



**City of Bellevue**  
Gallagher  
Human Resources & Compensation Consulting



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# Agenda

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Gallagher Overview

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Project Management, Administration, Goals

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Project Timeline

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Survey Timeline

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Survey Comparators

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Survey Overview

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Commissioner Questions

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# Gallagher Qualifications

**Gallagher's Public Sector and Higher Education** service line is committed to serving and partnering with organizations in the public space, providing insights based on national and international experience for over 35 years.

Office locations *are*  
**NATIONWIDE**

**In-depth** understanding of  
**Public Sector** environments

## **Practical and realistic solutions for people strategies and HR issues *including***

- Compensation Review & Structure Development
- Classification & Career Framework Design
- Executive Compensation Review and Assessment
- Benchmarking Services
- Strategic Planning
- Succession Planning
- Organizational Effectiveness & Design
- Job Evaluation
- Pay Equity



# Project Management and Administration

**Project Manager**  
to coordinate activities  
and monitor deliverables



**Regular Status Meetings**  
between client project team and  
Gallagher to discuss the  
schedule, status, and issues  
regarding the project.

**Regular Employee  
Communications**  
to keep employees informed  
regarding project status and  
their role in the process.

**Regular Stakeholder  
Meetings**  
to inform the project  
status and seek direction  
and input on activities.



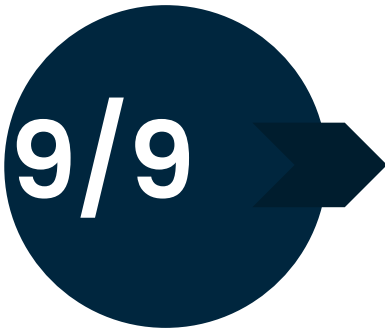
# Project Timeline

This project is estimated to be complete in **Three** months:

	PHASE 1	PHASE 2	PHASE 3
Month	Study Initiation & Strategy Development	Compensation Study	Project Finalization, Draft & Final Reports
1			
2			
3			



# Custom Survey Timeline



## Custom Survey Launch

Launch the custom survey to the group of comparator organizations chosen by the city



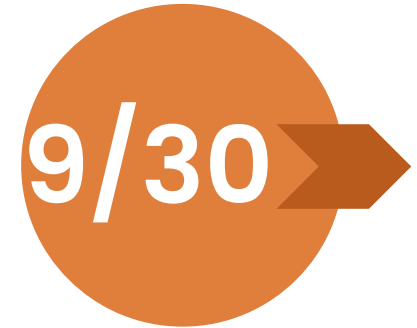
## Survey & Market Analysis

During this period, Gallagher will find any additional data points not provided through the custom survey, and begin data mining



## Survey Close

Gallagher will close the survey and begin to place the findings into a benchmark summary which will be shared with the city



## Final Deliverables

Provide final copies of our findings to the city and set up final presentation



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# Custom Survey Comparator Cities

Comparator Cities	
City of Auburn	City of Redmond
City of Bellingham	City of Renton
City of Everett	City of Richland
City of Federal Way	City of Sammamish
City of Kennewick	City of Seattle
City of Kent	City of Spokane
City of Kirkland	City of Tacoma
City of Marysville	City of Vancouver
City of Pasco	City of Yakima



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## Link to Survey

[https://gbsviewpoints.co1.qualtrics.com/jfe/form/SV\\_0jOUR5BCGSErza6](https://gbsviewpoints.co1.qualtrics.com/jfe/form/SV_0jOUR5BCGSErza6)





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# Your Questions

- **What other research/salary studies have the consultants supported and what is the perceived level of impact for different changes?**
- **What is a meaningful difference (for salary adjustments) in other cities?**
- **Would consultants have recommendations for performance bonus/incentive to remain competitive similar to corporate structure?**

# Thank you!

## Gallagher Human Resources Compensation Consulting Team

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