
Sponsor: County Manager's Office

Meeting Date: 8/2/2022

Title: First Amendment to the Agreement with Gallagher Benefit Services for Modernization of Personnel Rules, Job Classifications and Compensation Plans

File Number: 2022-406

Background and Rationale:

Ramsey County's 2022 Strategic Plan includes the Talent Priority (also known as Talent, Attraction, Retention and Promotion) to ensure that the county is recognized as the premier public sector employer of choice within the Twin Cities region. The Talent Priority is an enterprise-wide, strategic initiative to build an inclusive, valued and thriving workforce. Weaving the county's core values into the workplace is the first step in positioning Ramsey County as an employer of choice within the communities it serves. Through this initiative, employees and talented job seekers will recognize the county as a place to learn, grow and succeed in their careers.

On February 26, 2019, the Ramsey County Board approved an agreement with Gallagher Benefit Services for \$980,000 to provide services to modernize the personnel rules, job classifications and compensation plans. A countywide classification structure was developed and delivered during the initial scope of the agreement.

This amendment includes Gallagher's review of the classification structure incorporating Human Resources' and departmental experience over the last 18 months. The structures will also be reviewed with all county department heads or designated departmental management to ensure organizational updates are incorporated into the final structure. An internal equity review will also be conducted with county department management and updated as appropriate. Ongoing training for Human Resources staff is embedded as part of each project phase. This additional scope of work will not exceed \$135,000.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

1. Approve the first amendment to the agreement with Gallagher Benefit Services for modernization of the personnel rules, job classifications and compensation plans for the period of August 3, 2022 through February 4, 2024 in an amount not to exceed \$135,000 and a total amount not to exceed \$1,115,000.
2. Authorize the Chair and Chief Clerk to execute the amendment.

A motion to approve was made by Commissioner McGuire, seconded by Commissioner Carter.
Motion passed.

Aye: - 6: Carter, Frethem, MatasCastillo, McDonough, McGuire, and Ortega

Absent: - 1: Reinhardt

By: Mee Cheng
Mee Cheng, Chief Clerk - County Board