

**AUTHORIZE NEW AGREEMENT WITH MERCER (US), INC. FOR EMPLOYEE POSITION, PAYBAND,
AND PROMOTION STRUCTURE CONSULTING SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize a new agreement with Mercer (US), Inc. to provide compensation consulting services to the Talent Office at a total cost not to exceed \$225,000.00. The vendor was selected on a competitive basis pursuant to Board Rule 7-2 and approved by the CPOR #13-0905-CPOR 1585. A written agreement for Vendor's services is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

Contract Administrator : Seanior, Miss Pamela Dorcas / 773-553-2280
CPOR Number : 13-0905-CPOR-1585

CONSULTANT:

- 1) Vendor # 15513
MERCER (US), INC
155 N. WACKER DR.
CHICAGO, IL 60606
Mrs. Jewel Kathleen King
312 917-0626

USER INFORMATION :

Project
Manager: 11010 - Office of Human Capital

125 S Clark St - 2nd Floor

Chicago, IL 60603

Wolter, Mr. William R.

773-553-3807

TERM:

The term of this agreement shall commence on October 1, 2013 and shall end March 31, 2014. This agreement is six months long and has no renewal options.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES:

Vendor will provide comprehensive compensation consulting services as follows:

- Perform Job activity analysis/evaluations of positions in Central Office and Network Organizational Units.
- Assign jobs to descriptive job classifications that clearly reflect job functions
- Benchmark jobs using current market pricing data/survey data from both public and private sector educational and non-educational sectors.

- Recommend new band structure based on market pricing analysis
- Align all pay/titles/banding/grade structure to ensure compensation consistency throughout the organization
- Propose compensation practice/policies for promotions and transfer

DELIVERABLES:

Vendor will provide compensation services making recommendations/updates and changes for Central Office/Network Services, including but not limited to, job activity analysis/evaluation reports, assign jobs to job classification, benchmark job reports, market pricing analysis and pay/titling/banding and grade results/reports. The vendor will provide CPS staff the administrative process moving forward to address these needs on a yearly basis.

OUTCOMES:

The vendor will do an analysis of the current state of the compensation platform and make recommendations/updates to the current platform and put a process in place moving forward to address these needs on a yearly basis.

COMPENSATION:

Vendor shall invoice the Board monthly and be compensated as specified in the agreement; total not to exceed \$225,000.00 for the contract term.

REIMBURSABLE EXPENSES:

None

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize Chief Talent Officer to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

This agreement was not assigned any MBE/WBE participation goals as it was awarded under the CPOR Process. Vendor will not be obligated to adhere to any MBE/WBE compliance requirements under this agreement.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the Talent Office: Unit 11010
FY2014 - \$225,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



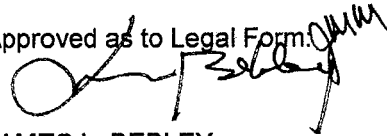
SÉBASTIEN de LONGEAUX
Chief Procurement Officer

Approved:



BARBARA BYRD-BENNETT
Chief Executive Officer

Approved as to Legal Form:



JAMES L. BEBLEY
General Counsel