

Sponsor: McDuffa

RESOLUTION

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FLORENCE, ALABAMA, that the attached Proposal from Horizon Point Consulting, Inc., to perform a market compensation analysis for 42 positions in the Electricity Department in the amount of \$8,400.00, with an additional \$250.00 per position after the initial 42 positions, is hereby approved, ratified and confirmed.

BE IT FURTHER RESOLVED BY THE CITY COUNCIL OF THE CITY OF FLORENCE, ALABAMA, that the Mayor is hereby authorized to execute said Proposal on behalf of the City of Florence.

ADOPTED this _____ day of _____, 2025.

CITY COUNCIL

APPROVED this _____ day of _____, 2025.

MAYOR

ADOPTED & APPROVED this _____ day of _____, 2025.

CITY CLERK - TREASURER

Overview

The following information provides details for the City of Florence to contract with Horizon Point Consulting, Inc (HPC) to perform a market compensation analysis for 42 utility positions.

Services Outline

External Market Analysis:

HPC will perform an external market analysis for 42 positions per the list the City of Florence will provide to HPC. Two to four data sources will be utilized to ensure the most accurate rates.

Geographically relevant data as identified by location will be included and, where needed, national data may be considered. Filters for sources also allow for mining by organizational revenue and/or number of employees.

Investment

- \$8,400.00 for 42 positions

The above investment assumes analysis for 42 positions and that the organization has thorough and accurate job descriptions for all positions. If job descriptions need to be created and/or job analysis needs to take place by HPC in order to have the correct input needed to complete the market analysis, there will be an additional cost of \$700.00 per job description. If market analysis needs to be performed on more than 42 positions, the additional cost is \$250.00 per position.

Needs from the City of Florence to Facilitate a Successful Engagement

HPC prides itself on being responsive to the needs of our clients and going above and beyond to meet expectations. The following things are needed in order to conduct a successful engagement:

- A copy of all job descriptions
- Current compensation data each position
- Factors relevant to pull the most accurate compensation data including organization size in terms of number of employees and annual revenue/budget
- Access to and responsiveness from leadership

Horizon Point is committed to keeping client information confidential. We are glad to sign a non-disclosure agreement if desired.

**City of Florence Utility Compensation Analysis Proposal
March 2025**



Payment Terms

- For project based work, as this proposal outlines, half the cost of the project is due upfront before work can begin. The remaining balance is due at the completion of the project. Payment terms on the final payment are Net 30.

About Horizon Point Consulting, Inc.

We are Horizon Point. We are Workplace Innovators. We help organizations and communities build a workplace and a workforce of and for the future. We can help you hire, grow, and lead. Learn more about our work, including case studies with real clients here:

HIRE

GROW

LEAD

COMMUNITY WORKFORCE SOLUTIONS

AUDIT and OUTSOURCE

Agreement

City of Florence

Contact Name

Contact Signature

Date

Horizon Point Consulting, Inc.
Mary Ila Ward

Mary Ila Ward

3/24/2025