

**AMENDMENT NO. 4
TO THE AGREEMENT FOR COMPENSATION & CLASSIFICATION STUDY
SERVICES BETWEEN SNOHOMISH COUNTY AND THE SEGAL GROUP
RFP-021-21BC**

THIS AMENDMENT NO. 4 to that certain AGREEMENT FOR COMPENSATION & CLASSIFICATION STUDY SERVICES, dated March 28, 2022, (the “Agreement”) is entered into as of this 5th day of June 2023, by and between Snohomish County, a home rule charter county and a political subdivision of the State of Washington (the “County”), and The Segal Group, Inc. a Delaware Corporation licensed to do business in the State of Washington (the “Contractor”).

In consideration of the covenants hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the County and Contractor agree that the Agreement shall be amended as follows:

Section 1. Pursuant to Section 6, Changes, the term of the agreement is hereby extended to December 30, 2023.

Section 2. Pursuant to Section 6, Changes, Schedule A, Scope of Services, is hereby increased to include the Snohomish County Health District staff and its estimated sixty-five (65) job titles and estimated 160 employees.

Section 3. Pursuant to Section 3, Compensation; 3(f) Contract Maximum is hereby increased from \$420,000 to not to exceed \$530,000.

Section 3. Pursuant to Section 3, Compensation; 3(a), the reference to Schedule B-1 shall be modified to include Schedule B-2 Compensation, attached to this Amendment No. 4 and by this reference incorporated herein.

Section 4. Except as expressly amended in this Amendment No.4 and previous Amendments No. 1, No. 2 and No. 3, the terms and conditions of the Agreement remain unchanged and in full force and effect.

Section 5. This Amendment may be executed in counterparts, each of which shall constitute an original and all of which shall constitute one and the same Amendment.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment 4 to be duly executed as of the date set forth above.

“Contractor”
THE SEGAL GROUP, INC.

“County”
SNOHOMISH COUNTY

By: R. Eledge
Authorized Signature
Printed Name: Ruth Ann Eledge
Title: Vice President

By: _____
Dave Somers Ken Klein
Snohomish County Executive Executive Director
Date: _____

Date: 6/7/2023

**Schedule B-2
Compensation
RFP-021-21BC**

Project Step	Fixed Fee	Estimated Completion Time
Step 1: Project Initiation Meet via video-conference with the County's Project Team and conduct Health Department stakeholder interviews, as well as time associated with learning about any specific concerns, challenges, or expectations from the Department. Develop a communication plan.	\$5,000	2 weeks
Step 2: Classification Analysis <ul style="list-style-type: none"> • Develop one customized Position Description Questionnaire • Analyze up to 65 current jobs covering approximately 160 employees • Conduct at least two (2) employee presentations via video-conference • Conduct up to six (6) hours of follow-up interviews to clarify job documentation • Develop a recommended classification structure (one draft, one final) • Recommend FLSA exemption status of all titles • Develop Recommendations for Career Ladders where appropriate • Apply Segal Evaluator™ job evaluation approach • Draft position descriptions for all recommended job titles 	\$40,000	2.5 months
Step 3: Compensation Market Assessment <ul style="list-style-type: none"> • Develop a customized salary market survey document with 40 benchmark job titles, to be distributed to no more than 12 public sector peer employers, as well as the use of up to three (3) published data sources to represent the private sector market • One draft and one final report of the market study findings 	\$50,000	2.5 months
Step 4: Recommendations Development <ul style="list-style-type: none"> • Recommend grade assignments for all job titles covered by the study utilizing the proposed new pay schedule (from prior Segal Study) • Estimate the cost of implementing the recommended pay ranges using the prior methodology to place incumbent pay on the closest step. 	\$5,000	1 month
Step 5: Present Final Results to the County Assumes we develop and deliver one presentation, via video conference	\$10,000	3 weeks
TOTAL FIXED FEE	\$110,000	