

**AUTHORIZE NEW AGREEMENT WITH MERCER (US), INC. FOR EMPLOYEE POSITION, PAYBAND,
AND PROMOTION STRUCTURE CONSULTING SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize a new agreement with Mercer (US), Inc. to provide compensation consulting services to the Talent Office at a total cost not to exceed \$225,000.00. The vendor was selected on a competitive basis pursuant to Board Rule 7-2 and approved by the CPOR #13-0905-CPOR 1585. A written agreement for

Vendor's services is currently being negotiated. No services shall be provided by Vendor and no

payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically expire in the event a written agreement is not executed within 90 days of the

- Align all pay/titles/banding/grade structure to ensure compensation consistency throughout the organization
- Propose compensation practice/policies for promotions and transfer

DELIVERABLES:

Vendor will provide compensation services making recommendations/updates and changes for Central

The Board's Indebtedness Policy (adopted June 26, 1996 (06-0626 BO3)) as amended

from time to time, shall be incorporated into and made a part of the agreement.

The Board's Ethics Code (adopted May 25, 2011 (11-0525 BO2)) as amended from time to time

shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:

Approved: