

FOR CONSIDERATION

September 27, 2023

TO: The Board of Trustees

FROM: Thomas Falcone

SUBJECT: Consideration of Approval of the Selection of Firms to Provide Compensation Benchmarking and Job Valuation 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 two firms to provide compensation benchmarking 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

Comprehensive compensation benchmarking and job valuation studies assist LIPA in attracting and retaining top talent in the electric utility sector, which is essential to LIPA achieving its strategic objectives. These consulting services supplement the in-house expertise of LIPA’s staff.

On July 28, 2023, LIPA issued a Request for Proposals (“RFP”) seeking experienced firms to provide compensation benchmarking services to LIPA for a period of up to five years. The RFP was distributed to 12 firms and also posted on LIPA’s website and in the New York State Contract Reporter. Two firms responded to the RFP. The two proposals were evaluated by a team comprised of LIPA technical staff and its procurement department. LIPA staff proposes to award contracts to the two firms.

Discussion

The responsive 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 minority and women-owned business enterprises. Based on the evaluation, LIPA Staff recommends that the following firms be awarded contracts subject to agreements of mutually acceptable contracts.

	Firms
1	Gallagher Benefit Services, Inc.
2	Willis Towers Watson US LLC

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
COMPENSATION BENCHMARKING 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 compensation benchmarking services, in the areas 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: September 27, 2023