

**STATEMENT OF BUDGET IMPACT**  
**(Policy Number 94-45)**  
**Budgetary Review of Proposed Resolution &**  
**Ordinances with Financial Implication.**

**Date:** February 5, 2015

**File:** BIS 15 – 093

**File:** TMP-2015-00043

**Proposed Legislation:**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO NEGOTIATE AND EXECUTE AN AGREEMENT BETWEEN EVERGREEN SOLUTIONS, LLC AND THE CITY OF HOLLYWOOD, TO PROVIDE A COMPENSATION STUDY ON AFSCME GENERAL JOB CLASSIFICATIONS IN AN AMOUNT NOT TO EXCEED \$28,000.00.

**Statement of Budget Impact:**

1. ☐ No Budget Impact associated with this action;
2. ☒ Sufficient budgetary resources identified/available;
3. ☐ Budgetary resources not identified/unavailable;
4. ☐ Potential Revenue is possible with this action;
5. ☒ Will not increase the cost of Housing;
6. ☐ May increase the cost of Housing; (CDAB review required)

**Explanation:**

This Resolution seeks to authorize the appropriate City Officials to negotiate, enter into and execute an agreement between Evergreen Solutions, LLC and the City to perform a compensation study on the AFSCME general job classifications to review existing pay plans and prepare recommendations for any modifications thereto based upon a market analysis of the job classifications and pay plans in the local area along with an internal equity review. Previously on December 28, 2012, a request for proposals, RFP-4356-13-IS was issued seeking responses to the City's solicitation for a compensation study to be performed over several phases. A recommendation on the selection of a consulting firm to perform the compensation study was made on April 5, 2013 and authorization was granted to begin negotiations with the highest ranked consulting firm. The negotiations concluded unsuccessfully; whereupon, negotiations were undertaken with the next highest ranked consulting firm, Evergreen Solutions LLC. These

negotiations proved to be successful. On June 4, 2013, an agreement was entered into between Evergreen Solutions LLC and the City to perform phase I of the compensation study covering non-represented Executive, Management, Legal, Technical and Confidential Administrative Support positions. Compensation to the consulting firm for Phase I of the compensation study was in the amount of \$18,000.00. An agreement to conduct Phase II of the compensation study covering AFSCME bargaining unit positions in the Professional and Supervisory classifications was entered into on June 11, 2013 in the amount of \$6,900.00.

This Resolution seeks authorization to enter into Phase III of the compensation study covering AFSCME bargaining unit positions in the General employee classifications for an amount not to exceed \$28,000.00. Subject to the approval of the proposed resolution, the total amount of compensation to be paid to Evergreen Solutions LLC is \$52,900.00 for all three phases of the compensation study. Funding for Phase III of the compensation study in the amount of \$28,000.00 is available in account #01.1295.00000.519.005901.

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