

Request for Proposal
Compensation Consultant Services RFP 2020-01
Employees' Retirement System of the State of Hawaii
Issued November 5, 2019

SEALED PROPOSALS will be received by the Employees' Retirement System of the State of Hawaii (ERS), 201 Merchant Street, Suite 1400, Honolulu, HI 96813 up to 4:00 p.m. HST, on January 3, 2020, for Compensation Consultant Services.

The ERS is soliciting proposals from qualified firms to perform a comprehensive compensation and pay level review of its investment office staff including the Chief Investment Officer (CIO) and of the Executive Director (ED) who exercises administrative and indirect managerial oversight of the investment function to determine how current pay levels as well as non-financial incentives or benefits compare to the competitive market; determining the appropriateness of Incentive Compensation Plan based on an assessment of current and future compensation and hiring objectives; and if applicable, designing a long-term incentive compensation plan for its Investment Division and ED incorporating benchmark review and selection.

The RFP may be downloaded from the State of Hawaii, SPO website (<http://spo.hawaii.gov>) or ERS website (<http://ers.ehawaii.gov>) starting 4 p.m. (H.S.T.) on November 5, 2019.

The response must be submitted to the Procurement Officer:

Employees' Retirement System of the State of Hawaii
Proposal Submitted in Response to
RFP for Compensation Consultant Services RFP 2020-01
201 Merchant Street, Suite 1400
Honolulu, HI 96813-2980

Questions will be accepted until 4:30 p.m. (Hawaii Standard Time) November 25, 2019. Questions shall be submitted in writing to Elizabeth Burton and Howard Hodel
Email: elizabeth.burton@hawaii.gov; howard.hodel@hawaii.gov,
with a copy to DBF.ERS.PROCURE@HAWAII.GOV.

The deadline for proposals: January 3, 2020 by 4:00 p.m. HST. Proposals received after this time will not be considered.

Thomas Williams
Executive Director and Procurement Officer
Employees' Retirement System of the State of Hawaii