

## **FOR CONSIDERATION**

June 28, 2023

**TO:** The Board of Trustees

**FROM:** Thomas Falcone

**SUBJECT:** Consideration of Approval of the Selection of Firms to Provide Human Resources Consulting Services

---

### **Requested Action**

The Board of Trustees (the “Board”) of the Long Island Power Authority (“LIPA”) is requested to approve a resolution, attached hereto as **Exhibit “A”**, authorizing the Chief Executive Officer, or his designee, to engage the firms identified below to provide human resources consulting services on an as-needed basis, for LIPA and its subsidiary, the Long Island Lighting Company d/b/a LIPA, for a term not to exceed five years.

### **Background**

To supplement its in-house resources and to provide specialized human resources consulting services as necessary, LIPA has previously engaged consultants to execute various human resources projects on an as-needed basis. As LIPA’s needs continue, and without any human resources consulting contracts currently in place, it is necessary to procure human resources consulting services to provide strategic advice, subject matter expertise, and staffing assistance for human resources projects.

On February 27, 2023, LIPA issued a Request for Proposals (“RFP”) seeking experienced human resources consulting firms to provide consulting services to LIPA for a period of up to five years in the following potential scopes of work:

1. Human Capital
2. Employee Relations
3. Employee Engagement
4. Talent Acquisition
5. Employee Compliance
6. Talent Management
7. Team and Employee Professional, Management and Leadership Development
8. Employee, Management and Leadership Coaching
9. Learning and Development Training
10. Diversity, Equity & Inclusion

The RFP was distributed to 25 firms and also posted on LIPA’s website and in the New York State Contract Reporter.

On March 21, 2023, seventeen firms responded to the RFP. Six firms are certified Minority Women Business Enterprises (“MWBE”) and two are certified Service-Disabled Veteran-Owned Businesses (“SDVOB”). A selection committee comprised of three members of LIPA’s staff examined each proposal. The selection committee reviewed the proposals for compliance with the terms of the RFP and then evaluated each proposal on a qualitative basis. LIPA’s procurement department evaluated the proposals on a cost basis and for MWBE and SDVOB factors. The selection committee conducted 12 interviews with potential firms in the areas where further information was necessary to determine the firms best able to meet LIPA’s needs.

**Discussion**

The proposals were evaluated according to the guidelines set forth in the RFP, which included assessments of the firms’ experience and qualifications, their hourly rates, proposed changes to LIPA’s standard consulting contract, and their proposals to comply with state requirements for participation by MWBEs. Based on the evaluation, LIPA staff recommends that the following firms be awarded contracts:

<b>Scope</b>	
<b>1</b>	<b><i>Human Capital</i></b>
	EK Ward & Associates
	Ernst & Young LLP
	ACS Consulting Services Inc.
	PricewaterhouseCoopers LLP
	Solve Consulting LLC
<b>2</b>	<b><i>Employee Relations</i></b>
	PricewaterhouseCoopers LLP
	Solve Consulting LLC
	BDO USA LLP
	ACS Consulting Services Inc.
	RGR Partners
<b>3</b>	<b><i>Employee Engagement</i></b>
	EK Ward & Associates
	Ernst & Young LLP
	Solve Consulting LLC
	BDO USA LLP
	PricewaterhouseCoopers LLP
<b>4</b>	<b><i>Talent Acquisition</i></b>
	PricewaterhouseCoopers LLP
	Ernst & Young LLP
	Solve Consulting LLC
	EK Ward & Associates
	ACS Consulting Services Inc.

5	<b>Employee Compliance</b>
	PricewaterhouseCoopers LLP
	BDO USA LLP
	Solve Consulting LLC
	ACS Consulting Services Inc.
	RGR Partners
6	<b>Talent Mgt</b>
	EK Ward & Associates
	Solve Consulting LLC
	Ernst & Young LLP
	BDO USA LLP
	PricewaterhouseCoopers LLP
7	<b>Team &amp; Employee Prof. Mgt and Leadership Development</b>
	EK Ward & Associates
	Ernst & Young LLP
	Solve Consulting LLC
	PricewaterhouseCoopers LLP
	Improving Communications, Inc.
8	<b>Employee Mgt &amp; Leadership Coaching</b>
	EK Ward & Associates
	PricewaterhouseCoopers LLP
	Ernst & Young LLP
	Solve Consulting LLC
	Improving Communications, Inc.
9	<b>Learning &amp; Dev. Training</b>
	EK Ward & Associates
	Improving Communications, Inc.
	Solve Consulting LLC
	Ernst & Young LLP
	PricewaterhouseCoopers LLP
10	<b>Diversity, Equity &amp; Inclusion</b>
	EK Ward & Associates
	PricewaterhouseCoopers LLP
	Ernst & Young LLP
	Solve Consulting LLC
	BDO USA LLP

The hourly rates proposed by the firms have been determined to be reasonable for the services to be provided.

**Recommendation**

Based upon the foregoing, I recommend approval of the above-requested action by adoption of a resolution in the form of the attached resolution.

Attachment

**Exhibit "A"** Resolution

**RESOLUTION AUTHORIZING THE ENGAGEMENT OF FIRMS TO PROVIDE  
HUMAN RESOURCES CONSULTING SERVICES**

---

**NOW, THEREFORE, BE IT RESOLVED**, that consistent with the attached memorandum, the Chief Executive Officer or his designee be, and hereby is, authorized to engage the firms so designated in the accompanying memorandum to provide human resources consulting services, as described, on an as-needed basis for the Long Island Power Authority and its subsidiary, the Long Island Lighting Company d/b/a LIPA, for a term not to exceed five years from the date of approval of the contracts with each firm by the New York State Office of the State Comptroller.

Dated: June 28, 2023