

32616
ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
APRIL 9, 2015

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

COMPENSATION AND CLASSIFICATION STUDY
DELOITTE CONSULTING, LLP
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
(AMENDMENT TO BOARD REPORTS #31890 ADOPTED ON JUNE 6, 2013
AND BOARD REPORT #32309 ADOPTED ON JUNE 5, 2014)
DISTRICT WIDE

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair to execute an amendment to the agreement with Deloitte Consulting, LLP: 1) extending the agreement to June 30, 2016; and 2) for additional funds in the amount of \$30,000 to provide updates to the compensation and classification study services.

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

USER: District Wide

ORIGINAL TERM:

The original term of the agreement commenced on June 4, 2013 and ended on June 5, 2014. The first extended term of the agreement began on June 5, 2014 and will end on June 4, 2015.

SECOND EXTENDED TERM:

The term of the agreement is extended to June 30, 2016.

SCOPE OF SERVICES:

Deloitte will provide updated information to finalize the comprehensive market compensation and classification study for the current non-bargained for employees, including updating the benchmarks and data; adding new incumbents; finalizing its report; and maintaining updates through June 30, 2016.

BENEFIT TO CITY COLLEGES OF CHICAGO:

The outcome of the project is to provide CCC with a foundational platform to attract/maintain and motivate key institutional administrators and non-bargained for job talent to execute the

principle goal of delivering top level education delivery programs and structures for sustained student success at all City College of Chicago campuses.

VENDOR SELECTION CRITERIA:

Pursuant to Board Report #31890 adopted June 6, 2013, the Board approved an agreement with Deloitte Consulting, LLP to provide the compensation and classification study services. 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 MBE/WBE Compliance has reviewed the proposed amendment and has determined that the vendor is in compliance with the Board Approved Participation Plan:

<u>Vendor</u>	<u>MBE or WBE</u>	<u>%</u>	<u>Participation</u>	<u>Certifying Agency</u>
Human Capital & Technology 2 Ravinia Dr., Ste. 500 Atlanta, GA 30346	MBE	25	Direct	NMSDC
G & M Solutions 8719 S. 85th Ct. Hickory Hills, IL 60457	WBE	7	Direct	City of Chicago

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:

Total: \$30,000

Charge to: District Wide

Source of Funds: Education

FY15: 530000-00003-0025003-84000

Respectfully submitted,

**Cheryl L. Hyman
Chancellor**

April 9, 2015 – Office of Human Resources and Staff Development