



LACSD Compensation Study RFP Questions and Answers

Question 1:

The RFP states the deadline to submit questions is listed as October 17, and the deadline to submit proposals is October 24. Both of those dates are on subsequent Sundays. Can you confirm this is correct or if you'd like to receive our questions and proposal on the Friday before or the Monday after each of the listed dates?

Answer:

Yes, the dates as mentioned are correct. You may submit on the Friday before the due date. Since we will not be reviewing the proposals until Monday, we provide the extra time for those who might need it.

Question 2:

Can you provide information on when the last compensation study was completed for each unit?

Answer:

In 2008, a Classification and Total Compensation Study was completed by Koff & Associates, Inc. A copy of the report has been posted at <http://www.lakearrowheadcsd.com/departments-2/engineering/rfp/>. At that time, the Managers, Supervisors and Confidential Employees Unit (MSCEU) did not yet exist.

Question 3:

Does the District have an identified or desired labor market? If so, are those markets the same for both units? Additionally, does the District have a required number of agencies to be used?

Answer:

The District is looking for guidance related to a comparable labor market. The District has some unique considerations related to geographic location as well as the size and complication of the system. Both employee units would use the same market. We do not have a required number of agencies to be used.



Question 4:

Does the District have a budget consideration for the Management only study and for the combined Management and UWUA study? If so, would you please share the dollar amount(s)?

Answer:

The District does not have a specific budget for the study. Given that the District has not recently conducted a Compensation Study, we are unfamiliar with what the cost should be.

Question 5:

Due to the upcoming holidays, which often delay data collection for market surveys, and considering that the MSCEU MOU does not expire until September 30, 2022, we would propose a slightly longer timeline and completion of the project in March 2022 versus February 2022. Would the District be open to deliver of the draft report by March 15 and the final by March 31?

Answer:

Yes. The District can be flexible with the project dates. The MSCEU MOU states that the District will conduct a salary survey six months prior to the expiration of the MOU which would be March 30, 2022.

Question 6:

Given the delivery due dates and documentation provided in the RFP, we assume the District wants benefit data as of 2021. Can the District confirm that 2022 data would not be required?

Answer:

2021 data will be sufficient.

Question 7:

Is the District open to conducting the study virtually instead of On-site? (this would serve as a cost saving measure and make it easier during COVID restrictions.

Answer:

Yes. All meetings may be conducted electronically or via telephone.