



August 12, 2015

Item No. 19

**AUTHORIZATION TO PARTICIPATE IN CITY COLLEGES OF CHICAGO
CONTRACT FOR COMPENSATION AND CLASSIFICATION STUDY**

HONORABLE BOARD OF COMMISSIONERS:

RECOMMENDATION

It is recommended that the Board of Commissioners approve the attached Resolution authorizing the Chief Executive Officer (CEO) or his designee to participate in City Colleges of Chicago Contract for Compensation and Classification Study, to have Deloitte Consulting, LLP perform such study for the CHA effective August 19, 2015 in an amount not-to-exceed \$149,500.

The Chief of Staff, the Department of Procurement and Contracts, the Office of the General Counsel, and the Department of Human Resources/Training have completed all necessary due diligence to support the submission of this initiative and recommend the approval of this item accordingly.

CORPORATE GOAL

Guiding Principles: Engage in responsible and effective management strategies to achieve the best use of our assets.

Goal 2, Strategy 2: Foster an improved institutional culture around a shared vision of excellence.

FUNDING:

General Fund

GENERAL BACKGROUND/EXPLANATION

It is critical that CHA provide a compensation plan that has competitive salaries in order to attract and retain top talent. The existing method of compensation administration is no longer adequate. Typically companies perform market and compensation analysis annually or bi-annually. The CHA has not conducted an authority-wide compensation and classification study since 1996. Hay Management Consultants was selected in 1994 after participating in CHA's procurement process and worked over a two year period to classify positions, create job descriptions, limit title redundancies and create a new salary structure.

The Board action recommended in this item complies in all material respects with all applicable Chicago Housing Authority Board policies and all applicable federal (HUD) procurement laws.

The Chief of Staff concurs with the recommendation to participate in City Colleges of Chicago Contract for Compensation and Classification Study, to have Deloitte Consulting, LLP perform such study for the CHA in an amount not-to exceed \$149,500.

The Chief Executive Officer recommends the approval to participate in City Colleges of Chicago Contract with Deloitte Consulting, LLP for Compensation and Classification Study.

RESOLUTION NO. 2014-CHA-

WHEREAS, the Board of Commissioners of the Chicago Housing Authority has reviewed the Board letter dated August 12, 2015 entitled: "AUTHORIZATION TO PARTICIPATE IN CITY COLLEGES OF CHICAGO CONTRACT FOR COMPENSATION AND CLASSIFICATION STUDY";

THEREFORE, BE IT RESOLVED BY THE CHICAGO HOUSING AUTHORITY:

THAT, the Board of Commissioners authorizes the Chief Executive Officer or his designee to participate in City Colleges of Chicago Contract for Compensation and Classification Study, to have Deloitte Consulting LLP perform such study for the CHA effective August 19, 2015 in an amount not-to-exceed \$149,500.