



# Committee of the Whole

Cynthia Foley

**Council Initiated:**

Yes

No

**ECAF:** 2026-1091

**Motion:** 26-191

**Type:**

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

**Requested Handling:**

- Normal
- Expedite
- Urgent

**Fund Source:**

- General Fund
- Other
- N/A

**Executive Rec:**

- Approve
- Do Not Approve
- N/A

**Approved as to**

**Form:**

- Yes
- No
- N/A

**Subject:** Amendment 1 to Contract for Compensation Platform

**Scope:** Snohomish County is contracting with Civic Calling Corporation, DBA Holly, Inc., for a Human Resources Compensation software platform.

Amendment 1 to the contract extends the agreement through August 31, 2029, and increases the not to exceed amount by \$184,454, plus applicable sales tax.

Additionally, Amendment 1 replaces Exhibit C Service Plan (Scope of Work). The scope of work is revised to include ongoing revision of job specifications, reclassification support, ad hoc compensation analyses, and notification of new amended federal, state, and local requirements that affect County class specifications.

**Duration:** September 1, 2026, through August 31, 2029, and may be extended or renewed for up to two additional two-year terms.

**Fiscal Impact:**  Current Year  Multi-Year  N/A

Expenditures	Sep 2026 – Aug 2027	Sep 2027– Aug 2028	Sep 2028 – Aug 2029	2029	2030	Total
505.514894801	\$60,000	\$61,800	\$63,654			\$185,454 Plus applicable sales tax
<b>Totals</b>	<b>\$60,000</b>	<b>\$61,800</b>	<b>\$63,654</b>	<b>0</b>	<b>0</b>	<b>\$185,454</b>

**Authority Granted:** Motion 26-191 approves and authorizes the County Executive to Execute Amendment 1 to the Service Agreement for an AI-powered classification and compensation platform with Civic Calling Corporation, DBA Holly, Inc. and associated amendments between Snohomish County and Civic Calling Corporation, dba Holly, Inc.

**Background:** The County’s central Human Resources Compensation and Classification unit manages nearly 1,000 distinct job classifications with a team of three professionals. The complexity and volume of classification and compensation work, including job analyses, creating and updating job descriptions, market benchmarking, FLA compliance, and reclassification requests, is challenging to manage with limited staffing resources. The County began a pilot program in 2025 to determine whether a software platform might assist the HR department with position compensation and classification.

On August 14, 2025, the County Executive, through the IT Department, executed an agreement with Civic Calling Corporation, DBA Holly, Inc., for an AI-powered job design

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platform to modernize the County's class specifications and supply compensation benchmarks. The contract not to exceed amount is \$25,000. The delivered software provides compliance reports for FLSA exemption status and other factors. The pilot software saved staff time, and the fully implemented program is expected to further increase efficiency.

**Requested Action:** Consider taking action.