

TO THE HONORABLE BOARD OF COMMISSIONERS OF BERRIEN COUNTY: Your County Personnel and Human Services Committee respectfully recommends the adoption of the following:

RESOLUTION

WHEREAS, the last countywide salary study was completed by Plante Moran over twenty years ago; and

WHEREAS, the purpose of a compensation study is to control costs by providing accurate and timely information about the labor market; to attract, retain and motivate employees; and, to insure that the County remains fair and consistent in its compensation decisions; and

WHEREAS, the Board of Commissioners has identified the need for a compensation study which includes, but is not limited to, salaries (hourly), step increases, allowances, benefits, and working hours (Resolution P1807265); and

WHEREAS, Municipal Consulting Services, LLC has submitted a proposal to complete the Classification and Compensation Study and come highly recommended; and

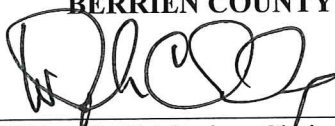
WHEREAS, Municipal Consulting Services, LLC's project team will complete all consulting tasks for a not-to-exceed amount of \$98,800 for the study for up to 247 job classifications; \$400 per classification over the 247 positions; and

WHEREAS, they will begin the work in August 2019 and anticipate completing the study within 150-180 days from the day they start; and

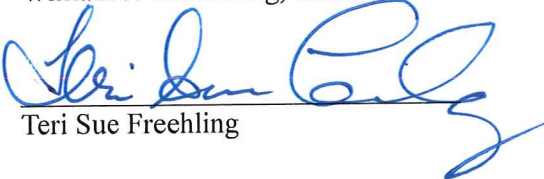
WHEREAS, Berrien County will receive six bound copies of the final report document and an electronic file of the final report.

NOW, THEREFORE BE IT HEREBY RESOLVED that the Berrien County Board of Commissioners authorizes the Chairman and the Clerk to execute the contract with Municipal Consulting Services, LLC for a Classification and Compensation Study of 247 job classifications within Berrien County for a fee on not-to-exceed \$98,800.

**RESPECTFULLY SUBMITTED,
BERRIEN COUNTY PERSONNEL AND HUMAN SERVICES COMMITTEE**


William J. Chickering, Chairman


David Vollrath, Vice-Chairperson


Teri Sue Freehling

RESOLUTION APPROVED AS TO FORM	
Administrator <u>lv</u>	Date <u>6/13/19</u>
Comments Attached _____	
Corporate Counsel <u>2</u>	Date <u>6-13-19</u>
Comments Attached _____	