

# ★ Segal Waters Consulting

THE SEGAL COMPANY  
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August 15, 2014

Mr. Randy Gillespie  
Personnel Director  
Johnson County  
2 N. Main Street  
Cleburne, Texas 76033

**Re: Revisions to Scope of Consulting Services for Salary Study**

Dear Mr. Gillespie:

Thank you for discussing the revisions to the scope of the market study on Monday. As in any project, we have realigned some of the work plan tasks in order to accommodate the County's wish to include specific benefits questions in the market survey. The changes described below remain within the confines of our existing contract, keeping the price and contract for the engagement unchanged at \$95,000.

We are prepared to move forward with the project with the following changes:

- The survey has been expanded to include employer and employee cost-sharing information for the various tiers of coverage of the primary medical, dental, vision, short-term disability, and long-term disability plans; we will provide raw data to the County
- Remove two days of stakeholder interviews; replace with a Stakeholder questionnaire
- The County will determine their desired benchmark organizations without analysis or assistance from us; however, we will provide feedback on the appropriateness of the peers
- The County will handle the distribution and collection of the survey document

If this meets your needs and understanding, please provide duly authorized signatures. Please feel free to call me at 214.930.7291.

Sincerely,

*Ruth Ann Eledge, SPHR*  
Vice President

8-25-14  
Date

  
By Roger Harmon, County Judge

**THE SEGAL COMPANY (WESTERN STATES), INC., DBA SEGAL WATERS**

8/21/2014  
Date

  
By Ruth Ann Eledge

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