

**From:** [Powers, Megan](#)  
**To:** [Lara Hooley](#)  
**Subject:** FW: HR Comp Study Consultant- Reference Check  
**Date:** Friday, March 15, 2024 11:48:10 AM  
**Attachments:** [image001.png](#)  
[image003.png](#)  
[image004.png](#)  
[Outlook-buel2rr5.png](#)

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*Megan Powers*

Assistant to the City Manager  
City of Madeira Beach  
300 Municipal Dr. I (727) 391-9951 x228  
[www.Madeirabeachfl.gov](http://www.Madeirabeachfl.gov)



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**From:** Donna Jentink <djentink@largo.com>  
**Sent:** Friday, February 23, 2024 2:46 PM  
**To:** Powers, Megan <mpowers@madeirabeachfl.gov>  
**Cc:** Kimberly Nicholls <knicholls@Largo.com>  
**Subject:** Re: HR Comp Study Consultant- Reference Check

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Hi Megan,

The City of Largo conducted a complete compensation study in 2019/2020 using PaypointHR and implemented it in FY2021. Due to the post-COVID compensation environment, the City of Largo contracted with PaypointHR again for the recalibration of the compensation plan. The recalibrated plan was implemented in FY23 and completed in FY24. Currently, PaypointHR is conducting another study to ensure that our non-represented/professional-paraprofessional positions are appropriately graded considering the current economic environment.

Thanks.

**Donna Jentink, SHRM-SCP**  
HR Compensation Supervisor

City of Largo

[djentink@largo.com](mailto:djentink@largo.com) | 727-586-7349 | [Largo.com](http://Largo.com)



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**From:** Kimberly Nicholls <[knicholls@Largo.com](mailto:knicholls@Largo.com)>  
**Sent:** Friday, February 23, 2024 1:30 PM  
**To:** Powers, Megan <[mpowers@madeirabeachfl.gov](mailto:mpowers@madeirabeachfl.gov)>  
**Cc:** Donna Jentink <[djentink@largo.com](mailto:djentink@largo.com)>  
**Subject:** FW: HR Comp Study Consultant- Reference Check

Hi, Megan.

I've copied our Compensation Manager on this. She can best answer for you.

Take care,

Kim

Kimberly A. Nicholls – MPA, PHR  
Human Resources Assistant Director  
City of Largo  
727-587-6776 | [knicholls@largo.com](mailto:knicholls@largo.com) | [largo.com](http://largo.com)



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**From:** Powers, Megan <[MPowers@madeirabeachfl.gov](mailto:MPowers@madeirabeachfl.gov)>  
**Sent:** Friday, February 23, 2024 1:28 PM  
**To:** Kimberly Nicholls <[knicholls@Largo.com](mailto:knicholls@Largo.com)>  
**Subject:** HR Comp Study Consultant- Reference Check

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Hi Kim,

I am hoping you can help me out or point me in the right direction. We just opened some bids for our upcoming Comp and Classification study. A couple of the consultants listed Largo as a reference and we hoping you could answer a few questions for us.

Consultants:

- Paypoint HR LLC
- AutoSolve

Questions:

- What kind of study did they preform for you? When?
- Were you satisfied with the process and final result?
- How long did the process take?
- Can you provide a sample of the completed project? We don't need job descriptions if that is all they performed.
- How much of the process was face to face/remote?
- Did they offer a compression plan? If so was it multi-year?
- Did they offer a maintenance program or review after a year?
  - Was it included in the contract or offered as an hourly rate post contract?

Any insight you can provide would very helpful! This is something I will be bringing up at the consortium next week if anyone would like to piggy back.

Have a great weekend and thank you for your time!

*Megan Powers*

Assistant to the City Manager

City of Madeira Beach

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