

Attachment 1 Scope of Services

Market Analysis

Watson Wyatt will:

- Over-the-shoulder consulting on review and revision of labor market strategy.

- Prepare and facilitate job matching meetings using the list of approximately 125 benchmark classifications. CMAGE/CWA, Civil Service, and Human Resources will participate. This step will take an estimated 4 days to complete.

- Provide current Estimated Market Values (EMVs) using a market database that is developed based on:
 - The City's revised labor market strategy;
 - Job matching results from the above process; and
 - Appropriate salary survey sources

- Review the recently designed CMAGE/CWA pay structure developed in 2002 to determine if it should be adjusted and by how much. This step will be integrated into the City's wage reopener with CMAGE/CWA.