

From: [Sandi McKamey](#)
To: [Lara Hooley](#); [Powers, Megan](#)
Subject: RE: Compensation Study - Reference
Date: Monday, March 18, 2024 2:48:03 PM
Attachments: [image004.png](#)
[image001.png](#)

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Good Afternoon –

I apologize for the delay in response – I'm working extremely short staffed for a few weeks and my HR Manager is out on medical leave. I saw there were two emails from the same city with the same questions – so I've replied to both at once.

We gave Cody and Associates all our job descriptions. I was not sure if you wanted me to send all of them.

Let me know if you need anything else.



SANDI MCKAMEY, MMC, CPM
City Administrator

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From: Lara Hooley <lhooley@madeirabeachfl.gov>
Sent: Tuesday, March 12, 2024 11:48 AM
To: rmuniz@southwestbranches.org; slucas@gulfbreezefl.gov; cityclerk@valp.org; Sandi McKamey <smckamey@belleviewfl.org>; mcannon@cityoffortmeade.com; humanresources@plantcitygov.com
Subject: Compensation Study - Reference

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Good afternoon,

The City of Madeira Beach is in the process of choosing a consultant firm for a Classification & Compensation Study. The following firm has listed your city as a reference – **Cody & Associates, Inc.** Would you please answer a few questions in regard to this company?

1. When was the last study performed by this company? **The last formal study was performed in 2019.**
2. What services did the study cover? ie. Pay plan, Benefits plan, both **They looked at our pay plan.**
3. After completing the study, is there anything they might have overlooked? **They did not overlook anything that I am aware of.**
4. Do you have a copy of job descriptions and job classifications that could be shared? **We sent up job descriptions from every department – approximately 30 – 40 of them. Are there any descriptions that you are interested in or did you want them all? Just let me know.**
5. What would you do differently if you needed to complete the analysis a second time? **There is nothing that I can think of that I would have changed.**
6. Are there any experiences you want to share? **She was very good in working with me and staff to complete the study and stayed in continual contact with me. She presented the study to the Commission and was responsive to their questions. They approved the study upon presentation.**
7. Would you use this same company again? **Since then, we have sent up job description rewrites for a quick review, and if needed, and adjustment.**
8. Are you satisfied with the results? **We were satisfied with the results.**
9. Were there any unexpected expenses? **There were no unexpected expenses.**

Thank you for taking the time out of your busy day!

Regards,

Lara Hooley
Executive Assistant to the City Clerk
City of Madeira Beach, Florida
727-391-9951 ext. 232



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