



City of Denton

City Hall
215 E. McKinney Street
Denton, Texas
www.cityofdenton.com

AGENDA INFORMATION SHEET

DEPARTMENT: Procurement
ACM: Christine Taylor
DATE: November 18, 2025

SUBJECT

Consider adoption of an ordinance of the City of Denton, a Texas home-rule municipal corporation, authorizing the City Manager to execute a contract with Salary.com, LLC, for a compensation platform subscription service to support Human Resources in maintaining a competitive, sustainable, and agile compensation program; providing for the expenditure of funds therefor; and providing an effective date (RFP 8702 – awarded to Salary.com, LLC, for three (3) years, with the option for two (2) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$204,970.00).

STRATEGIC ALIGNMENT

This action supports Key Focus Area: Pursue Organizational Excellence and Collaborative and Respectful Leadership.

INFORMATION/BACKGROUND

Staff released a Request for Proposal (RFP) for a compensation platform designed to help the City maintain market competitiveness and uphold its compensation philosophy. This initiative aligns with the City's Key Focus Area to Pursue Organizational Excellence by establishing itself as an Employer of Choice.

The RFP requested technology with capabilities to assess employee pay equity, model different reward scenarios, generate Total Rewards statements outlining the value of an employee's individual benefit and compensation, forecast budgetary costs, and maintain comparable public and private industry data. These key features will support staff to advance department initiatives within the multi-year compensation strategy, ensuring the maintenance of pay plans, evaluating and recommending equity adjustments, and sustaining competitiveness in the labor market.

The proposed solution will replace the current compensation platform, enhance the efficiency of maintaining the City's compensation structure, and evaluate staff pay. Currently, staff have limited access to public and private market data, which delays routine position reviews and hinders the City's ability to maintain market-competitive pay plans. Once implemented, staff will have improved efficiencies to complete the initiatives and monitor success through attracting talent, staff retention, and satisfaction.

Project Description	Estimated 5-Year Expenditure
Premiere Support/1,770 Total Reward Statements Year 1	\$40,794.00
Premiere Support/1,770 Total Reward Statements Year 2	40,794.00
Premiere Support/1,770 Total Reward Statements Year 3	40,794.00
Premiere Support/1,770 Total Reward Statements Year 4	40,794.00
Premiere Support/1,770 Total Reward Statements Year 5	40,794.00
Contingency for additional total reward statements	1,000.00
Total	\$204,970.00

Request for Proposals was sent to 938 prospective suppliers, including 78 Denton firms. In addition, specifications were placed on the Procurement website for prospective suppliers to download and advertised in the local newspaper. Four (4) proposals were received, references were checked, and proposals were evaluated based upon published criteria, responsiveness, project plan and approach, general experience, and price. Best and Final Offers (BAFO) were requested from the top firm. Based upon this evaluation, Salary.com, LLC was ranked the highest and determined to be the best value for the City.

NIGP Code Used for Solicitation:	952, 958, 961
Notifications sent for Solicitation sent in IonWave:	938
Number of Suppliers that viewed Solicitation in IonWave:	19
HUB-Historically Underutilized Business Invitations sent out:	120
SBE-Small Business Enterprise Invitations sent out:	386
Responses from Solicitation:	4

RECOMMENDATION

Award a contract with Salary.com, LLC, for a compensation platform subscription service to support Human Resources in maintaining a competitive, sustainable, and agile compensation program, in a three (3) years, with the option for two (2) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$204,970.

PRINCIPAL PLACE OF BUSINESS

Salary.com, LLC
Waltham, MA

ESTIMATED SCHEDULE OF PROJECT

This is a three (3) year contract with options to extend the contract for two (2) additional one (1) year periods, with all terms and conditions remaining the same.

FISCAL INFORMATION

These services will be funded from Human Resources account 150017804. Requisition #169245 has been entered into the Purchasing software system in the amount of \$48,204.64. The budgeted amount for this item is \$204,970.

EXHIBITS

Exhibit 1: Agenda Information Sheet
Exhibit 2: Pricing Evaluation
Exhibit 3: Ordinance and Contract

Respectfully submitted:
Lori Hewell, 940-349-7100
Purchasing Manager

For information concerning this acquisition, contact: Megan Gilbreath, 940-349-8357.

Legal point of contact: Marcella Lunn at 940-349-8333.