



TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Rickelle Williams, City Manager

DATE: July 2, 2026

TITLE: Motion Approving an Agreement for Request for Proposals (RFP) No. 560-4, Job Classification and Compensation Study - Management Advisory Group International, Inc. - \$149,500 - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission approve an agreement, in substantially the form attached, for Request for Proposals (RFP) No. 560-4 for a Job Classification and Compensation Study with Management Advisory Group International, Inc., in the total amount of \$149,500.

Background

In 2018, the City of Fort Lauderdale conducted a Classification and Compensation Study. The overall goals of the study included: internal structure alignment, simplifying classification structures, identifying paths for career progression, assessing recruitment and retention needs, and analyzing minimum qualifications to facilitate recruitment of talent. Due to the ever-changing and dynamic nature of the local and national economy, relying on eight (8)-year-old data does not provide a complete picture of the local labor market, as demonstrated by hiring difficulties for many job classifications and internal equity challenges raised by existing staff. A new study will refresh the City's classification and pay system and bring it to a competitive level.

The study will take approximately six (6) months to complete and will evaluate the City of Fort Lauderdale's current job classification system and compensation structure to determine if they are competitive, equitable, and aligned with organizational goals, legal requirements, and market standards. The study will include full-time employees across union and non-union employee groups. This includes approximately 1,322 employees within the Federation and Teamster bargaining units and approximately 352 non-union employees.

The primary objectives of the classification and pay study are:

- To review and update job classifications to accurately reflect current duties,

responsibilities, and required qualifications;

- To assess internal equity among positions within the City;
- To compare compensation levels with comparable public sector entities and relevant labor markets to determine competitiveness;
- To identify any disparities, redundancies, or inefficiencies in the current system; and
- To provide recommendations, as needed, for a revised classification and pay structure that is fair, transparent, and sustainable.

On December 9, 2025, the City, via the Procurement Services Department, issued RFP No. 560-4, Job Classification and Compensation Study. On January 21, 2026, the RFP closed with a total of twelve (12) proposals received from:

- Aeris Communication Services LLC
- Ascension Strategic People Solutions, LLC
- Bolton Partners, Inc.
- Cody & Associates, Inc.
- Evergreen Solutions, LLC
- Management Advisory Group International, Inc.
- Mercer (US) LLC
- MGT Impact Solutions, LLC
- MinMax 001 LLC
- RSC Insurance Brokerage, Inc.
- The Archer Company, LLC
- The Segal Company, Inc.

On April 1, 2026, an Evaluation Committee (EC) Meeting was held to review and rank all twelve (12) responsive and responsible firms based on the evaluation criteria shown in the table below.

CRITERIA	WEIGHT
Firm Experience & Qualifications	15%
Project Team	15%
Technical Approach & Methodology	30%
Deliverables & Timeline	15%
Total Cost Proposal	25%
TOTAL	100%

The following four (4) highest ranked, responsive, and responsible proposers were shortlisted:

- Bolton Partners, Inc.
- Evergreen Solutions, LLC

- Management Advisory Group International, Inc.
- The Archer Company, LLC

On May 6, 2026, the EC heard presentations from the four (4) firms during the final ranking meeting and based on the evaluation criteria shown in the table above selected Management Advisory Group International, Inc., as the highest ranked, responsive and responsible firm.

Therefore, staff recommends Management Advisory Group International, Inc. for award.

Resource Impact

Funds for this agreement in the amount of \$149,500 are available in the account listed below:

<i>Funds available as of June 10, 2026</i>					
ACCOUNT NUMBER	COST CENTER NAME (Program)	CHARACTER/ACCOUNT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)*	AMOUNT
10-001-2130-513-30-3199	Classification and Compensation	Other Professional Services	\$174,341	\$165,057	\$149,500
TOTAL AMOUNT ►					\$149,500

*Includes funds in the amount of \$155,586 Committed/Available in requisition #25206.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2029* Strategic Plan, specifically advancing:

- The Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy.

This item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are United.

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan specifically advancing:

- The Internal Support Focus Area
- The Implementation Element Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City’s Fast Forward Fort Lauderdale Vision 2035 Plan regarding the City’s future growth and the six Cylinders of Excellence and shall be the City’s primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 - Solicitation

Exhibit 2 - Evaluation Committee Scoring Summary

Exhibit 3 - Response - Management Advisory Group International, Inc.
Exhibit 4 - Agreement

Prepared by: Milen Balkanski, Classification and Compensation Manager,
Human Resources
John Torrenga, Procurement Administrator, Procurement Services
Matthew Eaton, Senior Administrative Assistant, Procurement Services

Department Directors: Jerome Post, Human Resources
Glenn Marcos, Procurement Services