

RESOLUTION NO. 18-23

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMMERCE,
CALIFORNIA, ADOPTING AND AWARDED THE CONTRACT FOR A CITY-WIDE
CLASSIFICATION AND COMPENSATION STUDY TO CPS-HR CONSULTANTS**

WHEREAS, The City last conducted a comprehensive classification and compensation study in 2008. A study to address changes in City operation and staffing is necessary and it could affect the type, scope and level of work being performed by the City of Commerce employees; and

WHEREAS, An industry standard is to review personnel classification and compensation level every seven years to update job specifications and compensation levels to commensurate with assigned duties of employees and relevant job markets; and

WHEREAS, The City wished to conduct a City-wide classification and compensation study for all approved and budgeted full-time and part-time positions; or just full-time positions; and

WHEREAS, The City of Commerce has conducted a Request for Proposal and received 3 proposals from the qualified consulting firms; and

WHEREAS, The 3 proposals were evaluated on a number of professional merits and CPS-HR Consulting has been decided would provide the most appropriate level of professional assistance desired for completion of this study, and was the lowest bidder.

NOW THEREFORE, THE CITY COUNCIL DOES HEREBY RESOLVE, DECLARE AND DETERMINE AS FOLLOWS:

1. Approve a Professional Services agreement with CPS-HR Consulting for classification and compensation study in the amount of \$60, 397.50.
2. Authorize the Mayor to execute the resolution and Agreement for and on behalf of the City of Commerce.

PASSED, APPROVED AND ADOPTED this February 20, 2018.

Oralia Rebollo, Mayor

ATTEST:

Lena Shumway, City Clerk