

**OFFICE OF THE CITY MANAGER  
LITTLE ROCK, ARKANSAS**

---

**BOARD OF DIRECTORS COMMUNICATION  
MARCH 21, 2023 AGENDA**

<b>Subject:</b>	<b>Action Required:</b>	<b>Approved By:</b>
<p>Approval of a contract with The Segal Group, Inc., to conduct a Comprehensive City-Wide Classification and Compensation Study.</p> <p><b>Submitted By:</b></p> <p>Human Resources Department</p>	<p>Ordinance √ <b>Resolution</b></p>	<p>Bruce T. Moore City Manager</p>
<b>SYNOPSIS</b>	<p>A resolution to authorize the City Manager to execute an agreement with The Segal Group, Inc., to conduct a Comprehensive City-Wide Classification and Compensation Study.</p>	
<b>FISCAL IMPACT</b>	<p>The contract amount is not to exceed \$350,000.00, and funds are available in Account No. 108279-S27C516.</p>	
<b>RECOMMENDATION</b>	<p>Approval of the resolution.</p>	
<b>BACKGROUND</b>	<p>The City of Little Rock has not conducted a Comprehensive City-Wide Classification and Compensation Study since the 1990's. The current Classification and Compensation System and existing policies have not allowed the City to consistently recruit and retain qualified applicants. A Request for Qualifications was issued for a City-Wide Classification and Compensation Study and The Segal Group, Inc., has provided the most responsive and complete response to that request.</p>	