

Addendum #1
RFP – Pay Plan Study

Q: What was the date of the last study completed? Was it of the same scope as the current request? Did it include updated job descriptions?

A: **Report presented to SCS in October 2020. The scope was basically the same as what we are requesting now, and we did not ask for any updates or reviews of our job descriptions in that study.**

Q: Was the study completed internally or with the assistance of an outside firm? Who was the outside firm if one was used?

A: **We contracted with an outside firm. Evergreen Solutions, LLC**

Q: How many unique job titles are covered in the study?

A: **82**