

**Town of Mountain Village
2017 Compensation & Benefits Study IFB**

Questions and Answers:

Who did your last compensation & benefits study?

Public Sector Personnel Consultants (PSPC), implemented in 2008

Is the insurance a requirement?

Yes, our procurement manual requires the insurance as does our IFB. The requirements are stated in the IFB.

What is the budget for this study?

Unknown at this time

Have any other firms expressed interest in submitting a bid for this study?

Four firms have reached out to us with questions. We have received one proposal as of April 14, 2017.

What is the end date for the study?

The completion date is August 7, 2017 which allows us to use this data in the 2018 budget process.

The scope calls for an FLSA review, and since FLSA is tied to each position and not at the job description level, we would need job questionnaires completed in order to do that component. Are your job descriptions pretty stable or do we need to allow any time and project budget for job questionnaires etc?

Yes, we did review all job descriptions in January 2017 so they are in pretty good shape.

How many unique job titles does the town have?

75 titles

How many of the jobs are exempt and non-exempt?

26 exempt positions

Can you clarify if you want to benchmark all 75 jobs in the study?

Yes, we want to benchmark all 75 jobs.

Please confirm that the Proposal is to be sent via email only to your email address?

Correct, please email proposals to kmontgomery@mtnvillage.org

What is your current salary range scale?

TABLE 1
2017 Permanent Salary Range Table

Salary Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Salary Grade	Annual Minimum	Annual Midpoint	Annual Maximum
80	117,199	137,712	158,225	45	49,384	58,028	66,671
79	114,340	134,353	154,365	44	48,180	56,612	65,045
78	111,552	131,077	150,601	43	47,005	55,232	63,458
77	108,831	127,880	146,927	42	45,857	53,885	61,908
76	106,176	124,760	143,343	41	44,737	52,570	60,396
75	103,587	121,718	139,848	40	43,646	51,286	58,925
74	101,060	118,749	136,437	39	42,583	50,037	57,490
73	98,595	115,853	133,109	38	41,545	48,817	56,087
72	96,191	113,027	129,862	37	40,532	47,626	54,720
71	93,844	110,270	126,695	36	39,544	46,465	53,385
70	91,556	107,581	123,605	35	38,581	45,333	52,085
69	89,323	104,957	120,591	34	37,639	44,226	50,813
68	87,144	102,397	117,649	33	36,720	43,147	49,574
67	85,019	99,900	114,780	32	35,823	42,094	48,363
66	82,945	97,463	111,979	31	34,950	41,068	47,184
65	80,921	95,085	109,248	30	34,097	40,066	46,033
64	78,948	92,766	106,584	29	33,266	39,089	44,911
63	77,022	90,504	103,984	28	32,454	38,135	43,815
62	75,144	88,297	101,449	27	31,663	37,205	42,747
61	73,311	86,143	98,973	26	30,891	36,298	41,705
60	71,523	84,042	96,560	25	30,138	35,413	40,687
59	69,778	81,992	94,205	24	29,120	34,549	39,695
58	68,076	79,992	91,906	23	28,685	33,706	38,727
57	66,416	78,041	89,666	22	27,985	32,884	37,781
56	64,796	76,137	87,478	21	27,302	32,081	36,860
55	63,216	74,281	85,345	20	26,636	31,299	35,962
54	61,674	72,469	83,263	19	25,987	30,536	35,084
53	60,169	70,701	81,231	18	25,354	29,791	34,229
52	58,702	68,977	79,251	17	24,735	29,064	33,393
51	57,270	67,294	77,318	16	24,132	28,356	32,580
50	55,873	65,653	75,432	15	23,544	27,664	31,785
49	54,510	64,051	73,591	14	22,970	26,990	31,010
48	53,180	62,489	71,795	13	22,409	26,331	30,253
47	51,884	60,965	70,046	12	21,863	25,689	29,515
46	50,618	59,478	68,337	11	21,330	25,063	28,796
				10	3,432	6,708	11,340

Midpoint
2.5%

Range Spread
35%

