

# DECISION PAPER



**April 2019**

**Issue:**

TDA is looking for an outside firm to complete a compensation study for its exempt positions.

**Background:**

Two bids have been returned out of the five firms that were contacted based on the RFP issued at the beginning of April. A brief background of the two firms is described below. The full proposals have been submitted for review.

***Resort HR Partners***

Resort HR Partners is a partnership between Laura Moriarty of Tahoe Training Partners and Scott Smith of Compass HR Designs. Both Laura and Scott have an extensive background working across all industries from music & motion pictures to real estate, education, pharmaceuticals, manufacturing and most of all resort & hospitality. Laura and Scott are notable authors and our routinely published in SAM Magazine and NSAA Journal for their contributions regarding all current topics in human resources and how it applies to the resort industry. They are also regularly scheduled presenters for the NSAA Conferences throughout the year, most notably the annual trade shows – one for the eastern resorts, one for the western resorts and the National Trade Show upcoming in May, which, they will be presenting on 2 different topics. Not only has TDA partnered with Scott and Laura in the past, they are local (South Lake Tahoe) as well. They believe this study can be completed in the original time frame of July 1.

***Koff & Associates***

K&A is a human resources and recruitment services firm based out of Berkeley with offices across California, the closest being Sacramento. Most of the work that K&A performs is with the public sector – towns, cities, counties and special districts. K&A has worked with TDA in the past (roughly 10 yrs ago) but most recently has performed a compensation study for IVGID in 2018. K&A has as full-time staff of 27 employees and would dedicate a team of 5 for the TDA project. Based on the scope of the project, K&A is predicting a minimum of 12 weeks to complete the project, therefor moving the completion date to the end of July/August 1.

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## **Options:**

1. Choose 1 firm from the 2 listed above and continue moving forward with the compensation study.
2. Postpone choosing from the above firms and resource additional proposals.

## **Recommendation:**

The board selects 1 of the 2 current proposals.

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**Prepared By:** Tom Knill, Director of Human Resources

**Board Meeting Date:** April 27, 2019

**General Manager Approval:** Robb Etnyre