1. Will the formal evaluation of exempt and non-exempt position status and any potential changes be conducted under the protection of attorney client privilege?

No.

2. Does CBH participate in any current compensation surveys and will they be made available to the vendor?

No, we do not.

3. Is there a specific format that CBH expects for the market pricing analysis and compensation structure design?

No, there is not.

4. Does CBH require a comparison to specific peer organizations for its Executive Compensation Analysis?

Yes.

5. Does the Philadelphia wage scale play any role in CBH’s Executive Compensation Analysis?

To a degree – there should be some cross-walking for equity purposes, but it’s not mandatory that our pay plan mirrors the City’s.

6. Will the new position descriptions require a percentage ratio for each task identified?

This is dependent on the best practice for each position.

7. Will the vendor be made aware of any budget constraints when making recommendations for a classification and total compensation plan, including the feasibility of implementation?

Yes.