

From: [Powers, Megan](#)
To: [Lara Hooley](#)
Subject: FW: [External] HR Comp & Classification Consultant Reference Check
Date: Friday, March 15, 2024 11:46:54 AM
Attachments: [image001.png](#)

Megan Powers

Assistant to the City Manager
City of Madeira Beach
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From: Shaner, Andrea <Andrea.Shaner@lakelandgov.net>
Sent: Friday, February 23, 2024 1:53 PM
To: Powers, Megan <MPowers@madeirabeachfl.gov>
Subject: RE: [External] HR Comp & Classification Consultant Reference Check

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Good Afternoon,

Please see the answers highlighted below in yellow.

- What kind of study did they perform for you? When? **A full wage study of all general positions & helped us create a new step-based pay plan and new pay ranges.**
- Were you satisfied with the process and final result? **Satisfied.**
- How long did the process take? **6-8ish months**
- Can you provide a sample of the completed project? We don't need job descriptions if that is all they performed. **If you put in a records request, they can send you the final compensation study.**
- How much of the process was face to face/remote? **We had meetings remotely pretty frequently. They came face to face a few times.**
- Did they offer a compression plan? If so was it multi-year? **No**
- Did they offer a maintenance program or review after a year? **Not that I'm personally aware of.**

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

Andrea Shaner, SHRM-SCP

HR Analyst – Comp & Class

Human Resources

[City of Lakeland](#)

From: Powers, Megan <MPowers@madeirabeachfl.gov>

Sent: Friday, February 23, 2024 1:47 PM

To: Shaner, Andrea <Andrea.Shaner@lakelandgov.net>

Subject: [External] HR Comp & Classification Consultant Reference Check

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. One of the consultants listed Lakeland as a reference and we hoping you could answer a few questions for us.

Consultant:

- Bolton Partners or Bolton USA

Questions:

- What kind of study did they perform 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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