



**ROCKFORD BOARD OF EDUCATION
INVITATION FOR BID ON SUPPLIES, MATERIALS, EQUIPMENT OR SERVICES
FOR SCHOOL DISTRICT NO. 205
ROCKFORD, ILLINOIS**

RFP No. **18-60 Technology Services Compensation Analysis**

DATE: **June 28, 2018**

RE: **ADDENDUM NO. 3**

To All Bidders:

Included are modifications, clarifications and/or corrections for the Project Manual and are hereby made a part of the contract documents. Please attach this addendum to the Project Manual(s) in your possession. Please note the receipt of this addendum on the bid form. Bidders shall review changes to all portions of this work as changes to one portion may affect the work of another.

If you plan to hand deliver your RFP submission on the due date, please note you must check in on the 2nd floor prior to coming to the RFP opening. Please allow time for this as late submission will not be accepted.

Refer all questions relative to the business aspect, Instructions to Bidders, Special Conditions, and questions concerning the technical aspect of the documents to the Director of Purchasing by email at purchasingdeptstaff@rps205.com.

MODIFICATIONS:

This addendum highlights changes to the language of the original Request for Proposal. Please acknowledge the receipt of Addenda One, Two and Three in your proposal submission.

ROCKFORD BOARD OF EDUCATION

By: Dane Youngblood
Director of Purchasing

Proposed Modifications to Specifications

**Please note the modifications below when submitting your proposal for RFP 18-60 Technology Services Compensation Study. The receipt of this addendum, as well of those of the previous two, should be acknowledged in your proposal submission. Text highlighted in red and struck through is to be removed, where underlined text has been added.

Page 2, First bullet point

- Compensation Analysis - provide data identifying total salaries and benefits, including the total compensation package ~~of~~ including benefits.

Page 2, Remove second bullet point

- ~~• Position Analysis—Gather data by way of job audit questionnaires, job audits, interviews or other accepted methods.~~

Page 2, Section A. Market Compensation Analysis, I.: remove verbiage as indicated below:

- I. The firm will conduct an ~~internal comprehensive job evaluation and~~ external comparison for all applicable Technology Services positions.

Page 2, Section B. Compensation Analysis: revise verbiage as indicated below:

The firm will evaluate the ~~existing compensation structure~~ incumbent pay and compare against ~~data to identify any gaps as appropriate~~ market rate.

Page 3, I. Salaries and Wages, remove all.

~~I.—Salaries and Wages~~

~~a.—Analysis of current pay practices.~~

~~b.—Review and evaluate current classification and pay structure (number of classes, number of salary ranges, percent of spread for ranges).~~

~~c.—Provide recommendations for compensation structures to maintain market competitiveness.~~

Page 3, C. Position Analysis, remove.

~~A.—Position Analysis~~

~~I.—Provide recommendations relative to the educational background of the position by title (required or preferred).~~

Page 3, D. Compensation Structure Recommendations and Implementation, remove I and II; revise III.

~~I.—The firm will identify outliers that will need to be addressed in order to maintain market competitiveness.~~

- ~~II. The firm will provide an analysis of each position/job description. The firm will include recommendations for all positions that are found to be below or above the assigned salary grade.~~
- III. The firm will provide market rate data for ~~newly hired employees~~ all identified positions within IT/IS.