

From: [Jerry Cantrell](#)
To: [Amber Lathem](#)
Cc: [VanBlargan, Clara](#); [Lara Hooley](#)
Subject: FW: Questions Regarding Cody & Associates Classification and Compensation Study
Date: Friday, March 15, 2024 2:17:05 PM
Attachments: [Outlook-bvjvutns.png](#)
[Outlook-1hpkolw.png](#)
[Classification and Compensation Study Finalized Copy.pdf](#)

Ms. Lathem:

Thank you for your response. The information is appreciated.

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



From: Amber Lathem ALathem@jaxbchfl.net
Sent: Friday, March 15, 2024 2:01 PM
To: Jerry Cantrell <jcantrell@madeirabeachfl.gov>
Subject: Re: Questions Regarding Cody & Associates Classification and Compensation Study

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Good afternoon,

Please see our responses below.

1. After completing the compensation and job description analysis, is there anything that you realize you've overlooked? **No.**
2. Do you have a copy of job descriptions and the job classification that could be shared? **I**

attached our finalized pay study, our job descriptions were already finalized prior to the study.

3. What would you do differently if you needed to complete an analysis again? **Nothing, Linda completed all task at the scheduled times and completed the study as we requested.**
4. Are there experiences you'd like to share? **Linda continued to be in contact for any support or questions we may need after the pay study was completed.**
5. Would you use this company again? **Yes.**
6. Are you satisfied with the results? **Yes.**



AMBER LATHEM

Human Resources Generalist

City of Jacksonville Beach

PHONE: 904-270-1687

11 N. 3rd St., Jacksonville Beach, FL 32250

From: Jerry Cantrell <jcantrell@madeirabeachfl.gov>

Sent: Thursday, March 14, 2024 5:27 PM

To: Kimberlee Bennett <kbennett@jaxbchfl.net>

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

Subject: RE: Questions Regarding Cody & Associates Classification and Compensation Study

You don't often get email from jcantrell@madeirabeachfl.gov. [Learn why this is important](#)

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Ms. Bennett:

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 Cody &

Associates? Also, would you mind answering these questions regarding Cody & Associates:

7. After completing the compensation and job description analysis, is there anything that you realize you've overlooked?
8. Do you have a copy of job descriptions and the job classification that could be shared?
9. What would you do differently if you needed to complete an analysis again?
10. Are there experiences you'd like to share?
11. Would you use this company again?
12. Are you satisfied with the results?

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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