

DEPARTMENT OF WATER



February 27, 2019

Service, Quality, Community

RE: Response to Questions regarding Request for Proposal for Classification and Compensation Study Questions

1. The RFP requests a comparative market analysis of the total benefits package.
 - a. Does the custom comprehensive survey of water agencies include the benefits package? Or only compensation items?

Yes. The Classification and Compensation Study includes compensation items AND the total benefits package including but not limited to: base salary, employer paid retirement contributions, longevity pay, certification pay, educational incentives and specialty pay, standby pay, bonus pay, employer paid insurance contributions including but not limited to: health, dental, vision, life insurance, accidental death and dismemberment, long term disability, and leave benefits including but not limited to: holiday leave, vacation leave, personal leave, and administrative leave. Additionally, the study should include an analysis of pension plan payment differentials for CalPERS and San Bernardino County Employees' Retirement Association, and other post-employment benefits offered by comparative agencies.

2. Can you provide a summary of benefits offered and high-level plan details? (i.e. open enrollment guides, benefit summaries, etc.)

Yes. This will be provided to the successful Consultant.

3. Do you require benchmarking of your specific benefit programs or only an "analysis of the value of the total benefit package?"

An analysis of the value of the total benefit package with a breakdown of component information and a comparative analysis.

4. Will Big Bear Lake assist the consultant in data gathering from the regional water agencies?

The extent of the Department of Water & Power's involvement will be initial contact to the regional water agencies to provide notification of the upcoming request for their agency's information regarding our Classification and Compensation Study.

5. Is compliance with the City of Big Bar Lake's Minority Business Enterprise program, Affirmative Action Plan, or other related programs required for this effort?

No.