



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: August 8, 2022

TO: President Heather Graham and Members of City Council

CC: Nicholas A. Gradisar, Mayor

VIA: Marisa Stoller, City Clerk

FROM: Marisa L. Pacheco – Human Resources Director

SUBJECT: A RESOLUTION APPROVING A SERVICE AGREEMENT BETWEEN THE CITY OF PUEBLO AND FLAHERTY AND HOOD, P.A. IN THE AMOUNT OF \$101,250 AND SETTING FORTH \$3,750 IN CONTINGENCIES FOR CONSULTING SERVICES FOR THE PERFORMANCE OF A COMPREHENSIVE COMPENSATION STUDY AND ANALYSIS AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

Attached is a Resolution approving a service agreement between the City of Pueblo and Flaherty and Hood, P.A. for consulting services to perform a comprehensive compensation study and analysis.

PREVIOUS COUNCIL ACTION:

On April 11, 2022, Resolution No. 14854 was approved by City Council authorizing payment from Project C12113 – American Rescue Plan Act (ARPA) for governmental services and projects as authorized by section 603(c) (1)(C) of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFR 35.6. The compensation study was one of the designated projects approved in this resolution.

BACKGROUND:

The scope of services for this agreement includes the performance of a comprehensive study and analysis of the City's compensation program to evaluate market competitiveness related to City salary levels as compared to comparison agencies. The study will also identify pay structure issues such as salary compression between classes, inappropriate overlap of ranges and other structural issues as well as provide an analysis of pay equity among incumbents. In addition to wages, the study will include compilation, review, and analysis of other organizational and market data such as insurance benefits, paid leave, general pay practices and other identified categories of interest to provide a total compensation perspective of how the City of Pueblo compares to the market. Finally, the consultant will communicate the results of the study to City Council and the workforce and will strategize with City administration on the implementation of any findings and adjustments that are recommended.

FINANCIAL IMPLICATIONS:

Funding in the amount of \$105,000 will be paid from account CI2113, American Rescue Plan Act for this project.

BOARD/COMMISSION RECOMMENDATION:

Not Applicable to this Resolution.

STAKEHOLDER PROCESS:

Not Applicable to this Resolution.

ALTERNATIVES:

Denial of this resolution will cancel the project.

RECOMMENDATION:

Approval of the Resolution.

Attachments:

Agreement – Flaherty and Hood, P.A.

RESOLUTION NO. 14967

A RESOLUTION APPROVING A SERVICE AGREEMENT BETWEEN THE CITY OF PUEBLO AND FLAHERTY AND HOOD, P.A. IN THE AMOUNT OF \$101,250 AND SETTING FORTH \$3,750 IN CONTINGENCIES FOR CONSULTING SERVICES FOR THE PERFORMANCE OF A COMPREHENSIVE COMPENSATION STUDY AND ANALYSIS AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, competitive bids for Project No. 22-0238 Consultant to Perform Compensation Study and Analysis have been received and examined; and

WHEREAS, the proposal of Flaherty and Hood, P.A., was determined to be the most advantageous to the City, and in the best interest of the City, based on the evaluation factors set forth in the Request for Proposals; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

City Council authorizes Project No. 22-0238 Consultant to Perform Compensation Study and Analysis to be performed, and the contract for said project is hereby awarded to Flaherty and Hood, P.A, in the amount of \$101,250 plus \$3,750 in contingencies.

SECTION 2.

Funds for the project shall be paid from account CI2113, American Rescue Plan Act.

SECTION 3.

The Purchasing Agent is authorized to execute said contract on behalf of the City of Pueblo, A Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest the same.

SECTION 3.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution and the attached contract to implement the transactions described therein.

SECTION 4.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED August 8, 2022

BY: Sarah Martinez
MEMBER OF CITY COUNCIL

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK