

**RFP- 2148 Professional Services for Design and Implementation of Incentive Pay (Variable Pay) Structure & Performance Management Program Review for Best Practices and Streamlined Design**

**Budget: \$ 200,000 05/26/2022 at 10:00 AM via Teams**

Evaluators: 1- <i>Alia</i> , 2- <i>Roger</i> , 3- <i>Azlina</i>				Gallagher Benefit Services, Inc.				EZ Business Consulting, LLC			
Project Relative Weight				Average Team Score				Average Team Score			
E1	E2	E3	92.67	E1	E2	E3	82.60				
<b>SMWBE Participation - 35% Organizational Goal/MWBE - 30% Aspirational Goal</b>											
<b>Calculation of SMWBE Participation</b>				<b>0.00</b>				<b>0.00</b>			
<b>Price - 22 pts</b>				<b>Actual Price</b>				<b>Actual Price</b>			
<b>Purchase Price Calculation per "Instruction to Respondents"</b>				\$74,500.00		22.00		\$100,760.00		16.27	
<b>Respondent's (and Subconsultant's, if applicable) Reputation and Quality of Services - 38 pts</b>											
Quality of Respondent's services 13 pts				12.00	13.00	10.00	11.67	10.00	9.00	11.00	10.00
Respondent's Past Performance 8 pts				7.00	8.00	7.00	7.33	7.00	6.00	8.00	7.00
Respondent's demonstrated understanding and acceptable of the scope of work 7 pts				7.00	7.00	7.00	7.00	6.00	7.00	7.00	6.67
Qualifications and experience of assigned personnel in service or projects like this Project 5 pts				4.00	5.00	3.00	4.00	5.00	4.00	5.00	4.67
Availability of other resources, including staffing capabilities and location of facilities 5 pts				4.00	5.00	3.00	4.00	5.00	3.00	5.00	4.33
<b>Total Average - Respondent's Reputation and Quality of Services</b>				34.00	38.00	30.00	34.00	33.00	29.00	36.00	32.67
<b>Benefit to PHA - 30 pts</b>											
The extent to which proposed services are suitable to and benefit PHA 20 pts				16.00	19.00	17.00	17.33	17.00	15.00	16.00	16.00
The total long-term cost to acquire goods or services 10 pts				8.00	10.00	10.00	9.33	9.00	5.00	9.00	7.67
<b>Total Average - Performance Plan and Other Benefits</b>				24.00	29.00	27.00	26.67	26.00	20.00	25.00	23.67
<b>Overall Compliance with PHA Policies and Instructions - 10 pts</b>											
Full completion of the proposal Response form and submission of the items required by the proposal documents, including, but not limited to, all items set forth in Section C of the proposal Response form, and including addenda, if any 3 pts				3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Understanding and acceptance of PHA's contract requirements 2 pts				2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Transparency of all fees 3 pts				3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Response acceptably presented in terms of clarity, conciseness, organization and appearance 2 pts				2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
<b>Total Average - Overall Compliance with PHA Policies and Instructions</b>				10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
<b>TEAM AVERAGE TOTAL SCORES</b>				<b>92.67</b>				<b>82.60</b>			

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**Budget: \$ 200,000 05/26/2022 at 10:00 AM via Teams**

Evaluators: 1- <i>Alia</i> , 2- <i>Roger</i> , 3- <i>Azlina</i>				Mercer (US) Inc.				HR Technology Consultants, LLC					
Project Relative Weight				Average Team Score				Average Team Score					
				E1	E2	E3	81.26		E1	E2	E3	68.22	
<b>SMWBE Participation - 35% Organizational Goal/MWBE - 30% Aspirational Goal</b>													
<b>Calculation of SMWBE Participation</b>				<b>0.00</b>				<b>0.00</b>					
<b>Price - 22 pts</b>				<b>Actual Price</b>				<b>Actual Price</b>					
<b>Purchase Price Calculation per "Instruction to Respondents"</b>				\$150,000.00		10.93		\$295,200.00		5.55			
<b>Respondent's (and Subconsultant's, if applicable) Reputation and Quality of Services - 38 pts</b>													
Quality of Respondent's services 13 pts				12.00	12.00	12.00	12.00		10.00	11.00	12.00	11.00	
Respondent's Past Performance 8 pts				6.00	8.00	7.00	7.00		8.00	6.00	8.00	7.33	
Respondent's demonstrated understanding and acceptable of the scope of work 7 pts				7.00	7.00	6.00	6.67		7.00	7.00	7.00	7.00	
Qualifications and experience of assigned personnel in service or projects like this Project 5 pts				5.00	5.00	4.00	4.67		4.00	4.00	5.00	4.33	
Availability of other resources, including staffing capabilities and location of facilities 5 pts				4.00	5.00	3.00	4.00		3.00	3.00	5.00	3.67	
<b>Total Average - Respondent's Reputation and Quality of Services</b>				34.00	37.00	32.00	34.33		32.00	31.00	37.00	33.33	
<b>Benefit to PHA - 30 pts</b>													
The extent to which proposed services are suitable to and benefit PHA 20 pts				18.00	20.00	18.00	18.67		17.00	15.00	16.00	16.00	
The total long-term cost to acquire goods or services 10 pts				8.00	6.00	8.00	7.33		2.00	5.00	3.00	3.33	
<b>Total Average - Performance Plan and Other Benefits</b>				26.00	26.00	26.00	26.00		19.00	20.00	19.00	19.33	
<b>Overall Compliance with PHA Policies and Instructions - 10 pts</b>													
Full completion of the proposal Response form and submission of the items required by the proposal documents, including, but not limited to, all items set forth in Section C of the proposal Response form, and including addenda, if any 3 pts				3.00	3.00	3.00	3.00		3.00	3.00	3.00	3.00	
Understanding and acceptance of PHA's contract requirements 2 pts				2.00	2.00	2.00	2.00		2.00	2.00	2.00	2.00	
Transparency of all fees 3 pts				3.00	3.00	3.00	3.00		3.00	3.00	3.00	3.00	
Response acceptably presented in terms of clarity, conciseness, organization and appearance 2 pts				2.00	2.00	2.00	2.00		2.00	2.00	2.00	2.00	
<b>Total Average - Overall Compliance with PHA Policies and Instructions</b>				10.00	10.00	10.00	10.00		10.00	10.00	10.00	10.00	
<b>TEAM AVERAGE TOTAL SCORES</b>								<b>81.26</b>		<b>68.22</b>			

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<b>Evaluators: 1-Alia, 2-Roger, 3-Azlina</b>		<b>Terry Staffing and Consulting, LLC</b>		
<b>Project Relative Weight</b>				<b>Average Team Score</b>
<b>E1</b>	<b>E2</b>	<b>E3</b>	<b>64.10</b>	
<b>SMWBE Participation - 35% Organizational Goal/MWBE - 30% Aspirational Goal</b>				
<b>Calculation of SMWBE Participation</b>				<b>0.00</b>
<b>Price - 22 pts</b>				
<b>Purchase Price Calculation per "Instruction to Respondents"</b>				<b>Actual Price</b>
				<b>5.43</b>
<b>Respondent's (and Subconsultant's, if applicable) Reputation and Quality of Services - 38 pts</b>				
Quality of Respondent's services 13 pts	9.00	11.00	10.00	<b>10.00</b>
Respondent's Past Performance 8 pts	7.00	5.00	7.00	<b>6.33</b>
Respondent's demonstrated understanding and acceptable of the scope of work 7 pts	5.00	6.00	6.00	<b>5.67</b>
Qualifications and experience of assigned personnel in service or projects like this Project 5 pts	4.00	4.00	4.00	<b>4.00</b>
Availability of other resources, including staffing capabilities and location of facilities 5 pts	5.00	4.00	5.00	<b>4.67</b>
<b>Total Average - Respondent's Reputation and Quality of Services</b>	<b>30.00</b>	<b>30.00</b>	<b>32.00</b>	<b>30.67</b>
<b>Benefit to PHA - 30 pts</b>				
The extent to which proposed services are suitable to and benefit PHA 20 pts	14.00	15.00	15.00	<b>14.67</b>
The total long-term cost to acquire goods or services 10 pts	5.00	5.00	3.00	<b>4.33</b>
<b>Total Average - Performance Plan and Other Benefits</b>	<b>19.00</b>	<b>20.00</b>	<b>18.00</b>	<b>19.00</b>
<b>Overall Compliance with PHA Policies and Instructions - 10 pts</b>				
Full completion of the proposal Response form and submission of the items required by the proposal documents, including, but not limited to, all items set forth in Section C of the proposal Response form, and including addenda, if any 3 pts	3.00	3.00	3.00	<b>3.00</b>
Understanding and acceptance of PHA's contract requirements 2 pts	2.00	2.00	2.00	<b>2.00</b>
Transparency of all fees 3 pts	3.00	3.00	3.00	<b>3.00</b>
Response acceptably presented in terms of clarity, conciseness, organization and appearance 2 pts	1.00	1.00	1.00	<b>1.00</b>
<b>Total Average - Overall Compliance with PHA Policies and Instructions</b>	<b>9.00</b>	<b>9.00</b>	<b>9.00</b>	<b>9.00</b>
<b>TEAM AVERAGE TOTAL SCORES</b>				<b>64.10</b>