

**Questions and Responses to Minnehaha County RFP for
Job Evaluation and Compensation Study**

1. Does the County want job descriptions updated as part of the study or just a review of the job description format?

No, the County is not requesting that the selected consultant update all job descriptions. Instead, we are requesting a review of the format and recommendations for changes.

2. Does the County want the hired consultant to determine internal equity by conducting a job analysis?

Yes, the County is requesting a review of the internal equity of the job grade assignments for all positions. This can be done by reviewing existing information or by obtaining updated information, including through new position description questionnaires and meeting with employees, if recommended.