

BID WAIVER INFORMATION FORM
TO ACCOMPANY LEGISLATION
(LIMIT YOUR RESPONSE TO THIS SHEET)

1. Reason(s) for Waiving City Code Bid Procedure:

- Purchase made from sole source.
- Emergency breakdown creating an unplanned need.
- Item to be purchased is of a perishable nature.
- It is impossible to obtain bids to satisfy need with time required by formal bidding process.
- Need to extend or increase an existing contract.
- Non-price errors on either the bidder's or the City's part in the bid proposal.
- A new law or regulation which requires immediate compliance.
- Other: Unique nature of services provided.

Explanation:

Watson Wyatt is the consulting firm used to create the new CMAGE/CWA pay plan. The MCP market analysis has to integrate with the new CMAGE/CWA pay plan because:

-The two are highly inter-related because all but one pay grade of the CMAGE/CWA pay plan overlaps the MCP pay plan which means they need to be managed in as integrated fashion as possible. Some CMAGE classifications are also used in the MCP pay plan for positions exempted from the bargaining unit.

-We have changed our philosophical compensation approach from the Hay Study to a market-driven philosophy beginning with the CMAGE/CWA pay plan.

- A market analysis of the ASR is also being conducted by Watson Wyatt.

2. Was Informal Bid Procedure Used: Yes No Explain:

-Our goal is to complete the MCP market analysis as quickly as possible to have any changes in place prior to the 2006 MCP pay increase. Considerable time was expended to 'ramp up' Watson Wyatt to understand the City's operations and nuances. In addition, it took over 6 months to negotiate the Terms and Conditions document for the contract. By using Watson Wyatt, we leverage the investment already made, and can meet our timeline.

3. Informal Bid Received and Prices for Each:

4. If Lowest Bid Was Not Accepted, Explain:

Approved: Chester C. Christie, Director

Date: February 16, 2006

