



Legislation Text

File #: 1778-2024, **Version:** 1

BACKGROUND: This legislation authorizes the Director of Human Resources to enter into a contract with Baker Tilly US LLP for consultation services to assist with a total compensation study, further authorizes the expenditure of \$56,448.75, and declares an emergency.

In 2023, the Human Resources Department/Office of Compensation Management went out to bid via RFQ023859 for consultation services to assist with a total compensation study. Consultation services are needed by the Department of Human Resources to ensure internal alignment of City of Columbus pay and jobs and to determine how the city's current total compensation package might be updated to maintain competitiveness with comparable entities in both the public and private sectors, which draw on a shared labor market. The RFP process was conducted in accordance with Columbus City Code Chapter 329. The Department of Human Resources reached out to the Office of Diversity and Inclusion (ODI) regarding a potential DBE participation goal for this contract, but ODI made the determination to decline to assign a participation goal to this RFP.

The RFP team reviewed 12 proposals and interviewed the top five finalists. The five proposals from the top finalists were submitted by the following firms:

1. Baker Tilly US LLP
2. Evergreen Solutions, LLC
3. Crowe LLP
4. The Segal Company
5. CBIZ Compensation Consulting

After careful consideration and evaluation, the RFP Team selected Baker Tilly US LLP for the firm's referenced projects, experience, qualifications, availability, timeline, and project approach.

The term of that agreement recently expired, necessitating the execution of a new service contract between the parties. The intent of this legislation is to provide the Department of Human Resources with additional resources necessary for the continued operation of the total compensation study. This legislation seeks to authorize executing a service contract between the parties terminating no earlier than August 31, 2024.

REQUEST FOR BID WAIVER: Baker Tilly US LLP has the experience and expertise needed to finish conducting a total compensation study, and taking the time required to do a formal bidding process could result in further personnel attrition, negatively impacting the City of Columbus. A request for a waiver of the formal competitive bidding requirements of Columbus City Code Chapter 329 is requested so that the vendor can continue and complete the total compensation study without further delay, causing personnel attrition and negatively impacting the City of Columbus.

CONTRACT COMPLIANCE: Baker Tilly US LLP's contract compliance number is CC-031806, expiring on July 6, 2025.

FISCAL IMPACT: Funding for this contract is available within Fund 1000, the General Fund.

EMERGENCY DESIGNATION: Emergency action is requested to ensure the consultative services can continue to ensure internal alignment of City of Columbus pay and jobs and to determine how the City's current total compensation package might be updated to maintain competitiveness with comparable entities in both the public and private sectors which draw on a shared labor market. Delays in preparing the total compensation study may result in further personnel attrition, negatively impacting the City of Columbus.

To authorize the Director of Human Resources to enter into a contract with Baker Tilly US LLP to provide consultative services for a total compensation study; to authorize the expenditure of \$56,448.75 from the General Fund; to waive the competitive bidding provisions of Columbus City Code; and to declare an emergency. (\$56,448.75)

WHEREAS, pursuant to Ordinance 2370-2023, the Department of Human Resources engaged Baker Tilly US LLP to conduct a total compensation study to ensure internal alignment of City of Columbus pay and jobs and to determine how the city's current total compensation package might be updated to maintain competitiveness with comparable entities in both the public and private sectors, which draw on a shared labor market; and

WHEREAS, there is a need for the aforementioned parties to enter into a professional services contract to provide for the continuation of the total compensation study in light of the expiration of the contract authorized by Ordinance 2370-2023; and

WHEREAS, it is necessary to waive the competitive bidding provisions outlined in City Code Chapter 329 to allow the Department of Human Resources to enter into a contract with Baker Tilly US LLP for that purpose; and

WHEREAS, it also is necessary to authorize the expenditure of up to \$56,448.75 from the General Fund to pay for the contract; and

WHEREAS, an emergency exists in the usual daily operation of the Department of Human Resources in that it is immediately necessary to authorize the Director to enter into contract with Baker Tilly US LLP to be able to continue using the consultative services as soon as possible to ensure internal alignment of City of Columbus pay and jobs and to determine how the city's current total compensation package might be updated to maintain competitiveness with comparable entities in both the public and private sectors which draw on a shared labor market, and because delay in the preparation of the total compensation study may result in further personnel attrition that will negatively impact the City of Columbus, all for the immediate preservation of the public peace, property, health, or safety; and **NOW, THEREFORE,**

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

SECTION 1. That the Director of Human Resources be, and hereby is, authorized to enter into a professional services contract with Baker Tilly US LLP to provide consultative services to prepare a total compensation study.

SECTION 2. That the expenditure of \$56,448.75, or so much thereof as may be needed, is hereby authorized in Fund 1000 (General Fund), Subfund 100010 (General Fund Operating), Dept-Div 4601 (Human Resources), in Object Class 03 (Purchased Services) per the accounting codes in the attachment to this ordinance.

SECTION 3. That this Council finds it in the City's best interest to waive the competitive bidding provisions of Columbus City Code Chapter 329 and does hereby waive the same.

SECTION 4. That funds are hereby deemed appropriated and expenditures and transfers authorized to carry out the purposes of this ordinance and the City Auditor shall establish such accounting codes as necessary.

SECTION 5. That the City Auditor is authorized to make any accounting changes to revise the funding source for all contracts or contract modifications associated with this ordinance.

SECTION 6. That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten days after passage, if the Mayor neither approves nor vetoes the same.