



BLACK HAWK COUNTY HUMAN RESOURCES DEPARTMENT

316 E. 5th Street Waterloo, IA 50703

Phone: (319)833-3009 Fax: (319)833-3144

<https://www.blackhawkcounty.iowa.gov/296/Human-Resources>

September 20, 2022

BLACK HAWK COUNTY ADDENDUM #1

CLASSIFICATION AND COMPENSATION STUDY

To: All Potential Bidders/Offerors

Black Hawk County's RFP is modified as follows:

1. Question: Is this period an absolute timeframe or can a consultant offer a longer schedule based on best practices and experience of doing similar studies?

Answer: The January 31st deadline is somewhat flexible in that most of the job classifications are union positions, and contracts are set through June 30, 2024. Therefore, any market recommendations to union classifications would likely be presented during contract negotiations in October 2023.

The analysis for the non-bargaining positions (approximately 50 job titles across 31 salary ranges) is to be completed by January 31st.

An alternative schedule may be proposed for consideration.