



## LAKE HAVASU CITY

### Community Investment Department

ENGINEERING ♦ PROCUREMENT ♦ BUILDING ♦ PLANNING & ZONING ♦ CODE ENFORCEMENT

**REQUEST FOR PROPOSAL  
POSITIONAL ANALYSIS AND COMPENSATION STUDY  
P20 - HR - 3162  
ADDENDUM NO. 3  
MAY 24, 2019**

Attention is called to the following changes, additions, clarifications and/or deletions to the original solicitation and they shall be taken into account in preparing submissions:

There is no change in the opening date. **Submissions are due no later than 3:00 p.m., Arizona Time, May 29, 2019**, at the City Clerk's Office, 2330 McCulloch Blvd. N., Lake Havasu City, AZ 86403.

	DESCRIPTION or ISSUE
Question 1:	Could you please provide some additional information as to what the City is seeking with regard to establishing performance evaluation criteria and evaluation methodology to support merit based pay philosophy?
Answer 1:	<b>As part of the positional analysis, we are requesting the selected consultant to propose a compensation methodology that would support merit based pay. In order to have a merit based pay system, specific measurable evaluation criteria will be needed for supervisors to rate their employees.</b>
Question 2:	Does the City currently have a performance evaluation system in place and if so, what types of modifications are desired?
Answer 2:	<b>Yes, we currently use NEOGov PERFORM as our evaluation system and will continue to use this system. The modifications we desire are the evaluation templates to support a merit based pay system.</b>

DATE: MAY 24<sup>th</sup>, 2019

BY: Carissa Ochoa, Procurement Division