

# Memorandum

**REPORT TO:** City Commission

**FROM:** Anna Rosenberry

**SUBJECT:** Authorize City Manager to Sign Professional Service Agreement with Public Sector Personnel Consultants for Compensation Benchmark Study

**MEETING DATE:** December 22, 2020

**AGENDA ITEM TYPE:** Agreement - Vendor/Contract

**RECOMMENDATION:** Authorize City Manager to Sign Professional Service Agreement with Public Sector Pay Consultants for Compensation Benchmark Study.

**STRATEGIC PLAN:** 7.2 Employee Excellence: Recruit, retain and value a diverse, well-trained, qualified and motivated team capable of delivering superior performance. Be accountable and expect accountability from others. Make demonstrated use of good judgement a part of the evaluation process for promotions.

**BACKGROUND:** The City has utilized the services of Public Sector Personnel Consultants (PSPC) to provide compensation survey and benchmark information for various positions in our pay plan. Because of recent changes in the job market, we are updating this information.

**UNRESOLVED ISSUES:** None.

**ALTERNATIVES:** Do not engage in the study.

**FISCAL EFFECTS:** The work will not exceed the cost of \$20,000 and will be paid from existing budget within the Human Resources Department.

Attachments:

[PSPC Contract 12 2020.docx](#)

[PSPC Contract Scope of Work Exhibit A.doc](#)

Report compiled on: December 7, 2020