

**From:** [Powers, Megan](#)  
**To:** [Lara Hooley](#)  
**Subject:** FW: Clearwater - RE: HR Comp & Classification Consultant Reference Check  
**Date:** Friday, March 15, 2024 11:45:11 AM  
**Attachments:** [image003.png](#)  
[image005.png](#)  
[Final Report - Class & Comp Study for City of Clearwater.pdf](#)  
[Evergreen Reccomendations.pdf](#)

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*Megan Powers*

Assistant to the City Manager

City of Madeira Beach

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**From:** Green, Robert <Robert.Green@MyClearwater.com>  
**Sent:** Wednesday, February 28, 2024 4:20 PM  
**To:** Powers, Megan <mpowers@madeirabeachfl.gov>  
**Cc:** Ryals, Chrystal <Chrystal.Ryals@MyClearwater.com>  
**Subject:** RE: Clearwater - RE: HR Comp & Classification Consultant Reference Check

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Good afternoon, the City of Clearwater uses the Gehring Group as a benefits broker and has not utilized them for any Compensation or Classification.

On the other hand, Evergreen Solutions has recently finished a Compensation & Classification study for us so the answers below are based on our work with Evergreen Solutions.

- What kind of study did they preform for you? When? **Evergreen provided a comprehensive Compensation & Classification study. Our pay ranges and current employee salaries were updated based on the market. Evergreen also made recommendations for job title changes and additional job titles. The project started near the beginning of March 2023 and ended near the beginning of December 2023 when Evergreen made its final presentation to our City Council for their approval.**
- Were you satisfied with the process and final result? **Yes, we were satisfied with the work Evergreen has done and the results.**
- How long did the process take? **The process from start, where we provided Evergreen data**

and policies from the City, to end, where they presented to our City Council their recommendations, was around 9 months.

- Can you provide a sample of the completed project? We don't need job descriptions if that is all they performed. I have attached the final report as well as the recommendations made for our job classifications.
- How much of the process was face to face/remote? At the beginning of the process, Evergreen came in person to have an orientation and focus groups with our employees. The orientation was to introduce themselves to employees and provide an overview of the project and focus groups were used to get feedback from employees regarding why they chose and continue to work for the City of Clearwater, what they like about the City, and what are things the City can improve on. Everything else was remote and our consultant from Evergreen was available to answer any questions or concerns via email or over teams.
- Did they offer a compression plan? If so was it multi-year? They provided a compression analysis, which is in their final report.
- Did they offer a maintenance program or review after a year? They did not offer a maintenance program, but they gave us a tool to help us reevaluate our job classifications next time we want to do a study internally.
  - Was it included in the contract or offered as an hourly rate post contract? The tools were included in the contract.

Let me know if you have any other questions.

Have a Great Day,

Robert Green  
Human Resources Analyst II, SHRM-CP  
Compensation & Classification and Labor Relations  
City of Clearwater  
Phone: 727-444-8105



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**From:** Powers, Megan <[MPowers@madeirabeachfl.gov](mailto:MPowers@madeirabeachfl.gov)>  
**Sent:** Friday, February 23, 2024 1:41 PM  
**To:** Ryals, Chrystal <[Chrystal.Ryals@MyClearwater.com](mailto:Chrystal.Ryals@MyClearwater.com)>  
**Subject:** HR Comp & Classification Consultant Reference Check

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Good Afternoon,

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 Clearwater 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 preform for you? When?
- Were you satisfied with the process and final result?
- How long did the process take?
- Can you provide a sample of the completed project? We don't need job descriptions if that is all they performed.
- How much of the process was face to face/remote?
- Did they offer a compression plan? If so was it multi-year?
- Did they offer a maintenance program or review after a year?
  - 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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