

Number: RFP 24-14 Salary and Compensation Analysis
Posting Date: 09/10/2023
Addendum #2
Posting Date: 10/11/2023
Closing Date: 10/26/2023

The information contained in this document shall become an official part of the original document and shall be acknowledged as noted on the Certification Form (Form 2) of solicitation document in the space provided. Failure to acknowledge receipt of an addendum may result in a status of non-responsive. Firms are encouraged to review the contents of this document and to respond accordingly.

Addendum No. 2 is being issued to provide clarification of RFP 24-14 Salary and Compensation Analysis.

1. Questions:

Questions	Responses
1. How many classified non-exempt positions are there? How many titles do these positions encompass?	<i>We have 2300 non-exempt positions and 180 titles.</i>
2. How many certified positions paid on the Administrator's pay scale are there? How many titles do these positions encompass?	<i>Eight certified staff are paid on the scale for Administrators.</i>
3. How many employees are to be included in the study?	<i>The 100 positions to review may include up to 2,000 employees in those positions.</i>
4. Has the SCCPSS established a budget for this project? If so, will that amount be shared with bidders?	<i>We have a tentative budget of \$75,000.</i>
5. What is the expected timeline for the project and when does the SCCPSS need final results/recommendations?	<i>We are looking at two phases. One with maybe 20-25 positions soon and the other more extended for 75 or an agreed upon number.</i>

<p>Would the SCCPSS consider allowing a timeline of 9 months at a minimum to review JDs potential need for JDQs, career levels, and market study?</p>	<p><i>The first smaller group sooner. It is possible if a longer timeline is needed on the smaller group that more time can be permitted. We are not aware of the time needed to do a complete survey. We expect the vendor to indicate the time needed for review.</i></p>
<p>6. Is SCCPSS looking to have the hired consultant examine internal equity by conducting a job analysis as that is typically required in order to update/create job descriptions?</p>	<p><i>Yes.</i></p>
<p>7. Are only non-teachers included in the study? If not, please clarify the number of employees by employee group that will be included.</p>	<p><i>We expect a national view point on Teacher with existing public data. In general category of teacher includes 2,700. It would be helpful to see pay to teachers in comparison with other districts at the Bachelor, Master, Specialist and Doctorate levels. With in that compare entry, 5, 10, 15, 20 and 25 years.</i></p>
<p>8. Are there only 100 classifications that will be benchmarked for purposes of the market salary and/or benefits survey?</p>	<p><i>Yes.</i></p>
<p>9. Is SCCPSS looking to have benefits looked at in addition to salaries?</p>	<p><i>No.</i></p>
<p>10. Do we need to be registered in the State of Georgia to be able to participate? If yes, then our plan is to become registered, which leads me to the next question.</p>	<p><i>You do not need to be registered in the State of Georgia to participate.</i></p>
<p>11. Do we need to be registered at the time of applying, or can this be done later</p>	<p><i>Please see response to Question 10.</i></p>

<p>12. Are 5 education clients a condition to apply?</p>	<p><i>Because Savannah-Chatham County Public School System is an educational agency, we are looking for firms that have experience in this area.</i></p> <p><i>Providing non-educational references will reduce the maximum number of points that your firm can receive in the area of Company Experience and Qualifications. A reduction in points will affect your score and could potentially alter an award outcome.</i></p>
<p>13. We have education clients experience and team members who worked for public schools in compensation roles. However, if we do not have 5 clients, is this going to disqualify us?</p>	<p><i>Not having 5 education clients will not disqualify you from participating, but not providing 5 educational references will reduce the maximum number of points that your firm can receive in the area of Company Experience and Qualifications. A reduction in points will affect your score and could potentially alter an award outcome.</i></p>

*****ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED*****

End of Addendum #2 to Bid 24-14 Salary and Compensation Analysis

**SCCPSS Purchasing Department
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