

From: [Joseph Patton](#)
To: [Jerry Cantrell](#)
Cc: [VanBlargan, Clara](#); [Lara Hooley](#)
Subject: RE: Questions Regarding Gehring Group, Inc. Classification and Compensation Study
Date: Friday, March 15, 2024 9:11:37 AM
Attachments: [image001.png](#)

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Hi Jerry,

We have not completed our study as of yet. We expect to finish next week. I have answered what I could below.

1. After completing the compensation and job description analysis, is there anything that you realize you've overlooked? **Not at the moment.**
2. Do you have a copy of job descriptions and the job classification that could be shared? **We have not finalized them at this time.**
3. What would you do differently if you needed to complete an analysis again? **Staff complained about the survey tool being too long. I believe Gehring Group is reviewing their survey tool. My view, if you want to do a thorough review, a longer survey is necessary to capture as much information as possible. I personally met with all supervisors and department heads to explain the survey so they could help staff complete if necessary, however, I did not do that with staff.**
4. Are there experiences you'd like to share? Great experience so far. **They are very knowledgeable and always there to help.**
5. Would you use this company again? **Definitely.**
6. Are you satisfied with the results? **I am satisfied with the results so far. I wanted a complete independent study, so we remained out of it unless asked. I have not seen the completed report, but we are very happy with the process and the actions of John Muller's team at Gehring Group.**

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From: Jerry Cantrell <jcantrell@madeirabeachfl.gov>
Sent: Thursday, March 14, 2024 6:03 PM

To: Joseph Patton <JPatton@Apopka.net>

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

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

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Dr. Patton:

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?
2. Do you have a copy of job descriptions and the job classification that could be shared?
3. What would you do differently if you needed to complete an analysis again?
4. Are there experiences you'd like to share?
5. Would you use this company again?
6. 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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