

From: [Jerry Cantrell](#)
To: [Sherrian Hardman](#)
Cc: [Lara Hooley](#); [VanBlargan, Clara](#)
Subject: FW: Questions Regarding Gehring Group, Inc. Classification and Compensation Study
Date: Friday, March 15, 2024 2:25:54 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[Gehring Group Comp Study Report.pdf](#)
[Employee Compensaton Consultant Services - signed.pdf](#)
[loi 23-D-149 docs for posting.pdf](#)

Ms. Hardman:

Thank you for this response. We appreciate the support that Ms. Reul and you have provided.

Cheers,
Jerry Cantrell, MS ESPG
City of Madeira Beach
Civil Service Commission
727-391-9951



From: Sherrian Hardman <shardman@coralsprings.gov>
Sent: Friday, March 15, 2024 2:20 PM
To: Jerry Cantrell <jcantrell@madeirabeachfl.gov>
Subject: RE: Questions Regarding Gehring Group, Inc. Classification and Compensation Study

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Good Afternoon Jerry,
I've attached our compensation study RFP documents and final product from Gehring Group. I've also included answers to your questions below. Please feel free to contact me if you have any questions.

Kind regards,



SHERRIAN A. HARDMAN, MBA, PHR

Compensation Manager • Human Resources

shardman@coralsprings.gov • Phone 954-344-5925 • Fax 954-344-1151
City of Coral Springs, Florida • 9500 W. Sample Rd. • Coral Springs, Florida 33065



From: Jerry Cantrell <jcantrell@madeirabeachfl.gov>

Sent: Thursday, March 14, 2024 5:59:09 PM

To: Kathy Reul <kreul@coralsprings.gov>

Cc: VanBlargan, Clara <cvanblargan@madeirabeachfl.gov>; Lara Hooley <LHooley@madeirabeachfl.gov>

Subject: Questions Regarding Gehring Group, Inc. Classification and Compensation Study

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms. Reul:

The City of Madeira Beach is evaluating RFP responses for classification and compensation. Can you share a copy of the classification and compensation study that was provided by Gehring Group, Inc.? Also, would you mind answering these questions regarding Gehring Group, Inc.:

1. After completing the compensation and job description analysis, is there anything that you realize you've overlooked? **We were very thorough in our pre-compensation discussions and planning and feel we looked at all job classes, departments/divisions, pain points during the study.**
2. Do you have a copy of job descriptions and the job classification that could be shared? **Yes, please visit <https://www.governmentjobs.com/careers/coralspringsfl/classspecs> to see a full listing of our job classifications and current pay ranges.**
3. What would you do differently if you needed to complete an analysis again? **Ensure that we are on the same page with the consultants as far as ownership of the data, and files that's produced during the study.**
4. Are there experiences you'd like to share? **Gehring was able to satisfactorily complete our compensation study in a very compressed timeframe. They were professional, attentive, knowledgeable and always available to review questions, new scenarios as they presented themselves.**
5. Would you use this company again? **Yes**
6. Are you satisfied with the results? **We are.**

Any assistance you could provide would be appreciated. My cell is 770.833.7771 should you

like to discuss these questions or requests.

Cheers,
Jerry Cantrell, MS ESPG
City of Madeira Beach
Chair - Civil Service Commission
727-391-9951



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