



HR Consultant Services RFP 3/13/23

Questions & Answers

1. **Our firm is unable to provide ongoing HR services but able to submit a proposal for the total compensation study and recruitment service. Would this be acceptable?**

Yes. TAM will accept proposals that are for the compensation study only as well as proposals for ongoing HR consulting support only and reserves the discretion to hire two separate firms, one for the compensation study and one for ongoing HR support during this process.

2. **Do you accept the RFP proposals by electronic or hard copy only?**

Please follow the instructions in the RFP and email TAM the proposal electronically. No hard copy is required.

3. **Is there any flexibility with the June deadline for the final draft report?**

While the June deadline is preferred, TAM will be flexible with the project timeline.

4. **How many distinct job classifications does TAM currently have? Does the agency already have the list of comparable labor market agencies for the study, or would the consultant be asked to conduct research and recommendations into the potential pool?**

TAM currently has 13 distinct job classifications/positions. TAM has a list of comparable agencies we have been using over the years for various studies/surveys and our plan is to use the current list with limited modification based on recommendations from the consultant team. We expect minimum effort on the final selection of the comparable list for the study.