



**HUMAN RESOURCES DEPARTMENT**  
**Williamson County**  
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December 12, 2012

To: Members of the Commissioner's Court

From: Lisa Zirkle on behalf of the Members of the Compensation Market Study Steering Committee

Subj: Recommendation for Award for RFP No. 13RFP00111 – Classification and Compensation Study for Williamson County

The Compensation Market Study Steering Committee recommends a contract award to Evergreen Solutions, LLC for the above referenced RFP. Members of the Committee are:

*The Honorable Deborah Hunt, Tax Assessor –Collector*  
*The Honorable Edna Staudt, Justice of the Peace, Pct#2*  
*Captain Mike Gleason, Sheriff's Office*  
*Chief Deputy Robert Woodring, Constable, Pct#1*  
*John Sneed, Sr. Director of Emergency Management*  
*Connie Watson, Public Information Manager, Public Information Office*  
*Donna Harrell, Veterans Service Officer, Veterans Services Dept.*  
*Lisa Zirkle, Sr. Director of Human Resources, Human Resources Dept.*

The following organizations submitted a proposal in response to the RFP:

<i>Public Sector Personnel Consulting</i>	<i>\$52,000 plus options</i>
<i>Milliman, Inc</i>	<i>\$86,000</i>
<i>Intelligent Compensation</i>	<i>\$149,975 plus options</i>
<i>Evergreen Solutions, LLC</i>	<i>\$97,000</i>
<i>Management Advisory Group</i>	<i>Disqualified due to lack of signatures</i>

Evaluated criteria and points system used were:

*Experience and Qualifications of Personnel – 30 points*  
*Methodology and Responsiveness – 30 points*  
*Ability to Meet Scheduling – 20 points*  
*Pricing – 20 points*

The Steering Committee unanimously selected two finalists and invited them to make presentations:

*Public Sector Personnel Consulting  
Evergreen Solutions, LLC*

Committee members contacted references for both finalists. Each finalist made a presentation and answered questions from the Committee. The Committee unanimously recommends Evergreen Solutions LLC for the contract award as the best overall proposal received.

Members of the Committee are committed to the mission of this project. We would like to thank the members of the Commissioners Court for the opportunity to serve in this capacity. We also recognize the dedication of Jonathan Harris and Connie Singleton, Purchasing; Hal Hawes and Lucille D'Elia, Legal Office and Jalyn Morris, Auditor's Office to this project.