

RESOLUTION NO. \_\_\_\_\_

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.

WHEREAS, the Office of Human Resources requires an agreement for a Compensation Study to assist the City in reviewing the existing pay plans and make recommendations based on market analysis and internal equity review of the City's American Federation of State, County and Municipal Employees (hereafter AFSCME) General Bargaining Unit's job classifications and compensation; and

WHEREAS, on December 28, 2012, the City issued RFP-4356-13-IS for a Compensation Study which sought to award the project to one consulting firm in multiple phases; and

WHEREAS, the RFP was opened and the proposals submitted were reviewed by an evaluation committee comprised of City staff which recommended on April 5, 2013, via City Manager approval #PR-13-104, that authorization be given to negotiate and award an agreement for a Compensation Study with the highest ranked firm, Management Advisory Group International, Inc. of Lake Ridge, Virginia; and

WHEREAS, an agreement could not be negotiated with Management Advisory Group International, Inc., therefore authorization was requested to negotiate and award an agreement for a Compensation Study with the second highest ranked firm, Evergreen Solutions LLC of Tallahassee, Florida; and

WHEREAS, on June 4, 2013, the City entered into an agreement with Evergreen Solutions, LLC to conduct a Compensation Study for Phase I: Non-represented Executive, Managerial, Legal, Technical and Confidential Administrative Support positions in the amount of \$18,000.00; and

WHEREAS, the RFP stated that upon completion of the initial study, the City may request the review of the remaining jobs in the following bargaining units: AFSCME – Professional, Supervisory and General Units, International Association of Firefighters (hereafter IAFF), and Police Benevolent Association (hereafter PBA), and this study will include 1251 employees in approximately 195 classifications; and

WHEREAS, on June 11, 2013, the City entered into an agreement with Evergreen Solutions, LLC to conduct a Compensation Study for Phase II: American

Federation of State, County and Municipal Employees (AFSCME) – Professional and Supervisory positions in the amount of \$6,900.00; and

WHEREAS, the Director of Human Resources and the Director of Procurement Services have recommended that the City Commission authorize the appropriate City Officials to negotiate an agreement with Evergreen Solutions, LLC to perform a Compensation Study for Phase III: AFSCME General Bargaining Unit's job classifications and compensation in an amount not to exceed \$28,000.00; and

WHEREAS; the combined total expenditures to Evergreen Solutions, LLC for the Compensation Studies Phase I (\$18,000.00), Phase II (\$6,900.00), and Phase III (\$28,000.00) is \$52,900.00; and

WHEREAS, pursuant to section 38.42(E)(1) of the Purchasing Ordinance of the City of Hollywood, when any goods, supplies, materials or contractual services shall be purchased and the estimated annual amount to be paid therefor by the city shall be more than \$50,000, the Director shall have the authority to recommend the award of a contract to the Manager for Commission action; and

WHEREAS, award is subject to the City's receipt and approval of all insurance certificates required by the City's Risk Manager, along with signed statements of Hold Harmless and Indemnity to the City; and

WHEREAS, funding for this agreement has been provided in the FY 2015 budget in the Contingency Account Number 01.1295.00000.519.005901; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA:

Section 1: That it hereby approves and authorizes the negotiation and execution, by the appropriate City Officials, of an Agreement with Evergreen Solutions, LLC and the City of Hollywood, together with such non-material changes as may be subsequently agreed to by the City Manager and approved as to form and legality by the City Attorney.

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RESOLUTION AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE AN AGREEMENT WITH EVERGREEN SOLUTIONS, LLC TO PROVIDE A COMPENSATION STUDY ON AFSCME GENERAL JOB CLASSIFICATIONS.

Section 2: That this resolution shall be in full force and effect immediately upon its passage and adoption.

PASSED AND ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

\_\_\_\_\_  
PETER BOBER, MAYOR

ATTEST:

\_\_\_\_\_  
PATRICIA A. CERNY, MMC, CITY CLERK

APPROVED AS TO FORM AND LEGALITY  
for the use and reliance of the  
City of Hollywood, Florida, only.

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JEFFREY P. SHEFFEL, CITY ATTORNEY