



RFP Classification, Compensation and Pay Equity – Responses to Questions

1. Is in-person attendance mandatory for key project meetings (initial meeting, stakeholder presentations, ect.) ?
No, we can do Zoom.
2. Does the City have a list of comparator organizations already compiled for consideration?
 - *Forest Grove*
 - *Milwaukie*
 - *Sherwood*
 - *Troutdale*
 - *Wilsonville*
 - *Lake Oswego*
 - *Newberg*
 - *Oregon City*
 - *Tualatin*
 - *West Linn*
3. Is there a timeline in mind for project completion?
 - *Would love to have it done by January, 2023 or February, 2023 so that we could bring results to Council and it could help inform our next budget.*
4. When was the last time the City performed a Compensation and Classification study? *I cannot find records on the last time this was done holistically so I'm assuming it has been a very long time. Has the City every performed a pay equity study...if so, when?* *Not that I am aware of.*
5. Does the City have represented employees? *Yes, we have two represented groups and one group of non-represented employees.* If so, will the consultant be engaging directly with union representatives from represented employee groups? *Yes*
6. Is there any expectation of the contractor having direct engagement with employees (i.e. - explaining methodologies or educating on study findings)? *I think this could be helpful with our Leadership Team so that we can share the messaging but not a requirement.*
7. Does the City have updated Job Descriptions for all roles included in the study? *We have job descriptions that are mostly up to date. We can make sure this is done before the project start date.*