

TOTAL COMPENSATION WORK GROUP REPORT
APRIL 13, 2021

At the end of November and early December the committee members received the final copy of the RFP, score sheet for evaluation of vendor proposals, signed our confidentiality/conflict of interest forms, and received the vendor proposals. We had a number of meetings to discuss the proposals and also meetings with the leading vendor. It was a unanimous opinion on the vendor selection.

HR continues to work out the details of the contract with Segal (formally known as Sibson) and that should be wrapped up in the next couple of weeks.

One of the first steps in the project was for units to provide staff job descriptions reflecting current duties and responsibilities, minimum requirements, preferred qualifications and required competencies. JDFs were originally to be submitted to HR by March 1 and that date was extended to March 15. HR will provide this data to Segal by unit as they complete the required data analysis.

Overall project timeline was 18-24 months with the University handling the volume of work at this time. I expect a revised timeline will be updated on the website as progress continues and milestones are reached.

Rhonda