



/ Opportunities

Charlotte Area Transit System / General Services

CATS Class and Compensation Study

CATS is seeking a contractor to perform a comprehensive evaluation of all positions within the CATS pay structure of the organization. The study objectives are as follows:

- Ensure positions with similar nature and complexity of work are appropriately classified within the proposed base pay hierarchy.
- Provide salary recommendations that align with position responsibilities.
- Provide career pathway recommendations that provide opportunities for compensation growth.
- Provide pay differentials between classifications that are justifiable.
- Maintain a competitive position with the external market while recognizing internal job worth hierarchies.

- *Classification Alignment: Ensure that all positions with similar job nature and complexity are correctly categorized within the proposed base pay hierarchy.* - *Salary Alignment: Offer salary recommendations that are in line with the respective responsibilities of each position.* - *Career Progression: Recommend career pathways that facilitate opportunities for compensation growth for our employees.* - *Justifiable Pay Differentials: Establish pay differentials between job classifications that are well-founded and reasonable.* - *Market Competitiveness: Maintain our competitive standing in the external job market while simultaneously acknowledging the internal hierarchy of job worth within our organization.* By engaging a qualified contractor to carry out this evaluation, CATS aims to optimize our compensation practices, ensuring fairness, competitiveness, and alignment with industry standards and internal structures. The CATS Project Manager will furnish the Contractor with all necessary documentation, including pay ranges, job classifications, and any other pertinent information essential for the completion of the study. PSR # 1595

Details

Posting Number	2023-Q4(Oct-Dec)-CATS-12706
Anticipated Posting Date	2023-11-04
Commodity Code(s):	95277, 95670

Requirements

Last Updated: 11/09/23

Insurance Requirements

The City requires the awarded vendor(s) to obtain and maintain the following insurance coverage types:

- Automobile-For automobile operations liability
- General Liability-For bodily injury or property damage, arising from products, premises, completed work, personal & advertising injury
- Workers Compensation-For lost wages and medical expenses of injured workers

Estimated Total Value

The total project value is anticipated to be:

- \$500,000 - 999,999

Contract Term

The term of the project is anticipated to be:

- Through Project Completion

For Questions, Contact:

Jordan Politowicz

Procurement Officer

[980-416-2715](tel:980-416-2715)

jordan.politowicz@charlottenc.gov