Questions and Answer for RFP Global Compensation Policy and U.S Salary Structure Design

Q: Could you please confirm your US and Global total employee headcounts?

A: Approximately 718 in the US and 3,531 aboard for a total of 4,249.

Q: How many titles/unique jobs would need to be included/benchmarked in the market analysis?

A: The combined organizations have approximately 250 unique jobs. This number is variable as we are a donor driven organization and new jobs could be created after the close of this RFP.

Q: Will we have access to the current market data and matches utilized form the work done with the Birches Group? This will help us understand how you currently benchmark jobs and where the comparisons have been in the future. We can even add this information into our analyses so you can see how our data compares to the Birches Group.

A: There was not a formal project done by Birches Group to match our jobs. This was an ad-hoc process and was completed as needed by internal stakeholders. This information will likely not be available during the project.

Q: There is a mention (Minimum Expected Deliverables 5) regarding skill and certification pay. This is, then, a policy goal to implement a skill-based or certification-based pay process? Example: an employee gains a skill that improves their utility for the company. They are then giving an increase or a lump-sum for the successful adoption and assessment of that skill.

A: As we do not currently have a policy or philosophy that speaks to this, we would be seeking recommendations from the selected provider to consult and provide feedback if this something that would work for us and/or provide an option to include this in the newly developed compensation model.

Q: A more equitable compensation process is mentioned but was the reference to a study of gaps from a Pay Equity perspective or is that just a reference to making sure that there is equity and consistency in the derivation of new programs?

A: This is to ensure that any new process, policies, philosophies that are put into place are fair and equitable at implementation to all team members and potential team members.