



**COMMISSIONERS COURT
COMMUNICATION**

COURT ORDER NUMBER 145352

PAGE 1 OF 3

DATE: 6/3/2025

SUBJECT: RFP NO. F2025101 - ANNUAL CONTRACT FOR COMPENSATION STUDY SERVICES - HUMAN RESOURCES

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court reject all proposals for RFP No. F2025101, Annual Contract for Compensation Study Services.

BACKGROUND

Notice of the County's intent to bid was advertised in local newspapers, as required by State statute, and posted on the Internet, the Arlington Black Chamber of Commerce, the Fort Worth Hispanic Chamber of Commerce, the Fort Worth Metropolitan Black Chamber of Commerce, and the Tarrant County Asian American Chamber of Commerce. Eight hundred forty-two (842) vendors were contacted and requested to participate in this proposal process. All documents pertaining to this RFP were posted on the Tarrant County website and were downloaded by interested parties. A pre-proposal conference held on March 3, 2025 was attended by three (3) vendors as well as representatives from Human Resources and Purchasing. Seven (7) proposals and two (2) no-bids were received.

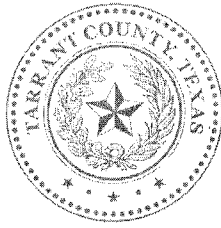
After evaluation by Human Resources and Purchasing representatives, Human Resources determined that the proposals received were over budget.

Therefore, it is the joint recommendation of Human Resources and Purchasing that the Commissioners Court reject all proposals received for RFP No. F2025101, Annual Contract for Compensation Study Services.

FISCAL IMPACT

There is no fiscal impact associated with this item.

SUBMITTED BY	Purchasing	PREPARED BY:	Teresa Ralls
		APPROVED BY:	Christopher Lax, CPSM, CPSD, CPCP



TARRANT COUNTY

**Civil Service Administration
Department of Human Resources
Roxie Held
Director**

May 8, 2025

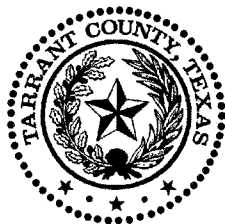
Commissioners Court
Tarrant County Administration Building
100 E. Weatherford Street, Suite 502A
Fort Worth, Texas 76196

Dear Commissioners Court,

After careful evaluation of the overall cost and timeline, Human Resources has decided not to move forward with the compensation RFP. The scope of the proposed services was determined to be more extensive and costly than necessary. Instead, we will leverage our internal expertise and supplement it with access to a compensation data vendor to conduct the analysis in-house. This approach allows us to achieve our compensation objectives effectively while remaining within budget and avoiding the significant expense of a full vendor-led engagement.

Sincerely,

Roxie Held
Human Resources Director



TAKINGS IMPACT ASSESSMENT CHECKLIST

Complete this form for any county action that involves the adoption of a regulation, policy, guideline, court resolution, or order.

Project/Regulation Name: RFP No. F2025101 - Annual Contract for Compensation Study Services - Human Resources

County Department: PURCHASING

Contact Person: Melissa Lee, C.P.M., A.P.P.

Phone Number for Contact Person: (817) 884-3245

Type of TIA Performed: SHORT TIA or FULL TIA. Circle one after answering the questions in Sections II and III below.

I. Stated Purpose

Attach to this checklist an explanation of the purpose of the regulation, policy, guideline, court resolution, or order.

Note: The remainder of this Takings Impact Assessment Checklist should be completed in consultation with the Criminal District Attorney's Office.

II. Potential Effect on Private Real Property

1. Does the county action require a physical invasion, occupation, or dedication of real property?

Yes _____ No √

2. Does the county action limit or restrict a real property right, even partially, or temporarily?

Yes _____ No √

If you answered yes to either question, go to Section III. If you answered no to both, STOP HERE and circle SHORT TIA at the top of the form.
