



COMPENSATION AND CLASSIFICATION STUDY
GVB RFP 2020-006

GVB RESPONSE TO QUESTIONS

March 10, 2020

GVB OFFICIAL RESPONSE TO QUESTIONS POSED BY 5:00 P.M. ON FRIDAY, MARCH 6, 2020:

Question 1. On page 10 of the RFP you outline the work (4th paragraph) that was undertaken by the Leading Edge Consulting Group in 2017. Given the work that they did, does it not cover what you are asking on page 11 (items 4, 5, and 6)?

GVB Response:

While the work done in 2017 does address items 4, 5 and 6, the Bureau continues to expand its markets, role in the community and organizational structure. Wages have gone up and local labor markets have changed.

GVB is looking to reaffirm that the study remains relevant with our current operations, inclined on industry specifics and that the methodologies used supports current as well as future operational needs.

The overall goal of the classification and compensation study is to ensure market/internal structure alignment, simplify the classification structures, identify paths for career progression, address recruitment and retention needs and to review minimum qualifications to facilitate recruitment of talent.

PILAR LAGUAÑA
President and CEO