THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair to execute an amendment to the existing agreement with Deloitte Consulting, LLP to provide District-Wide compensation and classification study services for an additional cost of $60,000 for the period of June 6, 2013 through June 5, 2014 at a total cost not to exceed $250,000 for the contract term.

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

USERS: District -Wide

TERM:
The term of this agreement commenced on June 6, 2013 and will continue through June 5, 2014 with an option to extend for an additional one (1) year period.

SCOPE OF SERVICES:
Deloitte Consulting, LLP will continue to gather and analyze data related to completing the market compensation and classification study of approximately 500 current employees occupying 226 job titles classified within job families of 110 Administrators, 413 and 415 Non-Bargained For Employees and create a comprehensive final report.

This amendment is needed to complete the following services: benchmarking unique City Colleges jobs; benefits benchmarking; change management and implementation plan on the impact to strategic goals for employee recruitment and retention; and expand the scope of the project to include formulating a CCC salary architecture with grades and a CCC Compensation Pay Philosophy.

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 compensation for in-scope 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.
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 for its experience in compensation and classification studies.

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

<table>
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<tr>
<th>Vendor</th>
<th>MBE or WBE</th>
<th>%</th>
<th>Direct or Indirect</th>
<th>Certifying Agency</th>
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<tr>
<td>Human &amp; Capital Technology Advisors</td>
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<td>Hickory Hills, IL 60457</td>
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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 2, Section 2.7.4(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:

FY14: $60,000
Charge to: Office of Human Resource and Staff Development, Benefits
Source of Funds: Various Funds
FY14: 532100-00003-0025003-00084-00000-000000

Respectfully submitted,

Cheryl L. Hyman
Chancellor

March 6, 2014 – Office of Human Resources and Staff Development