



CITY OF FARMINGTON

REQUEST FOR PROPOSALS COMPREHENSIVE COMPENSATION STUDY ADDENDUM 1

February 22, 2025

The due date for the proposals to be received has been extended to 3:00 p.m. on February 26, 2025.

The following are questions we have been asked along with our responses:

- Item 12: How many of the presentations are required to be in-person? **Two meetings will be required in-person.**
- How many unique job titles or job classifications are included in the study? **I have attached a pay plan that shows all of our positions as well as their pay.**
- Has the City established a budget for this project? If so, will that amount be shared with bidders? **No**
- What is the expected start date / timeline for the project and when does the City need final results/recommendations? **We would like to start the project not later than April 1 and be finished by August 1, 2025.**
- Does the City currently utilize a job evaluation system to maintain internal equity? If not, is the City interested in implementing a job evaluation system? **We have a grading system for our hourly positions, but we are interested in new ideas.**
- Does the City want the consultant to include both public and private sector data for comparison in the market survey? Private sector companies rarely respond to custom surveys, so Segal utilizes reputable published sources to represent the private sector. Is that an acceptable alternative to the City? **We are fine with using the information from the public entities listed.**
- Does the City want the consultant to develop recommendations regarding pay policies? **No**

End of Addendum 1

EMPLOYEE PAY AND CLASSIFICATION PLAN

2024

FUNCTIONAL ROLE	GRADE	POSITIONS	0	1	2	3	4	5	6	7	MIN	MAX
OPERATIONS AND MAINTENANCE	A	Custodian, Head Cook	13.50	14.00	14.50	15.00	15.50	16.00			\$28,080.00	\$33,280.00
	B	Meter Service Technician	15.50	16.00	17.00	18.00	19.00	20.00			\$32,240.00	\$41,600.00
	C	Civic Center Maintenance, Parks Maintenance, Treatment Plant Operator, Street Maintenance, Water & Sewer Maintenance, Custodial Crew Leader, Code Enforcement Inspector, Meter Services Crew Lead	16.00	16.50	17.50	18.50	19.50	20.50	21.50	22.00	\$33,280.00	\$45,760.00
	D	Building Maintenance Supervisor (CC and MNT), Assistant Treatment Plant Manager, Water & Sewer Crew Lead, Street Crew Lead, Parks Maintenance Crew Lead, Apprentice Lineman, Building Inspector, Meter Services Supervisor	20.50	21.25	22.00	22.75	23.50	24.00			\$42,640.00	\$49,920.00
	D-1	Assistant Street Foreman, Assistant Water & Sewer Foreman	25.00	26.00							\$52,000.00	\$54,080.00
	E	Inventory Control Manager, Airport Operations Manager, Mechanic	19.00	19.75	21.00	22.00	23.00	24.00	25.00		\$39,520.00	\$52,000.00
	F	Parks Foreman, Street Foreman, Water & Sewer Foreman, Treatment Plant Manager, Code Enforcement Supervisor	26.00	27.00	28.00	29.00					\$54,080.00	\$60,320.00
	G	Journeyman Lineman	28.00	29.00	30.00	31.00	32.00	34.00			\$58,240.00	\$70,720.00
	H	Director of Maintenance, Waste Water Treatment System Manager, Water Distribution System Manager (1)	27.00	28.00	29.00	30.50	31.50	32.50	33.50		\$56,160.00	\$69,680.00
	I	Electric Crew Leader	35.00	36.00	37.00						\$72,800.00	\$76,960.00
ADMINISTRATIVE AND CLERICAL	J	Electric Foreman	38.00	39.00	40.00						\$79,040.00	\$83,200.00
	A	Secretary	15.00	15.50	16.00	16.50					\$31,200.00	\$34,320.00
	B	Records Clerk (PD)	17.00	17.50	18.00	18.50	19.00	19.50			\$35,360.00	\$40,560.00
	C	City Clerk, Court Clerk, Finance Clerk, Utility Billing Clerk, Program Coordinator, Development Services Coordinator, Librarian, Communications Coordinator	18.00	18.50	19.50	20.50	21.50	22.50	23.50		\$37,440.00	\$48,880.00
	D	Accountant, Recreation Program Manager, HR Coordinator, IT Technician	20.00	20.50	21.50	22.50	23.50				\$41,600.00	\$48,880.00
	E	Civic Center Office Manager, Utility Billing Office Manager, Finance Office Manager	25.00	26.00	27.00	28.00	29.00				\$52,000.00	\$60,320.00
	A	Animal Control Officer (Noncertified)	15.50	16.15	16.80	17.50	18.25				\$32,240.00	\$37,960.00
	B	Police Officer	NA	22.50	23.50	24.50	25.50				\$46,800.00	\$53,040.00
	C	Police Corporal	NA	26.50	27.50	28.50					\$55,120.00	\$59,280.00
	D	Police Sergeant	NA	30.00	31.00	32.00					\$62,400.00	\$66,560.00
PUBLIC SAFETY	E	Police Lieutenant	NA	33.00	34.00	35.00					\$68,640.00	\$72,800.00
	F	Police Captain (1)	NA	36.00	37.00	38.00					\$74,880.00	\$79,040.00
	G	Police Chief (Exempt)									\$90,000.00	\$110,000.00
	H	Firefighter	NA	15.50	16.20	16.60	17.00	17.50			\$47,089.00	\$53,165.00
	I	Medical Officer Lieutenant	NA	18.00	18.45	19.00	19.40	20.00			\$54,684.00	\$60,760.00
	J	Fire Captain	NA	20.50	21.00	21.55	22.25				\$62,279.00	\$67,595.00
	K	Fire Chief (Exempt)									\$90,000.00	\$100,000.00
	A	Library Director (Exempt)									\$50,000.00	\$70,000.00
	B	Parks & Recreation Director (Exempt)									\$75,000.00	\$90,000.00
	C	HR Director (Exempt)									\$70,000.00	\$95,000.00
ADMINISTRATION	D	Development Services Director (Exempt)									\$70,000.00	\$95,000.00
	E	IT Director (Exempt)									\$70,000.00	\$95,000.00
	F	Public Works Director (Exempt)									\$80,000.00	\$105,000.00
	G	Finance Director (Exempt)									\$90,000.00	\$115,000.00
	H	City Administrator (Exempt)									\$120,000.00	\$150,000.00