



Responses to Written Questions

Request for Proposals: Compensation Consulting Services
RFP No. 1 OPER-2024-Compensation Consulting Services

- 1. Could I see a list of jobs that you would like to benchmark for the market analysis and a list of your employee benefits (maybe something you give to new hires that describes the benefits) so we can accurately evaluate the cost out the project?**

All MassCEC position and salary information is reported through on Commonwealth's Financial Records Transparency Platform: <https://www.macomptroller.org/cthru>. A full list of positions and job descriptions will be sent to the selected consultant.

For our benefits, MassCEC offers a 457(b) plan, and matching; Medical coverage and 100% deductible coverage through HRA; Dental coverage; Vision coverage; Life insurance; Paid time off; Parental leave; Tuition Reimbursement; Monthly Remote Work Stipend; Supplemental Retirement Plan, and more. More detailed benefit information will be provided to the selected consultant.

- 2. How many unique jobs does MCEC have?**

MassCEC has 60 unique jobs.

- 3. Did the 2022 study result in the creation of a new salary structure or updates to the existing one?**

The 2022 study created a new salary structure, although fairly similar to the structure we had previously.

- 4. Unless there has been a recent survey conducted, the only data I am aware of specific to quasi-publics is on CThru – which just has job titles (no descriptions) – just wanted to confirm that this is the source expected to be used for quasi-publics?**

Yes, CTHRU is still the best source for comparing quasi-public salaries.

- 5. The RFP references benefits in the assessment. We have access to general benefits practices – will that suffice?**

Yes, we are looking more to see that the benefits MassCEC offers are competitive with benefit offerings at other organizations.