

RESOLUTION 23-23 – AUTHORIZING AN AGREEMENT BETWEEN THE DELAWARE RIVER AND BAY AUTHORITY AND THE SEGAL COMPANY TO PROVIDE PAY CLASSIFICATION PLAN SERVICES & COMPENSATION CONSULTING SERVICES TO THE AUTHORITY

WHEREAS, The Delaware River and Bay Authority (the “Authority”) is a bi-state Authority of the State of Delaware and the State of New Jersey, created by compact, that operates and maintains the Delaware Memorial Bridge, Cape May-Lewes Ferry, Forts Ferry Operation and five regional airports; and

WHEREAS, the Authority realizes a need to hire a professional consultant to implement a total compensation plan which aligns with the Authority’s updated vision, mission, and values as well as with the Authority’s strategic goals and initiatives; and

WHEREAS, the Authority desires to engage an independent firm to provide Pay Classification Plan Services & Compensation Consulting Services (hereinafter, the “Services”); and

WHEREAS, the Authority publicly advertised a Request for Proposals (“RFP”) for the Services in compliance with Resolution 98-31, as amended, which governs the Authority’s procurement policy; and

WHEREAS, the Authority received a total of five proposals in response to the RFP; and

WHEREAS, a Selection Committee performed a preliminary evaluation of all proposals received, selected the three highest-ranked respondents for further consideration, and held interviews with each; and

WHEREAS, following interviews and final evaluation, The Segal Company was designated as the highest-ranked firm; and

WHEREAS, the Authority conducted an analysis of The Segal Company’s proposed exceptions and fees, and negotiated for fair and reasonable terms and costs; and

WHEREAS, with the consent of the Chairperson and Vice Chairperson of the Board of Commissioners, the Authority desires to enter into a Service Agreement (“Agreement”) with The Segal Company; and

WHEREAS, the Personnel Committee reviewed this recommendation and concurs; and

NOW, THEREFORE, BE IT RESOLVED, that the Executive Director is hereby authorized to finalize the terms and conditions of the Agreement with The Segal Company to provide the Services to the Authority and to have the Agreement executed by the Chairperson, Vice-Chairperson and Executive Director.

Resolution 23-23 - Executive Summary Sheet

Resolution: Authorizes an Agreement between the Delaware River and Bay Authority and The Segal Company to provide Pay Classification Plan Services & Compensation Consulting Services to the Authority

Committee: Personnel Committee

**Committee/
Board Date:** May 16, 2023

Purpose of Resolution:

To authorize the Authority to enter into an agreement with The Segal Company for Pay Classification Plan Services & Compensation Consulting Services.

Background for Resolution:

The procedures leading to this Resolution followed the requirements of Resolution 98-31, as amended, which governs the Authority's purchasing thresholds and procurement policies.

The Authority received and evaluated proposals submitted by the following five firms:

- Bolton
- CCI Consulting
- Korn Ferry*
- RKL LLP*
- The Segal Company*

**Short-listed Candidate*

The Selection Committee conducted a preliminary evaluation of each proposal received to create a short-list of firms for further consideration, conducted interviews with three short-listed firms, and utilized final evaluation criteria to establish a final ranked list. The Authority negotiated with The Segal Company for fair and reasonable contract terms and costs and was successfully able to reach an agreement.