure.
- We will communicate and assist with multi-year implementation and forecasting.

F) Final Reports and Presentation

- We will provide City staff, City Officials and City Council with a final draft of our report for review. We will work together through any changes to the plan to develop a final report for approval.

