



July 29, 2021

Response to Questions regarding
“Request for Proposals for Compensation and Classification Study”

Questions	Response
<ul style="list-style-type: none"> With regards to gathering market salary data, is it acceptable to utilize a market salary database (filtered by criteria such as region, industry, and company size) to fulfill the need to gather salary data from private sector? We have found for-profit businesses are very reluctant to share salary data. 	<p>Yes. Please note in your proposal how you are obtaining, analyzing, and applying data from the private sector.</p>
<ul style="list-style-type: none"> With regards pay equity, is the objective based on the Nevada Pay Equity Law, or does TTD have pay equity goals/criteria that exceed or differ? 	<p>This provision of the RFP refers to internal equity between positions.</p>
<ul style="list-style-type: none"> Does TTD have a preference for whether this project will include on-site presence by the consultant? If so, which activities would on-site presence be preferred or required? 	<p>An on-site presence is not necessary.</p>
<ul style="list-style-type: none"> Are the classifications broadly defined with multiple jobs associated with a single classification or are they more narrowly defined where each classification typically is associated with a single job? 	<p>Classifications are specific to one job. Each classification falls into a salary grade which may contain several classifications.</p>
<ul style="list-style-type: none"> Will the consultant be expected to engage directly with union representation? If so, in what capacity? 	<p>No.</p>
<ul style="list-style-type: none"> Will the classification study be an Agency-wide classification study (all positions and all classes), or a Limited classification study (for specific classes and positions only)? <i>It looks like an agency wide however I wanted to be sure of this.</i> <ul style="list-style-type: none"> Can you provide a list of job classifications and number of positions that will be included in the study 	<p>Agency-wide, all classifications. Please see Page 3 of the RFP for details on the number of classifications.</p>

<ul style="list-style-type: none"> • When was the last time a classification study was conducted? 	TTD has not conducted a classification study in the past.
<ul style="list-style-type: none"> • What is the total number of allocated full-time positions (FTEs) in the agency? <ul style="list-style-type: none"> ○ How many of those job classifications will be included in the study? 	All classifications are included. Please see Page 3 of the RFP for details on the number of classifications.
<ul style="list-style-type: none"> • Does your agency currently utilize job/position descriptions or class specifications? 	Job/position descriptions are used.
<ul style="list-style-type: none"> • How many (benchmark) job classifications will be included in the study? (33% to 50% of classifications is recommended) 	This is an agency-wide study of all classifications. Please see Page 3 of the RFP for details on the number of classifications.
<ul style="list-style-type: none"> • How many labor market agencies do you want to compare against? (8-10 agencies recommended) 	There is no set requirement in the RFP. Please note the number of labor market agencies in your proposal.
<ul style="list-style-type: none"> • When was the last time a total compensation study was conducted? 	TTD has not conducted a classification study in the past.