

From: [Powers, Megan](#)
To: [Lara Hooley](#); [Lara Hooley](#)
Subject: FW: HR Comp & Classification Consultant Reference Check
Date: Friday, March 15, 2024 11:46:14 AM
Attachments: [image001.png](#)
[COMP AND CLASS STUDY Final.pdf](#)

Megan Powers

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



From: Kutch, Michelle <MKutch@myoldsmar.com>
Sent: Friday, February 23, 2024 5:03 PM
To: Powers, Megan <MPowers@madeirabeachfl.gov>
Subject: RE: HR Comp & Classification Consultant Reference Check

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Hi Megan,

I'm happy to provide the information - see below. Please let me know if you have any follow up questions and we can schedule to speak.

Thank you,
Michelle

From: Powers, Megan <MPowers@madeirabeachfl.gov>
Sent: Friday, February 23, 2024 1:52 PM
To: Kutch, Michelle <MKutch@myoldsmar.com>
Subject: HR Comp & Classification Consultant Reference Check

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Hi Michelle,

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 Oldsmar as a reference and we hoping you could answer a few questions for us.

Consultant:

- Gehring Group
- Evergreen Solutions

Questions:

- What kind of study did they perform for you? When?

Gehring Group is the City's benefits consultant. I have worked with them for 5 years, here at the city of Oldsmar and another 14 years at my previous Pinellas County Municipal Employer. Evergreen Solutions conducted our Compensation and Classification Study which began 9/22-5/23.

- Were you satisfied with the process and final result?

Gehring Group – Yes, I am always satisfied with the assistance, professionalism and work product
Evergreen – We had struggles with Evergreen and were not always on the same page. My Finance department often had to review the compensation calculations spreadsheets with they provided to us and point out corrections that needed to be made.

- How long did the process take?

Gehring Group – ongoing

Evergreen – approximately 9 months.

- Can you provide a sample of the completed project? We don't need job descriptions if that is all they performed.

Gehring Group does our annual health insurance renewal and day to day benefits support. The Evergreen Compensation, Classification and Benefits final report is attached.

- How much of the process was face to face/remote?

Gehring Group – GG comes onsite approximately 4 x a year for benefits review.

Evergreen came on site to do employee meetings and kick off the study, then came back at the end to present to council. All other meetings were virtual or on the phone.

- Did they offer a compression plan? If so was it multi-year? Evergreen

recommended a "class parity", (chapter 6 in attachment), where we brought employees up to their new min, then gave them credit for the years they were in that specific position (not years at the City). For the most part it worked well, just a few one off's like promotions, etc. We emphasized with employees that the point of the study was to make sure they were being paid appropriately now, as it compared to today's market and that it was not to make up for the past years.

- Did they offer a maintenance program or review after a year? No

- Was it included in the contract or offered as an hourly rate post contract?

Any insight you can provide would very helpful. Have a great weekend and thank you for your time!

Regards,

Megan Powers

Assistant to the City Manager

City of Madeira Beach

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