

**General Professional Services Questionnaire**

**A. Project Name and Advertisement Resolution Number:**

**B. Firm Name & Address:**

**C. Name, title, & contact information of Firm Representative, as defined in Section 2-926 of the Jefferson Parish Code of Ordinances, with at least five (5) years of experience in the applicable field required for this Project:**

**D. Address of principal office where Project work will be performed:**

**E. Is this submittal by a JOINT-VENTURE? Please check:**

YES \_\_\_\_\_ NO \_\_\_\_\_

**If marked "No" skip to Section H. If marked "Yes" complete Sections F-G.**

**F. If submittal is by JOINT-VENTURE, list the firms participating and outline specific areas of responsibility (including administrative, technical, and financial) for each firm. Please attach additional pages if necessary.**

**1.**

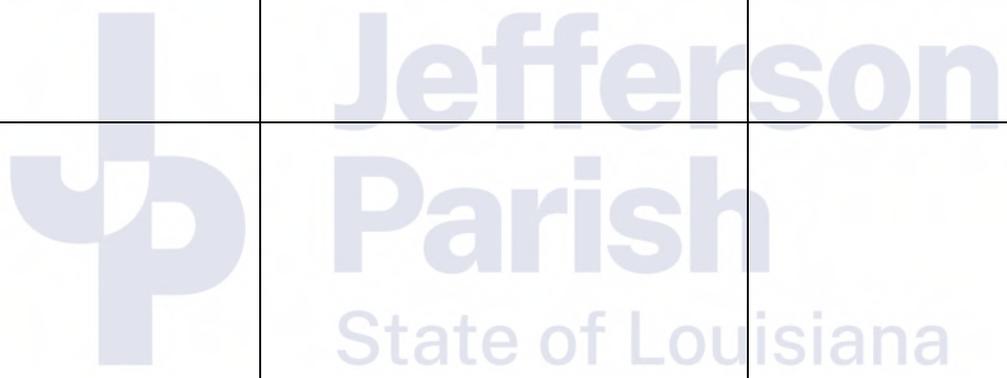
**2.**

## General Professional Services Questionnaire

G. Has this JOINT-VENTURE previously worked together? Please check: YES \_\_\_\_\_ NO \_\_\_\_\_

H. List all subcontractors anticipated for this Project. Please note that all subcontractors must submit a fully completed copy of this questionnaire, applicable licenses, and any other information required by the advertisement. See Jefferson Parish Code of Ordinances, Sec. 2-928(a)(3). Please attach additional pages if necessary.

| Name & Address: | Specialty: | Worked with Firm Before (Yes or No): |
|-----------------|------------|--------------------------------------|
| 1.              |            |                                      |
| 2.              |            |                                      |
| 3.              |            |                                      |
| 4.              |            |                                      |
| 5.              |            |                                      |



## General Professional Services Questionnaire

**I. Please specify the total number of support personnel that may assist in the completion of this Project:**

\_\_\_\_\_

**J. List any professionals that may assist in the completion of this Project. If necessary, please attach additional documentation that demonstrates the employment history and experience of the Firm's professionals that may assist in the completion of this Project (i.e. resume). Please attach additional pages if necessary.**

### **PROFESSIONAL NO. 1**

**Name & Title:**

**Name of Firm with which associated:**

**Description of job responsibilities:**

**Years' experience with this Firm:**

**Education: Degree(s)/Year/Specialization:**

**Other experience and qualifications relevant to the proposed Project:**

# TL Cox

*Vice President, Dallas, TX*

**Project Role: Senior Consultant/Project Manager**



## Expertise

Mr. Cox joined Segal in August 2019. Prior to joining Segal, Mr. Cox led the public sector compensation consulting practice for another large organization. Mr. Cox has more than 10 years of combined experience in providing consulting services to public sector organizations related to clients' human resources and information technology needs, including more than four years with The Waters Consulting Group, Inc. prior to its combination with Segal.

## Clients

### States, Agencies, and Retirement Systems

State of California Superior Court, County of Los Angeles  
State of Maine  
State Oregon Legislature  
State of Rhode Island

### Counties

Coweta County (GA)\*  
Inyo County (CA)  
Jefferson County (CO)  
Jefferson Parish (LA)  
Kalamazoo County Government (MI)  
Los Alamos County (NM)  
Montrose County (CO)  
Pittsylvania County (VA)\*  
Saginaw County (MI)\*  
Terrebonne Parish (LA)  
Wayne County (MI)  
Webb County (TX)

### Municipalities

City of Alexandria (LA)  
City of Ankeny (IA)\*  
City of Asheville (NC)  
City of Battle Creek (MI)\*  
City of Bryan (TX)  
City of Carrollton (TX)  
City of Charlotte (NC)  
City of College Station (TX)  
City of DeSoto (TX)\*  
City of El Paso (TX)\*  
City of Farmington Hills (MI)  
City of Gastonia (NC)\*  
City of Greenville (NC)  
City of Greenville (SC)  
City of League City (TX)  
City of Leavenworth (KS)\*  
City of Oklahoma City and Its Trusts (OK)

City of Olathe (KS)  
City of Palo Alto (CA)  
City of Portland (TX)  
City of Richland (WA)\*  
City of St. Cloud (MN)  
City of Salem (VA)\*  
City of San Marcos (TX)  
City of Santa Fe (NM)\*  
City of Thibodaux (LA)\*  
City of Thornton (CO)  
City of York (PA)  
Town of Mansfield (CT)\*

### Other Clients

Greater Vallejo Recreation District (CA)  
Iowa League of Cities (IA)\*  
Lamar University (TX)  
Local Government Information Systems (MN)\*  
North Central Texas Council of Governments  
Northeast Community College (NE)  
San Joaquin Council of Governments (CA)  
Santa Barbara County Association of Governments (CA)  
Southeast Michigan Council of Governments (MI)  
Southern California Association of Governments (CA)

### Transportation

Dallas Area Rapid Transit (TX)\*  
Jacksonville Aviation Authority (FL)  
Metropolitan Nashville Airport Authority (TN)  
Port of Corpus Christi Authority (TX)\*  
Regional Transportation District (CO)

*Engagements marked with (\*) were completed with a different firm.*

### **Utilities and Water Authorities**

City of Austin – Austin Water (TX)  
Beaufort-Jasper Water & Sewer Authority (SC)  
Capital Region Water (PA)\*  
Colorado Springs Utilities (CO)  
Denver Water (CO)  
Florida Municipal Power Agency (FL)  
Fort Wayne City Utilities (IN)\*  
Greenville Utilities Commission (NC)  
Kerrville Public Utilities Board (TX)  
Minnehaha Creek Watershed District (MN)\*  
New Braunfels Utilities (TX)  
Texas Municipal Power Agency (TX)  
Toho Water Authority (FL)  
Upper Trinity Regional Water District (TX)\*

### **K-12 School Districts**

Craven County Schools (NC)\*

## **Professional Background**

In addition to his work in consulting, Mr. Cox has provided project management, executive coaching, leadership development, and training to public sector organizations and various international private sector companies, also serving as Chief Information Officer for the City of Tulsa, OK.

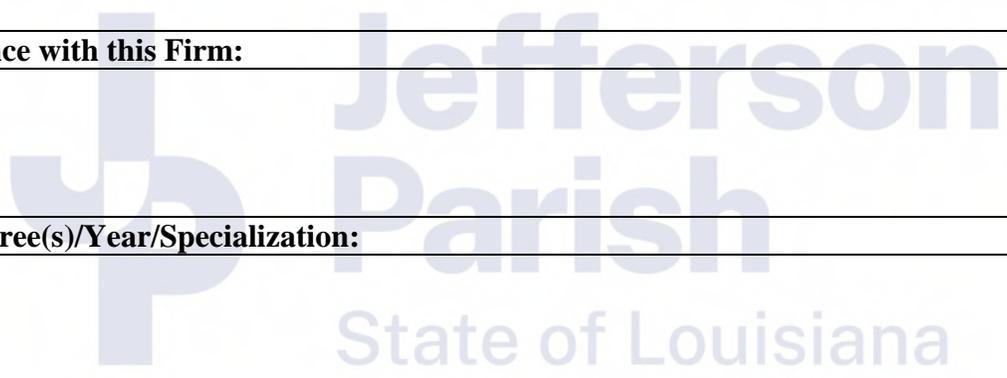
## **Education/Professional Designations**

Mr. Cox graduated from Southeastern Oklahoma State University with a B.A. in Political Science/Communications, and has a Master of Public Administration from The University of Texas at Arlington.

TL Cox, Vice President  
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**General Professional Services Questionnaire**

|  |
|--|
| <b>PROFESSIONAL NO. 2</b>  |
| <b>Name &amp; Title:</b>   |
|  |
| <b>Name of Firm with which associated:</b>                                   |
|  |
| <b>Description of job responsibilities:</b>                                  |
|  |
| <b>Years' experience with this Firm:</b>                                     |
|  |
| <b>Education: Degree(s)/Year/Specialization:</b>                             |
|  |
| <b>Other experience and qualifications relevant to the proposed Project:</b> |
|  |



## James Brittain

*Senior Consultant, New York*

**Project Role: Project Manager**



### Expertise

Mr. Brittain is a Senior Consultant in Segal's New York office, focused on compensation consulting to public sector entities nationwide, including state and local governments, special districts, and utility and water authorities. He has over 20 years of extensive organizational expertise, including over a decade of experience providing consulting assistance to the public sector. His work has included business development, job analysis, market review and analysis, and the development of compensation programs.

### Professional background

Prior to joining Segal, Mr. Brittain participated in the public sector compensation consulting practice of another human resources consulting firm.

In addition to his consulting work, Mr. Brittain has served as both a Director of Faculty Development and a Director of Distance Learning where he gained extensive experience in management, human resource issues and concerns, strategic planning and compensation structure development.

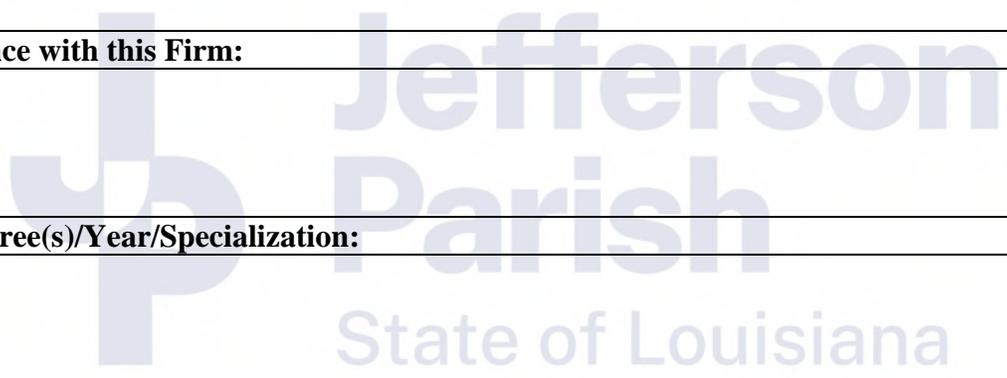
### Education/professional designations

Mr. Brittain graduated from Oklahoma State University with a BS in Secondary Science Education and a MS in Distance Learning. He is a member of WorldatWork and is in the process of attaining his Certified Compensation Professional (CCP) designation.

James Brittain  
[jbrittain@segalco.com](mailto:jbrittain@segalco.com)  
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**General Professional Services Questionnaire**

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|--|
| <b>PROFESSIONAL NO. 3</b>  |
| <b>Name &amp; Title:</b>   |
|  |
| <b>Name of Firm with which associated:</b>                                   |
|  |
| <b>Description of job responsibilities:</b>                                  |
|  |
| <b>Years' experience with this Firm:</b>                                     |
|  |
| <b>Education: Degree(s)/Year/Specialization:</b>                             |
|  |
| <b>Other experience and qualifications relevant to the proposed Project:</b> |
|  |



**Gregory D. Saylor**  
*Associate Consultant, Washington, DC*  
**Project Role: Analytical Team Lead**



## Expertise

Mr. Saylor is an Associate Consultant who joined Segal's Washington, D.C. office in May 2016, with three years of consulting experience. He analyzes client data to provide meaningful insights for clients, with work that includes market studies, job classification/job analysis and job description development.

## Clients

### States, Agencies, and Retirement Systems

State of Maine  
State of Maryland, Fire & Rescue Institute  
State of Washington, Corrections Department

### Court Systems

State of California Superior Court, County of Los Angeles  
Commonwealth of Massachusetts Trial Court

### Counties

Frederick County (MD)  
Stafford County (VA)

### Municipalities

Charter Township of Bloomfield (MI)  
City of Albany (NY)  
City of Alexandria (VA)  
City/County of Denver (CO)  
City of Frederick (MD)  
City of Manassas (VA)  
City of Pittsburgh (PA)

### K-12 School Districts

Adams 12 Five Star School District (CO)  
Prince William County Public Schools (VA)

### Utilities and Water Authorities

Great Lakes Water Authority (MI)  
Narragansett Bay Commission (RI)

### Higher Education

Delaware County Community College (PA)  
Florida Gulf Coast University  
Montgomery College (MD)  
Morehouse College (GA)  
Pennsylvania State University  
University of Louisville (KY)

### Transportation

AC Transit (CA)  
Bay Area Rapid Transit District (CA)  
Ben Franklin Transit (WA)  
City of Austin – Transportation Dept. (TX)  
Denton County Transportation Authority (TX)  
Milwaukee County Transportation Auth. (WI)  
National Railway Labor Commission  
PACE Suburban Bus Service (IL)  
Regional Transportation District (CO)  
San Mateo County Transit District (CA)  
Sentinel Transportation (DE)  
Southern California Regional Rail Authority (CA)  
Washington Metropolitan Area Transit Authority (DC)

### Other Clients

Brown University Library (RI)  
National Hockey League  
Sentinel Transportation, LLC

## Professional Background

Prior to Segal, Mr. Saylor worked as an Associate Consultant for HR Consultants, Inc., a Johnstown, PA-based human resource and management consulting firm. In his role, he worked with both private and public sector clients from many industries, including the financial, manufacturing, professional services and nonprofit industries.

Mr. Saylor has worked on a wide range of human resources and analytical projects, including job analysis, job evaluation, market analysis, compensation design, employee handbook/policy

development, executive recruiting, affirmative action plan development and review, training development, and workplace investigations.

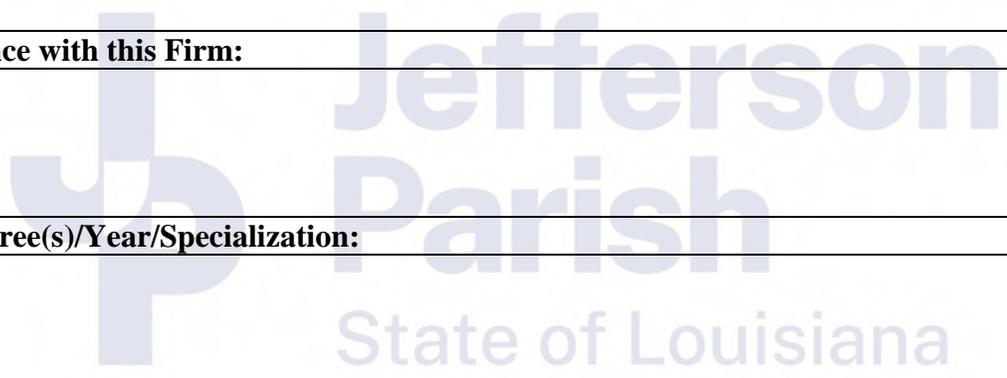
## Education/Professional Designations

Mr. Saylor holds a BA from Shippensburg University with a dual major in Management, with a Human Resource Concentration, and Marketing. He is a member of WorldatWork and is in process of attaining his Certified Compensation Professional (CCP) designation.

Greg Saylor, Senior Associate  
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**General Professional Services Questionnaire**

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|--|
| <b>PROFESSIONAL NO. 4</b>  |
| <b>Name &amp; Title:</b>   |
|  |
| <b>Name of Firm with which associated:</b>                                   |
|  |
| <b>Description of job responsibilities:</b>                                  |
|  |
| <b>Years' experience with this Firm:</b>                                     |
|  |
| <b>Education: Degree(s)/Year/Specialization:</b>                             |
|  |
| <b>Other experience and qualifications relevant to the proposed Project:</b> |
|  |



## Lauren Price

*Associate, New York*

**Project Role: Senior Analyst**



### Expertise

Ms. Price is an Associate in Segal's Compensation and Career Strategies practice, based in the New York office. She works on human resource and human capital projects, assisting in development of compensation and benefits strategies and solutions for both public and private sector, as well as higher education.

Ms. Price's experience includes quantitative and qualitative analysis for Compensation and Classification, Executive Compensation, Incentive Design and Performance Management studies, including job analysis, job evaluation, market analysis, compensation and incentive design, policy development, and training development.

### Professional background

Prior to joining Segal, Ms. Price interned at Proskauer Rose within its Labor & Employment Law practice and within the HR department at Teneo.

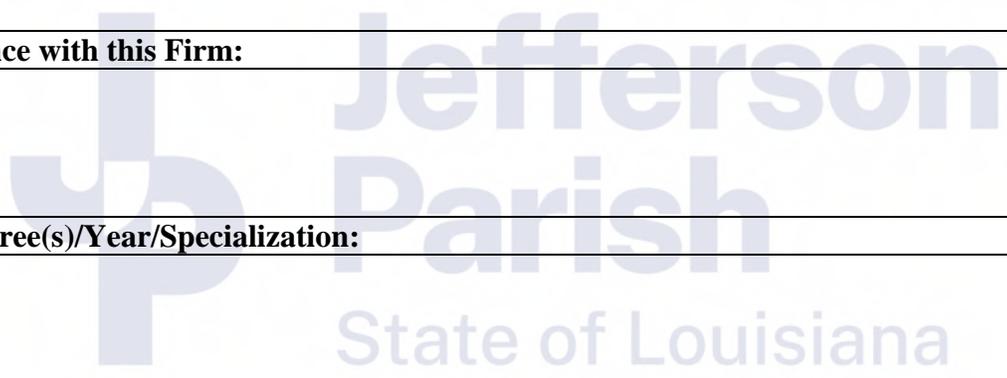
### Education/professional designations

Ms. Price graduated with honors from Cornell University with a BS degree in Industrial and Labor Relations.

Lauren Price  
[lprice@segalco.com](mailto:lprice@segalco.com)  
845.745.1655  
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**General Professional Services Questionnaire**

|  |
|--|
| <b>PROFESSIONAL NO. 5</b>  |
| <b>Name &amp; Title:</b>   |
|  |
| <b>Name of Firm with which associated:</b>                                   |
|  |
| <b>Description of job responsibilities:</b>                                  |
|  |
| <b>Years' experience with this Firm:</b>                                     |
|  |
| <b>Education: Degree(s)/Year/Specialization:</b>                             |
|  |
| <b>Other experience and qualifications relevant to the proposed Project:</b> |
|  |



**Mira Ahluwalia**  
*Associate, New York*  
**Project Role: Analyst**



**Expertise**

Ms. Ahluwalia is an Associate in Segal’s Compensation and Career Strategies practice, based in the New York office. She works on statistical analyses pertaining to compensation, pay equity, job analysis and other human capital projects. She also assists in developing compensation and benefit strategies in both a qualitative and quantitative manner.

**Professional background**

Prior to joining Segal, Ms. Ahluwalia interned at a large accounting firm in its auditing department.

**Education/professional designations**

Ms. Ahluwalia graduated *magna cum laude* with a BS in Business Administration from Purdue University and has nearly completed her MS in Human Resource Management with an emphasis in Total Compensation at Golden Gate University.

Mira Ahluwalia  
[mahluwalia@segalco.com](mailto:mahluwalia@segalco.com)  
212.251.5327  
[segalco.com](http://segalco.com)

## General Professional Services Questionnaire

**K. List all prior projects that best illustrate the Firm's qualifications relevant to this Project. Please include any and all work performed for Jefferson Parish. Please attach additional pages if necessary.**

### **PROJECT NO. 1**

| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|--|--|
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

### **PROJECT NO. 2**

| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|--|--|
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

**General Professional Services Questionnaire**

| <b>PROJECT NO. 3</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

| <b>PROJECT NO. 4</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

**General Professional Services Questionnaire**

| <b>PROJECT NO. 5</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

| <b>PROJECT NO. 6</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

**General Professional Services Questionnaire**

| <b>PROJECT NO. 7</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

| <b>PROJECT NO. 8</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

**General Professional Services Questionnaire**

| <b>PROJECT NO. 9</b>   |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

| <b>PROJECT NO. 10</b>  |  |
|--|--|
| <b>Project Name, Location and Owner's contact information:</b> | <b>Description of Services Provided:</b> |
|  |  |
| <b>Length of Services Provided:</b>                            | <b>Cost of Services Provided:</b>        |
|  |  |

## General Professional Services Questionnaire

**L. List all prior and/or on-going litigation between Firm and Jefferson Parish. Please attach additional pages if necessary.**

| Parties:   |            | Status/Result of Case: |
|------------|------------|------------------------|
| Plaintiff: | Defendant: |                        |
| 1.         |            |                        |
| 2.         |            |                        |
| 3.         |            |                        |
| 4.         |            |                        |

**M. Use this space to provide any additional information or description of resources supporting Firm's qualifications for the proposed project.**

**N. To the best of my knowledge, the foregoing is an accurate statement of facts.**

**Signature:** \_\_\_\_\_ **Print Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_ **Date:** \_\_\_\_\_

