



RFSOQ

23-084

COMPENSATION STUDY AND MARKET ANALYSIS

TRWD is hereby inviting Statements of Qualifications (SOQs) from qualified firms to establish an Agreement for Compensation Study and Market Analysis covering the next three to five years. Recommend a market analysis strategy including, but not limited to, recommendations concerning:

- Frequency of analysis
- How to handle new positions and new hires
- Comparable industry selection
- Career progressions
- Grade ranges versus individual position ranges
- How to place an individual within their market range
- How to adjust to economic trends for new and existing employees

Bids for the above referenced project will be accepted by the Tarrant Regional Water District, Purchasing Department, electronically via the CivCast Procurement Website no later than 2:00 P.M. CST, February 7, 2023.

Submittals must be in the actual possession of Tarrant Regional Water District prior to the exact time and date indicated in this Request. Any submittal received after the foresaid time, will not be accepted.

Documents may be downloaded at the following procurement website:

<https://www.civcastusa.com/project/63c082613379ac23715e1474/summary>

Respondents are responsible for obtaining all related documents including but not limited to future Addenda. The District will not be held responsible for failure of the Respondent to obtain all related documents.

The Tarrant Regional Water District reserves the right to adopt the most advantageous response to the Request for Statement of Qualifications and other parts of the Contract Documents, or any applicable Statute or Code.