



**Compensation Management Software (RFCSP)
Solicitation Number: R-23-002**

**ADDENDUM 2
May 31, 2023**

To Respondent of Record:

This addendum, applicable to project referenced above, is an amendment to the RFCSP and as such will be part of and included in the Contract Documents. Acknowledge receipt of this addendum by entering the Addendum number and issue date on the space provided in submitted copies of the Respondent Questionnaire

RESPONSES TO QUESTIONS

- 1. Question: How does San Antonio Water System currently manage and analyze data from their compensation surveys?**

Response: We are unable to provide this information to you directly, but you can submit your request through SAWS' Open Records Center at the following link: <https://www.saws.org/openrecords/>

- 2. Question: How many compensation surveys does San Antonio Water System purchase/participate in?**

Response: SAWS participates in 6 compensation surveys.

- 3. Question: Which surveys does San Antonio Water System subscribe to?**

Response: SAWS subscribes to Willis Towers Watson, Mercer, Compdata, San Antonio Area Wage & Benefit Survey, Pearl Meyer and AWWA.

- 4. Question: How frequently does San Antonio Water System conduct a market pricing review? (ex. Annually, Semi-Annually, etc.)**

Response: As needed

- 5. Question: How does San Antonio Water System define your geographic pricing markets today? (ex. metro location, zone, region, country, etc.)**

Response: Depends on level of position, local through national.

- 6. Question: Does San Antonio Water System utilize geographic differentials when pricing across different locations?**

Response: No, all our jobs are based in San Antonio.

7. **Question:** Does San Antonio Water System utilize the same job codes across all locations domestically and internationally?

Response: Yes

8. **Question:** Are there specific positions, job functions or markets where San Antonio Water System struggles to find rich and/or accurate market data?

Response: Yes, specialized Water jobs

9. **Question:** What does San Antonio Water System's survey participation process look like today?

Response: Depends on the Survey, when available, staff will utilize the survey's website to participate.

10. **Question:** Aside from San Antonio Water System's current compensation system, do any of the stakeholders from San Antonio Water System have experience with similar survey and/or compensation management systems? If so, which tools are you familiar with?

Response: Willis Towers Watson

11. **Question:** Are there specific aspects of your current compensation process/systems that prompted you to seek alternatives?

Response: No, only that our current agreement will expire this year.

12. **Question:** Please grade the below functionalities from 1-5. 5 being a high priority for this project, and 1 being outside the current scope.

- a. Improving the process of managing compensation surveys, job matches, and market composites
- b. Automating the process of building/modeling/updating salary structures
- c. Developing tailored reporting, analysis, and visualizations
- d. Granting tailored access to compensation insights for various internal stakeholders
- e. Finding additional sources of compensation market data
- f. Integrating seamlessly with your current HRIS and/or HCM system
- g. Participating in compensation surveys
- h. Managing job descriptions in a central solution
- i. Analyzing internal pay equity and modeling remediation

Response: Please see response below.

- a. Improving the process of managing compensation surveys, job matches, and market composites 4
- b. Automating the process of building/modeling/updating salary structures 3
- c. Developing tailored reporting, analysis, and visualizations 5
- d. Granting tailored access to compensation insights for various internal stakeholders 2
- e. Finding additional sources of compensation market data 3
- f. Integrating seamlessly with your current HRIS and/or HCM system 5
- g. Participating in compensation surveys 5
- h. Managing job descriptions in a central solution 2

i. Analyzing internal pay equity and modeling remediation 5

13. Question: If this scope of service includes loading historical data, how many years of historical data would San Antonio Water System like to load?

Response: Scope does not include loading historical data.

14. Question: Would San Antonio Water System like to integrate with any internal systems, and if so what information would be shared between platforms?

Response: The System must be able to receive data from Lawson and we would like it to have the capability to integrate with other SAWS enterprise systems such as Kronos timekeeper, Lawson payroll, Human Resources Information System (HRIS), Neogov and Halogen using Microsoft Excel or CSV file exports.

15. Question: What alternative solutions/vendors are you considering?

Response: Not able to disclose this.

16. Question: Are you able to share the Cloud Vendor Technology Assessment Questionnaire in Excel? In the instructions, it says that there should be drop-down options - but the questionnaire is shared within a PDF document, so the drop-down options are not visible.

Response: Yes, the Vendor Technology Assessment Questionnaire has been posted in Excel version to the Solicitation. Here is the link:

https://apps.saws.org/business_center/contractsol/Drill.cfm?id=4221&View=Yes

END OF ADDENDUM 2

This Addendum is three (3) page(s) in its entirety with no attachments.