

Questions & Answers - 1

Solicitation 21-690-001 - Pay Equity Compliance Services
Buying Organization Poudre School District

No	Question/Answer	Question Date
Q1	<p>Question: References</p> <p>On page 17, mandatory references are noted as "List three (3), non-Poudre School District, K-12 education market references, for which your company has completed similar services for projects of similar scope." Do the references need to be three public school districts or would a combination of public school district, private school system (with 3000+ students), and public agencies be acceptable?</p> <p>Answer: Public school districts are preferred, but large private school systems as well as other public agencies are acceptable.</p>	12/18/2020
Q2	<p>Question: Scope of Project</p> <p>-Does the scope (225 job titles) of the project include teachers & principals (licensed staff)?</p> <p>Answer: The scope (225 job titles) includes classified staff, administrators (includes principals), and professional staff. Licensed staff are not included in the scope of work.</p>	01/05/2021
Q3	<p>Question: Job Descriptions</p> <p>-Are job descriptions considered accurate from the perspective of employee, management, and HR? When have job descriptions last been updated?</p> <p>Answer: Yes, all job descriptions are accurate on our website and also have an updated date. We update job descriptions for classified positions on a rotating 3 year cycle.</p>	01/05/2021
Q4	<p>Question: Background Info</p> <p>-Does the District utilize a job evaluation method to place jobs into salary ranges?</p> <p>Answer: The District uses a combination of market data and internal equity to place positions in salary ranges. We don't currently have a standardized and consistently used job evaluation method.</p>	01/05/2021
Q5	<p>Question: Background Info</p> <p>-Does the District currently have any type of job grouping for pay equity review in compliance of regulations and laws?</p> <p>Answer: Not at this time.</p>	01/05/2021
Q6	<p>Question: Background Info</p> <p>-What are the sources of market data used by the District?</p> <p>Answer: Employer's Council Salary Surveys, Oehms Consulting Services Annual School District Benchmark Survey and Salary.com.</p>	01/05/2021

No	Question/Answer	Question Date
Q7	<p>Question: Clarification</p> <p>-Based on this statement from the RFP: "2.5.2 Make detailed recommendations concerning PSD's compensation structures and philosophy, including numbers and types of classifications; number of pay ranges (and pay steps if applicable) and the weight given to internal equity and external market comparisons; mechanisms for identifying and addressing misalignment; mechanisms for responding to changed market conditions; basis for determining and changing salary ranges; Recommendations shall consider existing collective bargaining obligations and financial conditions of the district and comply with law and best practices.", it seems like the District is requesting the development of a full compensation structure in addition to pay equity. Is this accurate?</p> <p>Answer: The District is first and foremost requesting a pay equity audit as well as recommendations to create, change or evaluate the current compensation structure to ensure compliance with pay equity in the future.</p>	01/05/2021
Q8	<p>Question: Background Info</p> <p>-Does the District have accurate employee information related to tenure in current position and with the District? Gender/race/education/etc?</p> <p>Answer: We have ready available and accurate information related to tenure in the District, tenure in current position is possible, but not currently in any report form.</p>	01/05/2021