

November 20, 2019

**RATIFY A NEW AGREEMENT WITH KORN FERRY (US) (INC.) FOR COMPENSATION ANALYSIS**

**AND STRUCTURAL DESIGN SERVICES**

~~THE SUPERVISORY BOARD OFFICER REQUESTS THE FOLLOWING DESIGN~~

Ratify a new agreement with Korn Ferry (US) (INC.) to provide compensation analysis and structural design services to the Talent Office at an estimated annual cost set forth in the Compensation Section of this

~~report. Members were selected on a competitive basis pursuant to Board Rule 7.2. A written agreement for~~

- Identifying and providing market data for 150 benchmark jobs using data from published survey sources included in vendors survey library and using data from compensation database purchased by CPS.

that every district may not provide data on every job).

- Recommending new (or revising existing) bands based on market pricing analysis.
- Assessing employee compensation against proposed ranges/market data.
- Aligning pay/titles/banding/grade structure to ensure compensation consistency throughout the organization and to address any disparities and inequities.

**AFFIRMATIVE ACTION:**

Under the Affirmative Action Program (AAP) of the State of Michigan, the goal for this contract are 90% MBE and 70% WBE

Under the Affirmative Action Program (AAP) of the State of Michigan, the goal for this contract are 90% MBE and 70% WBE

Contingent Liability: The agreement shall contain the clause that any expenditure beyond the current fiscal

