



North Central Health Care

Person centered. Outcome focused.

Request for Proposal (RFP)

For

Organization-Wide Classification/Compensation Study

Answers to RFP Questions

Posted 3/4/24

1. Will NCHC be accepting electronic submissions or via physical mail only?

NCHC will only be accepting physical mail submissions.

2. We understand the project should be completed in advance of 1/1/2025, but how soon do you anticipate starting once selection notification is made?

We would like to start as soon as possible once the selection is made.

3. Was the 2020 compensation study completed in-house or by a third-party vendor? If a vendor, which one?

This was completed by a third-party vendor. Gallagher was the third-party vendor.

4. Have you aged your pay ranges in the current structure forward since 2020 or have they remained motionless?

They have remained relatively motionless except for a 3% cost of living increase applied to the 2024 scale.

5. How many project information sessions for staff do you desire, and in what format and duration of each?

We anticipate 1-2 sessions with management staff to discuss the scope of the project.

6. When was the last time your job descriptions were updated? Are all 193 current and supported by management, HR, and senior leadership?

The majority of job descriptions have been updated within the last 2 years and are supported by management.



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7. With regard to existing policies, you desired be reviewed, when providing our recommendations are you seeking an annotated review or in-dept where Wipfli makes and finalizes the changes with key stakeholders? Are these policies limited to just compensation and classification or is it broader (e.g., employee handbook, manuals, etc.)?

We would like an in-dept review of just our compensation and classification policy.

8. How was internal value of a position historically been determined? Is there a formalized process in place? When was the last time these evaluations/ratings were completed?

There is a new leadership team in place, so we are unsure how internal value of a position was historically determined. There is no formalized process in place and do not believe these evaluations/ratings have been completed.