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ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
JUNE 5, 2014

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS

COMPENSATION AND CLASSIFICATION STUDY
DELOITTE CONSULTING, LLP
DISTRICT WIDE
(AMENDMENT TO BOARD REPORT #31890 APPROVED JUNE 6, 2013)
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair to extend the term of the agreement with Deloitte Consulting, LLP for one additional year to provide compensation and classification study services for the period from June 5, 2014 through June 4, 2015, at no additional cost.

VENDOR: Deloitte Consulting, LLP
111 South Wacker Drive, Suite 24
Chicago, Illinois 60606

USER: District Wide

ORIGINAL TERM:

The original term of this agreement commenced on June 5, 2013 and will end on June 5, 2014.

EXTENDED TERM:

The extended term of this agreement shall commence on June 5, 2014 and will end on June 4, 2015.

SCOPE OF SERVICES:

Deloitte will continue to provide the comprehensive market compensation and classification study of approximately 500 current non-bargained for employees occupying 226 job titles.

Deloitte undertook the review and delivered many project deliverables and is in the process of completing several items including recommendations on City Colleges of Chicago's salary architecture and a comprehensive final report, which includes the final deliverables.

BENEFIT TO CITY COLLEGES OF CHICAGO:

The outcomes of this project will support City Colleges of Chicago in becoming both a world-class institution and an economic engine that helps create opportunity, jobs and economic growth into the future. This project will support the goals of efficiency and effectiveness,

support employee performance by establishing market-appropriate grade level positions; and attract, develop, motivate and retain high quality employees within the administrator and non-bargained for job classifications. This will ultimately impact the organization’s singular mission of student success.

DELIVERABLES:

Deloitte will continue to provide the following deliverables: 1) development and delivery of overall project management with a detailed project plan; 2) review and recommendation of grade level consolidations, where necessary; 3) recommendation of salary structure that places current positions into competitive pay grades/pay structure; 4) update market analysis to identify and provide survey labor market comparable and benchmark data; and 5) development of a maintenance process that will be used to keep the compensation system current and equitable.

VENDOR SELECTION CRITERIA:

Specifications were prepared by District Procurement staff and a Request for Proposal (RFP) #SJ1301 was publically advertised on January 15, 2013. Two-hundred one (201) vendors were contacted and a pre-proposal conference was held on January 22, 2013. Two (2) firms responded to the RFP on February 6, 2013: 1) Deloitte Consulting, LLP; and 2) Crowe Horwath, LLP.

Both proposals were reviewed, evaluated, and ranked by staff which included Office of Human Resources/Staff Development, Finance, Administrative and Procurement Services and MBE/WBE Contract Compliance.

The evaluation criteria outlined in RFP #SJ1301 included:

1. Experience of firm
2. Implementation Plan
3. Cost associated with providing the Scope of Services
4. M/WBE Compliance plan

Based on the evaluation scoring, staff recommended the acceptance of the proposal from Deloitte Consulting, LLP.

MBE/WBE COMPLIANCE:

The Office of M/WBE Contract Compliance has reviewed the referenced extension and has determined that Deloitte is in compliance with the Board Approved Participation by committing to the following utilization plan:

<u>Vendor</u>	<u>MBE or WBE</u>	<u>%</u>	<u>Participation</u>	<u>Certifying Agency</u>
Human & Capital Technology Advisors 2 Ravinia Dr., Ste. 500 Atlanta, GA 30346	MBE	25	Direct	CMSDC

G & M Solutions 8719 S. 85th Ct. Hickory Hills, IL 60457	WBE	7	Direct	City of Chicago
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GENERAL CONDITIONS:

Inspector General- It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article II, Section 2.6.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

FINANCIAL:

Total: No Additional Cost

Respectfully submitted,

**Cheryl L. Hyman
Chancellor**

June 5, 2014 – Office of Human Resources and Staff Development