

RFP FOR HUMAN RESOURCES CONSULTANT
QUESTIONS FROM INTERESTED PARTIES; ANSWERS FROM SYSTEM

1. Can you confirm the total estimated budget or range allocated for this engagement?

RESPONSE: There is not a specific amount set aside for this engagement in our budget. However, we do have specific amounts set aside in our budget to engage “consultants” as may be necessary to fulfill the requirements of our System.

2. Is this a new initiative, or a re-issue of a previous RFP?

RESPONSE: New initiative.

3. If this is a re-issue, who is/are the incumbent consultant(s) currently providing HR consulting services to PRS-STL?

RESPONSE: See answer to # 2.

4. Was there a prior HR consulting contract? If so, could you share the contract term, awarded vendor, and total expenditure for the last contract period?

RESPONSE: More than 10 years ago, the System had a contract with Mercer; however, that relationship took in many components, including actuarial services when Mercer still did that. Typically, as a government agency, we cannot have contracts more than 5 years in duration, and frequently there is a rollover clause from year-to-year, with an “opt-out” provision.

5. Are there any anticipated renewals or extensions associated with this RFP beyond the stated term (March 2026 – February 2028)?

RESPONSE: This is very difficult to predict, for the simple reason that the composition of the Board of Trustees, which is the statutory administrator of the System, changes with elections of Trustees and Mayoral appointees (which occur on an annual basis). A viewpoint that may prevail among the Board at one point in time may change with new members.

6. Will any preference or weighting be given to local (St. Louis or Missouri-based) firms?

RESPONSE: There is not a specific weighting in favor of local firms. However, it’s fair to say that proximity of a firm would allow for easier communication and presentation to the Board of Trustees, which has typically preferred face-to-face interaction with consultants it’s considering.