

Total Compensation Study RFP

	Vendors' Questions	PG&E's Responses
1	Will the Study utilize cash compensation data from multiple survey sources, and if so, does PG&E have access to current data from sources such as Radford, SIRS, EAPDIS, Towers Watson, etc...?	PG&E would expect that the study would include data from multiple survey sources as it has in the past. PG&E has access to current cash compensation data from Radford Global Technology, EAPDIS, Towers Watson - Energy Services and General Industry for both Middle Management and Executive, Hewitt - for both middle management and executive and Energy marketing and Trading, and a few other smaller surveys.
2	Of the 175-200 benchmark positions, how many have been previously matched and require validation? How many require initial job matching?	Actual benchmark jobs will be confirmed by the study team, but it is expected that a large majority will have been previously matched, so validation is required for the most part. Assume 5 to 10% may need to be matched.
3	Will one set of companies be used to determine benefit valuations for all benchmark jobs even if the mix of companies used for each employee groups' labor market may be different?	It is PG&E's understanding that in the past the benefit valuations were done for each of the companies in the study individually, and the average benefit values calculated for the two peer groups - utility and general industry - as a proxy in the few instances where individual company benefits data was not available. Using this approach, benefits data should be specific to the labor market for each benchmark job.
4	In reference to "Attachment 1: Specific Conditions. Section Four - Scope of Work. 4.1 Consultants shall utilize its existing databases and other readily available survey sources as needed." Can you share the specifics (name of company or organization conducting the survey, survey name/title, etc) of any relevant compensation surveys that PG&E currently participates in and that would be made available to the consulting firm chosen to conduct this study?	See response to question 1.
5	For each survey that you participate in, please indicate if the survey database is available to share electronically (to facilitate custom cuts) or only a paper report (pre-defined cuts only).	In most cases, we would expect to request custom cuts where necessary from the relevant survey database to be sent directly to the consultant conducting the study, rather than provide direct access to a survey database.
6	Would PG&E consider using an existing master services agreement in order to minimize the negotiation process and make maximum use of the efforts invested by the parties in the prior negotiation?	Yes, the master services agreement should have a number that starts with 4400xxxxxx or 4600xxxxxx. Contracts that have numbers that do not start with those numbers are not considered as master services agreements.
7	If existing terms and conditions can be used, does a Bidder need to redline the terms and conditions included in the RFP as part of the proposal submission?	No.