



Harris County, Texas

1001 Preston St., 1st Floor
Houston, Texas 77002

Commissioners Court

Request for Court Action

File #: 24-3185

Agenda Date: 6/25/2024

Agenda #: 221.

Department: Purchasing

Department Head/Elected Official: DeWight Dopslauf

Regular or Supplemental RCA: Regular RCA

Type of Request: Contract - Renewal

Project ID (if applicable): 210013

Vendor/Entity Legal Name (if applicable): Payscale, Inc.

	YES	NO	ABSTAIN
Judge Lina Hidalgo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Rodney Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Adrian Garcia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Tom S. Ramsey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Lesley Briones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MWDBE Contracted Goal (if applicable): N/A

MWDBE Current Participation (if applicable): N/A

Justification for 0% MWDBE Participation Goal: 0% - Non-Divisible

Request Summary (Agenda Caption):

Request for approval of a renewal option with Payscale, Inc. for compensation study for Harris County for the period of August 24, 2024 - August 23, 2025 at a cost of \$43,500 (210013), Justification for 0% MWDBE Participation Goal: 0% - Non-Divisible.

Background and Discussion:

It is important to attract and retain qualified personnel to provide services to the citizens of Harris County. Payscale, Inc. was selected as the vendor to conduct a county-wide compensation study and to provide a system for conducting salary analysis and creating / maintaining job descriptions. The contract may be renewed for four (4) additional one (1) year periods and will not automatically renew. This request is for the third renewal period.

Expected Impact:

The contract renewal will allow for the continuation of HRRM to utilize the Payscale, Inc. compensation database to market price jobs and conduct salary studies to provide competitive salary data in support of business units compensation decisions. Furthermore, the software also allows for the creation and maintenance of current and relevant job descriptions for each position, and storage in an online centralized depository.

Alternative Options:

None

Presented to Commissioners Court

June 25, 2024

Approve: E/B

Alignment with Goal(s):

- ☐ Justice and Safety
- ☐ Economic Opportunity
- ☐ Housing
- ☐ Public Health
- ☐ Transportation
- ☐ Flooding
- ☐ Environment
- ☒ Governance and Customer Service

Prior Court Action (if any):

Date	Agenda Item #	Action Taken
08/24/2021	331	Award
02/21/2023	280	Renewal 1 of 4
06/07/2023	283	Renewal 2 of 4

Location:

Address N/A

Precinct(s): Countywide

Fiscal and Personnel Summary

Service Name	Compensation Analysis and Job Description Management			
	Current Fiscal Year Cost			Annual Fiscal Cost
	Labor	Non-Labor	Total	Recurring Expenses
Funding Sources				
Existing Budget				
1000 - General Fund	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Current Budget	\$	\$	\$	\$
Additional Budget Request (<i>Requires Fiscal Review Request Form</i>)				
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Additional Budget Request	\$	\$	\$	\$
Total Funding Request	\$	\$	\$	\$
Personnel (Fill out section only if requesting new PCNs)				
Current Position Count for Service	-	-	-	-

Additional Positions Request	-	-	-	-
Total Personnel	-	-	-	-

Anticipated Court Date: June 25, 2024

Anticipated Implementation Date (if different from Court date):

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Amanda Porter, Senior Manager, Compensation; Linda Dowl, IT Buyer, Purchasing

Attachments (if applicable): Contract / Agreement Renewal; Vendor Performance Document



DeWight Dopslauf, C.P.M., CPPO
Harris County Purchasing Agent

May 21, 2024

Commissioners Court
Harris County, Texas

RE: Job No. 210013

Members of Commissioners Court:

Please approve the renewal for the following:

Description: Compensation Study for Harris County

Vendor(s): Payscale, Inc.

Term: 08/24/2024 - 08/23/2025

Renewal Options: 3 of 4

Amount: \$43,500

Bond(s): No

Reviewed By: • Harris County Purchasing • Budget Management Department

Justification: Purchase order(s) will be issued upon Commissioners Court approval.

Sincerely,

A handwritten signature in blue ink, appearing to read "DeWight Dopslauf".

DeWight Dopslauf
Purchasing Agent

LD
cc: Vendor(s)

FOR INCLUSION ON COMMISSIONERS COURT AGENDA JUNE 25, 2024

