



Agency Report
39

SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

June 15, 1981

APPROVED
SACRAMENTO REDEVELOPMENT AGENCY

CITY MANAGER'S OFFICE
RECEIVED
JUN 17 1981

Housing Authority of the
City of Sacramento
Redevelopment Agency of the
City of Sacramento
Sacramento, CA 95814

Date 6/23/81

Honorable Members in Session:

SUBJECT: Classification and Pay Study

APPROVED
SACRAMENTO HOUSING AUTHORITY

Date 6/23/81

SUMMARY

This report regards selection of Corcoran Ames and Associates for preparation of the Agency Job Classification and Pay Study and authorization for the Interim Executive Director to execute a contract with the subject firm.

BACKGROUND

On March 17, 1981, the Housing Authority and Redevelopment Agency: (1) approved the procedure and approach for the Classification and Pay Study; (2) approved a consultant selection process; and (3) authorized the Interim Executive Director to proceed with solicitation of proposals.

On May 11, 1981, the Agency received proposals from seventeen consulting firms (see Exhibit I). Of the seventeen proposals received, six were from minority firms.

A selection committee was selected consisting of:

Donna Giles	Director, City Personnel
Betty Prestwich	Division Chief, County Personnel
Sam Walton	Vice Chairman, SHRC
Jerry Sykes	Personnel Analyst, SHRA
Andy Plescia	Director of Administration, SHRA

The seventeen proposals were reviewed by the screening committee and the committee selected the following six firms to be interviewed:

1. Corcoran Ames and Associates*
2. Ralph Anderson and Associates
3. Biddle and Associates

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All Districts

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4. Deloitte, Haskins and Sells
5. William Hamilton and Associates
6. Walter Thomas and Associates*

*Minority owned firm.

Based on interviews of the six firms noted above, the selection committee recommended the firm of Ralph Anderson and Associates at a price of \$29,500. The decision was a very difficult one in that three committee members ranked this firm number one, while the other two members ranked Corcoran Ames and Associates number one at a price of \$20,060. Based on the overall point ratings, Corcoran Ames and Associates received 449 points while Ralph Anderson and Associates received 445 points constituting a virtual tie.

The Interim Executive Director reviewed the recommendation and deliberations of the screening committee and recommended selecting the firm of Corcoran Ames and Associates instead of Ralph Anderson and Associates. The reasoning is that the ratings for the two firms were virtually the same, and if the factors of cost and minority ownership are applied, the recommended selection should be Corcoran Ames and Associates.

FINANCIAL DATA

The estimated cost of the study based upon the proposal by Corcoran Ames and Associates is \$20,060. The adopted 1981 Agency Budget includes an allocation of \$30,000 in the Personnel Division budget for the study.

VOTE AND RECOMMENDATION OF COMMISSION

At its regular meeting of June 15, 1981, the Sacramento Housing and Redevelopment Commission adopted a motion recommending approval of the attached resolution. The votes were recorded as follows:

AYES: Coleman, Fisher, Knepprath, Luevano, A. Miller,
Serna, Teramoto, Walton, B. Miller
NOES: None
ABSENT: None

SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

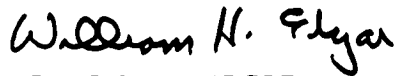
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RECOMMENDATION

The staff recommends approval of the selection of Corcoran Ames and Associates for preparation of the Agency Job Classification and Pay Study and authorization for the Interim Executive Director to execute a contract with the subject firm.

Respectfully submitted,



WILLIAM H. EDGAR
Interim Executive Director

TRANSMITTAL TO COUNCIL:



WALTER J. SLIPE, City Manager

RESOLUTION NO. RA- 81-042

Adopted by the Redevelopment Agency of the City of Sacramento

June 23, 1981

AUTHORIZING CONSULTANT CONTRACT WITH
CORCORAN AMES AND ASSOCIATES FOR JOB CLASSIFICATION
AND PAY STUDY

BE IT RESOLVED BY THE REDEVELOPMENT AGENCY OF THE
CITY OF SACRAMENTO:

Section 1. The firm of Corcoran Ames and Associates
is selected as the consultant to conduct a job classification
and pay study.

Section 2. The Interim Executive Director is autho-
rized to execute a contract with the consultant for such study,
in the total amount of \$20,060.

CHAIRMAN

ATTEST:

SECRETARY

APPROVED
SACRAMENTO REDEVELOPMENT AGENCY

Date 6/23/81

RESOLUTION NO. HA- 81-057

Adopted by the Housing Authority of the City of Sacramento

June 23, 1981

AUTHORIZING CONSULTANT CONTRACT WITH
CORCORAN AMES AND ASSOCIATES FOR JOB CLASSIFICATION
AND PAY STUDY

BE IT RESOLVED BY THE HOUSING AUTHORITY OF THE
CITY OF SACRAMENTO:

Section 1. The firm of Corcoran Ames and Associates
is selected as the consultant to conduct a job classification
and pay study.

Section 2. The Interim Executive Director is autho-
rized to execute a contract with the consultant for such study,
in the total amount of \$20,060.

CHAIRMAN

ATTEST:

SECRETARY

APPROVED
SACRAMENTO HOUSING AUTHORITY
Date 6/23/81

LISTING OF PROPOSALS RECEIVED
SHRA CLASSIFICATION AND PAY STUDY

<u>Firm</u>	<u>Proposal Cost</u>
1. ARMAC Management System, Inc.*	\$ 32,200
2. Becker & Bell, Inc.	14,800
3. Biddle & Associates, Inc.	20,000
4. Carey Associates, Inc.	37,500 (plus expenses)
5. Corcoran Ames & Associates*	20,060
6. Consulting Personnel Services*	29,500 (plus expenses)
7. Deloitte, Haskins & Sells	42,000
8. Livingston Associates	22,500 (plus expenses)
9. Public Personnel Consultants	19,965 (plus expenses)
10. Ralph Anderson and Associates	29,500
11. Samuel J. Cullers & Associates *	37,130
12. Sparling Associates	26,150
13. Tomkins-Dunn Company	24,000 (plus expenses)
14. VM Associates	72,081
15. Walter Thomas & Associates*	27,500
16. William Ewing & Company	26,500
17. William Hamilton & Associates	20,950

*Minority owned firm