

Advertisement for Request for Proposals

Project Name: Compensation Study
Project Number: 298-FY27-HR-RFP-COMPSTUDY

Pursuant to the City of Asheville's Procurement, Purchasing and Contracting Policy, Proposals will be received by the City of Asheville for the following:

Description of Work:

The project involves evaluating approximately 400 diverse job descriptions across exempt, non-exempt, civilian, and public safety roles. It includes conducting an external market assessment to compare current base salaries and supplements against industry, geographic, and peer benchmarks. Furthermore, the initiative will analyze internal pay practices to pinpoint demographic disparities, compression issues, or equity gaps, while performing a comprehensive review of the City's overall salary and compensation structures. Additionally, the vendor will analyze and assess the organization's current compensation structure to ensure it's scalable and legally compliant.

Proposal Schedule:

Issuance of RFP	Monday, July 20, 2026
Pre-Proposal Meeting (optional) Video call link: https://meet.google.com/bvn-serf-jah Or dial: (US) +1 401-646-0920 PIN: 712 750 208# More phone numbers: https://tel.meet/bvn-serf-jah?pin=7491224504991	Monday, July 27, 2026, 10:00 AM
Deadline to Submit Questions	Wednesday, July, 29 2026, 5:00pm
Proposals Due	Monday, August 17, 2026, 5:00pm
Projected Project Start	Monday, September 7, 2026

Pre-Proposal Meeting attendance is highly encouraged but not mandatory.

Proposal Documents:

This Request for Proposals (RFP) is posted on the City procurement website at www.ashevillenc.gov/bids. This is *the official source* of this solicitation. All updates to this solicitation shall come in the form of published addenda and shall be published to the same location. **The City will not be responsible for full or partial sets of RFP Documents including any addendum obtained from any other source.**

The City of Asheville reserves the right to reject any or all proposals and to waive informalities.

Information:

All questions concerning this Request for Proposal (RFP) should be submitted via email to:

Name, Emily Provance hrproposals@ashevillenc.gov

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