



Notice of Intent to Award

Solicitation Number	346264	Award Date	8/2/2023 10:53 AM CDT
Solicitation Title	Compensation Consultant Services		
Buyer Name	Christina Alexander	Buyer Email	christina.alexander@nashville.gov
BAO Rep	Christopher Wood	BAO Email	christopher.wood@nashville.gov

Awarded Supplier(s)

In reference to the above solicitation and contingent upon successful contract negotiation, it is the intent of the Metropolitan Government of Nashville and Davidson County to award to the following supplier(s):

Company Name	Mercer US LLC dba Mercer Human Resource Consulting (KY/NC)	Company Contact	Scott Oliver
Street Address	1801 West End Ave., Ste. #1400		
City	Nashville	State	TN
		Zipcode	37203

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

Certificate of Insurance

The awarded supplier(s) must submit a certificate of insurance (COI) indicating all applicable coverage required by the referenced solicitation. The COI should be emailed to the referenced buyer no more than 15 days after the referenced award date.

Equal Business Opportunity Program

Where applicable, the awarded supplier(s) must submit a signed copy of the letter of intent to perform for any and all minority-owned (MBE) or woman-owned (WBE) subcontractors included in the solicitation response. The letter(s) should be emailed to the referenced business assistance office (BAO) rep no more than two business days after the referenced award date.

Yes, the EBO Program is applicable. No, the EBO Program is not applicable.

Monthly Reporting

Where applicable, the awarded supplier(s) will be required monthly to submit evidence of participation and payment to all small (SBE), minority-owned (MBE), women-owned (WBE), LGBT-owned (LGBTBE), and service disabled veteran owned (SDV) subcontractors. Sufficient evidence may include, but is not necessarily limited to copies of subcontracts, purchase orders, applications for payment, invoices, and cancelled checks.

Questions related to contract compliance may be directed to the referenced BAO rep.

Yes, monthly reporting is applicable. No, monthly reporting is not applicable.

Public Information and Records Retention

Solicitation and award documentation are available upon request. Please email the referenced buyer to arrange.

A copy of this notice will be placed in the solicitation file and sent to all offerors.

Right to Protest

Per MCL 4.36.010 – any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract may protest to the purchasing agent. The protest shall be submitted in writing within ten (10) days after such aggrieved person knows or should have known of the facts giving rise thereto.

MLL Supervisor (Initial)

Michelle A. Hernandez Lane
 Michelle A. Hernandez Lane
 Purchasing Agent & Chief Procurement Officer

RFQ 346264 Compensation Consulting Services Evaluation Committee Score Sheet

Offeror	Deloitte Consulting LLP	Evergreen Solutions LLC	Gallagher Benefit Services Inc	Mercer US LLC	Segal Company (Eastern States) Inc
Contract Acceptance	Yes w/exceptions	Yes	Yes w/exceptions	Yes w/exceptions	Yes w/exceptions
Cost (15 points)	0.96	15.00	1.70	1.17	3.54
Firm Experience & Qualifications (30 points)	25.00	15.00	20.00	28.00	25.00
Team Experience & Qualifications (25 points)	20.00	18.00	19.00	20.00	22.00
Project Approach & Process (30 points)	26.00	18.00	20.00	27.00	25.00
Total Evaluation Scores	71.96	66.00	60.70	76.17	75.54
No BAO programming applicable to this solicitation					

Evaluation Comments

Deloitte Consulting LLP
Strengths
Proposal demonstrated firm's knowledge of the total benefits package. Proposal demonstrated firm's domestic and National resources for research and market data. Proposal demonstrated firm's knowledge of Metro's benefits needs. Proposal demonstrated firm's clear understanding of project length. Firm provided a detailed timeline, project approach, and communications plan. Firm proposed a comparison to sister cities and recommended to make changes accordingly. Firm's proposal suggests the use of policy and procedure reviews.
Weaknesses
Contract exceptions. Firm's reference projects were not of similar size, scope, or complexity. Proposal demonstrated firm has limited experience for scope of work services and public sector experience. Proposal demonstrated 3 of 5 proposed team members have limited experience performing scope of work services. Firm failed to include report examples, presentation details for council approval, and in-person reports/presentation. Firm proposed 10 reports for the contract period, which is not acceptable to Metro.

Evergreen Solutions LLC

Strengths

Proposal demonstrated firm's specialization in public sector work.

Weaknesses

Firm's proposal failed to demonstrate firm's capacity to perform scope of work. Proposal was unclear demonstrating work performed with listed clients. Firm's reference projects were not of similar size, scope, or complexity and lacked detail. Firm failed to identify a PM for Metro contract. Proposal demonstrated firm's limited experience providing scope of work services. Firm's Organizational Chart was unclear. Firm's proposed timeline was not acceptable to Metro, and proposed project approach lacked detail. Proposal failed to demonstrate firm's clear understanding of scope of work.

Gallagher Benefit Services Inc

Strengths

Proposal addressed compression mitigation, and proposed a variation of implementation scenarios. Proposal addressed internal equity. Proposal demonstrated firm's public and private H.R. experience and certifications.

Weaknesses

Contract exceptions. Proposal focused on specialty work, not related to scope of work. Proposal lacked detail demonstrating firm's experience providing scope of work services. Firm's proposed project team was unclear for Metro contract. Proposal was unclear demonstrating team experience and company history. Proposal failed to identify firm's location during study/contract. Firm's reference projects were not of similar size, scope, or complexity and lacked detail. Firm's proposed project approach and communications plan lacked detail. Proposal suggests additional costs for onsite visits, which is not acceptable to Metro. Firm's proposed timeline lacked detail, no actual numbers were proposed. Firm failed to include report examples.

Mercer US LLC

Strengths

Proposal demonstrating firm's 81 years of experience providing scope of work. Proposal demonstrated firm's experience and available resources for research data and market research. Proposal demonstrated firm's experience and knowledge of total compensation, and public sector experience. Firm proposed four presentations to Metro, with two implementation scenarios. Firm proposed mapping each employee to recommended pay plan.

Weaknesses

Contract exceptions. 2 of the 4 reference projects were not of similar size and lacked detail. Proposal was unclear identifying proposed team for Metro and lacked detail demonstrating proposed team collaborations. Firm's proposed project approach, safety plan and communications plan lacked detail. Firm failed to provide a project timeline.

Segal Company (Eastern States) Inc

Strengths

Proposal demonstrated firm's location to be local for duration of study/contract, and sister city experience. Reference projects were of similar size, scope, and complexity. Proposal demonstrated firm's ability to work with population groups, and classes. Firm proposed a point factor system. Proposal demonstrated firm's experience in public sector work, and understanding of differences in pay plans. Proposal suggests benchmarking tools used becomes property of Metro. Firm provided detailed summary samples.

Weaknesses

Contract exceptions. References lacked dates. Firm's proposed custom survey option lacked detail. Firm's proposed benchmark resources was unclear and lacked detail. Firm's proposed benefits package lacked detail. Proposal focused on private sector work. Proposal was unclear and lacked detail demonstrating research data and market research data. Firm proposed one onsite presentation, which is not acceptable to Metro. Firm proposed extra rates for services, which is not acceptable to Metro.

Enter Solicitation Title & Number Below		Lowest Bid	
Compensation Consultant Services; RFQ 346264		\$62,500.00	15
Offeror's Name	Bids		RFP Cost Points
Year 1 only: complete project			
Evergreen Solutions LLC	\$62,500.00		15.00
Segal Company (Eastern States) Inc	\$265,000.00		3.54
Gallagher Benefit Services Inc	\$550,000.00		1.70
Mercer US LLC	\$800,000.00		1.17
Deloitte Consulting LLP	\$3,500,808.99		0.27
No BAO programming applicable to this solicitation			


Certificate Of Completion

Envelope Id: D8ADC279BD484BF89C3E90B8EC6FF6EF	Status: Completed
Subject: Intent to Award - RFQ # 346264 for Compensation Consultant Services	
Source Envelope:	
Document Pages: 5	Signatures: 1
Certificate Pages: 2	Initials: 1
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Christina Alexander
Time Zone: (UTC-06:00) Central Time (US & Canada)	730 2nd Ave. South 1st Floor
	Nashville, TN 37219
	christina.alexander@nashville.gov
	IP Address: 170.190.198.185


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8/1/2023 6:51:47 PM	christina.alexander@nashville.gov	
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: Metropolitan Government of Nashville and Davidson County	Location: DocuSign

Signer Events

Signer Events	Signature	Timestamp
Michelle A. Hernandez Lane michelle.lane@nashville.gov Chief Procurement Officer/Purchasing Agent Metro Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 172.58.144.116 Signed using mobile	Sent: 8/1/2023 6:53:22 PM Viewed: 8/2/2023 10:46:55 AM Signed: 8/2/2023 10:53:22 AM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Michelle A. Hernandez Lane michelle.lane@nashville.gov Chief Procurement Officer/Purchasing Agent Metro Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 172.58.144.116 Signed using mobile	Sent: 8/2/2023 10:53:23 AM Viewed: 8/2/2023 10:53:33 AM Signed: 8/2/2023 10:53:48 AM
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Electronic Record and Signature Disclosure:
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	8/1/2023 6:53:22 PM
Certified Delivered	Security Checked	8/2/2023 10:53:33 AM
Signing Complete	Security Checked	8/2/2023 10:53:48 AM
Completed	Security Checked	8/2/2023 10:53:48 AM

Payment Events	Status	Timestamps
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