

MARKET DATA PROVIDER RECOMMENDATION TO

NICHOLE M. BRANDON, DIRECTOR, DEPARTMENT OF HUMAN RESOURCES

BACKGROUND

The Compensation Management Office requires a market data tool to replace the contract which ended in April 2023 with Payscale, Inc. The web-based platform provided a market data tool which aggregates several thousand reputable salary surveys across all industries and covers both the public and private sectors. The data aids Compensation Management by augmenting surveys conducted internally with like jurisdictions ranging from local to national geographies.

While any contract for this product is projected to be under \$50,000, it was still important for Compensation Management to perform due diligence and identify several potential providers while respectfully using taxpayer resources. Market data industry leaders were contacted to gain knowledge of their products and pricing options. Presentations were given and each bidder followed up with question-and-answer meetings and any additional requested information.

Four reputable market data providers were considered: Economic Research Institute (ERI); Mercer; Payscale, Inc.; and Salary.com (CompAnalyst). The following table details the offers from each provider:

Market Data Provider	Annual Cost	Contract Term
ERI	\$3,989	1 year
Mercer	\$11,500	3 years
Payscale	\$19,750	3 years
Salary.com (CompAnalyst)	\$16,000	5 years

RECOMMENDATION: **SALARY.COM (COMPANALYST)**

- Robust, aggregated survey data with 4,300 benchmark jobs and more than 15,000 unique jobs in its database
- More than 25,000 organizations contribute to the continuously updated data
- Professional Human Resources-reported compensation data, not employee-reported data, which can be filtered by geography, industry segments, organization size, and other scopes of study
- Other contract amounts were offered for varying time periods, but the platform is trustworthy and well-respected, so the five-year time period is both appropriate and fiscally responsible
- Upon contract approval, Salary.com (CompAnalyst) will provide access codes for immediate web-based access to the platform

cc: Chris Moses, Deputy Director, Department of Human Resources
Jeanne Sprague, Fiscal Manager, Department of Human Resources