

REQUEST FOR PROPOSAL
SLATE BELT REGIONAL POLICE DEPT. - NORTHAMPTON COUNTY, PA
(Also referred to hereafter as the SBRPD)

Proposal For: Pension Plan Services Provider

RFP NOTICE NUMBER: 2014-RPD

Services Provided For: **Police Pension Plan – Defined Benefit**

RFP NOTICE DATE: April 10th, 2014

RFP CLOSING DATE: May 12th, 2014

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INTRODUCTION:

THE SLATE BELT REGIONAL POLICE DEPARTMENT COMMISSION Commission invites proposals for providing Police Pension Plan services to the Department. We are seeking a single service provider, or a single provider who can coordinate all the necessary services, as listed below. The Commission will evaluate the proposals and will require documentation that the responder has a history of providing a complete package of pension services.

BACKGROUND & GENERAL INFORMATION:

THE SLATE BELT REGIONAL POLICE DEPARTMENT is going to be a new police department which, as anticipated, will service the municipalities of the Borough of Wind Gap, the Borough of Pen Argyl, and Plainfield Township. The Slate Belt Regional Police Department desires to establish a defined benefit plan regulated by Act 600 for the police officers. Contributions into the plan are going to be made in accordance with Act 600 and Act 205 regulations for police pension plans in the State of Pennsylvania. Currently, there are three existing pension plans which the Slate Belt Regional Police Department would like to have incorporated into the new plan. Demographics for each of the current plans can be found in PART C: Standard Application of this RFP. All quotes for services, however, should reflect the combined assets and personnel of all three departments as one entity and therefore one pension plan. Additional documentation concerning the existing plans for each of the municipalities is available upon request. The new investment policy for this plan has yet to be finalized, but it is desirable and reasonable to assume that it will be in line with most PA municipal pension investment policies. The timing of when employees and municipalities shall start to contribute towards the plan is yet to be determined.

MINIMUM REQUIREMENTS TO RESPOND:

Applicants that respond to this RFP must be able **meet or exceed** the following minimum criteria in order to be considered for the resulting award of a professional services contract:

1. **15 or more** Pennsylvania municipal **pension clients** under contract for pension services as those desired.
2. **\$50 million** or more in Pennsylvania municipal **pension client assets** under your direct management
3. Ability to provide a clearly functional services platform that addresses all desired services described in the Request for Proposal – **Part A: Detailed RFP Requirements**
4. **10 or more** years experience providing pension services to PA municipal government entities.
5. **Full Disclosure: Applicants will disclose all fees**, direct and indirect, associated with any aspect of the services proposed. This includes all fees paid to or received by all subcontractors and advisors to the contractor including all mutual fund costs such as Expense Ratios, if applicable. Failure to do so will result in immediate disqualification from the RFP Process.

COMMUNICATIONS:

COMMUNICATION RESTRICTION, EXCEPT AS SPECIFICALLY AUTHORIZED IN THIS RFP:

EFFECTIVE AS OF THE **RFP NOTICE DATE** AND PRIOR TO THE TIME OF A DECISION BY THE **SELECTION PROCESS BODY** AND THE SUBSEQUENT CLOSING OF THIS **RFP PROCEEDING**, There shall be no communication of any type regarding this RFP, any aspect of a response to this RFP, or the awarding of a contract related in any way to this RFP between any **Applicant** or **Perspective Applicant** and any:

- (1) Elected Official of this SBRPD;
- (2) Employee of this SBRPD;
- (3) Any consultant or adviser currently engaged in assisting this SBRPD with the RFP process or employee or other person affiliated with or providing services to or on behalf of such consultant's staff; or
- (4) Any other persons in a position to influence the **Selection Process Body's** decision at any time during the **RFP Process** in regards to this RFP, a proposal, or the awarding of the contract until the award is announced, except as requested by this SBRPD or at the time specified for oral presentations by those selected Applicants appearing for interviews.

FURTHER, Applicants may not cause or allow any employee of their firm, or third party to directly or indirectly violate any of the aforementioned communications restrictions. Any communication by any applicant or third party on behalf of an applicant or potential applicant, in violation of the forgoing terms shall be considered grounds for **AUTOMATIC DISQUALIFICATION OF THAT APPLICANT.**

REQUESTING CLARIFICATION / QUESTIONS: Applicants may only make inquiries for clarification of technical or administrative information. All requests for clarification of technical or administrative information must be sent via e-mail to the designated **POINT OF CONTACT** prior to April 25th, 2014. **RESPONSES** will be returned via e-mail in the order they are received and in as timely a manner as possible.

<p>DESIGNATED POINT OF CONTACT:</p> <p>Steven N. Goudsouzian Solicitor</p>	<p>Slate Belt Regional Police Department Commission c/o Steven D. Goudsouzian Attorney at Law 2925 William Penn Highway, Suite 301 Easton, PA 18045-5283 Fax: (610) 559-9281 E-mail: SteveSINGLAW@gmail.com</p>	<p>PLEASE NOTE:</p> <p>Phone calls <u>will not be</u> accepted or returned</p>
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STATUS NOTIFICATION FROM THE SBRPD TO APPLICANTS

This table details the means by which the SBRPD’s POINT OF CONTACT will convey periodic Applicant Status Notification results to applicants as necessary...**AND....the required responses**, if any, by the Applicants.

Applicant Status Type	Means of Notification	Response Required by Applicant
Acknowledgement of Receipt of RFP from an Applicant	SBRPD will send e-mail confirmation	Acknowledge receipt of notice by e-mail
<i>Active Applicant</i> – following Pre-Screening	SBRPD will send e-mail notice	Acknowledge receipt of notice by e-mail
<i>Disqualified Applicant</i> – following Pre-Screening (or other disqualifying circumstance)	SBRPD will send e-mail notice with explanation of disqualification	Acknowledge receipt of notice by e-mail
Non-Selected Applicant – following Detailed Review Process	SBRPD will send e-mail notice	Acknowledge receipt of notice by e-mail
Selected Applicant – following Detailed Review Process	SBRPD will send e-mail notice with date and time of INTERVIEW	E-mail response See Note (1) below
Non-Selected Applicant – following Interviews	All notification documents required IAW Act 44 – via Certified US Mail (signature required)	None
Selected Applicant as <i>tentative selectee</i> – Following Interviews	Summary of Award Notice and Selectee Letter – via Certified US Mail (signature required)	E-mail response See Note (2) below
<p>NOTES:</p> <p>(1) Applicants in a “Selected Status” with Interview scheduled: Applicants must send e-mail response confirming interview appointment and request any Interview Prep Instructions, if applicable.</p> <p>(2) <i>Tentative Selectee</i> – Applicant must send e-mail response confirming receipt of official notice of selection.</p>		

PART A: RFP REQUIREMENTS AND SPECIFICATIONS

SERVICES REQUIRED – GENERAL:

All Applicants that respond to this RFP must be able to provide a complete package of pension services that will include:

1. Comprehensive investment services including: investment management, advisory services and strategy
2. Actuarial services: see “Actuarial...” in “SPECIFICATIONS” section below.
3. A comprehensive menu of pension administrative services: see “SPECIFICATIONS” section.
4. All banking and custodial services commensurate with maintaining a municipal pension plan
5. Additional administrative or advisory services, relevant to a PA municipal **Defined Benefit Pension Plan**; these services may be on an as-requested basis and not necessarily part of the main menu of services
6. Attend periodic meetings with the municipal leadership to review pension plan

SPECIFICATIONS FOR REQUIRED SERVICES:

All applicants that respond to this RFP must be capable of providing the following minimum specifications relative to the services required:

INVESTMENT SERVICES MUST INCLUDE:

1. Products that are managed by Investment professionals that are SEC registered and demonstrate competitive GIPS returns
2. A high degree of conservancy in the investment portfolio – no more than 75% stocks
3. Assistance / advice with Investment Policy design or re-design (as necessary) that is commensurate with contemporary investment strategies for municipal pension plans
4. Bond Investments must be via investment grade bonds or bond funds investing in the same
5. An investment mix that is at or about 60% diversified equities and 40% bond or fixed investments – no more than 15% deviation or rebalancing is desirable.

INVESTMENTS MAY NOT INCLUDE:

1. Insurance Products such as annuities or involving insurance contracts or similar obligations
2. Money Market or Certificates of Deposit accounts - as a primary source of investments
3. ETF's or index Funds as a major source of the investment portfolio (not more than 10% of total portfolio)
4. Investments of any type generally prohibited or considered too high-risk for municipal pensions

ACTUARIAL SERVICES FOR POLICE PENSION PLAN – DEFINED BENEFIT:

1. Preparation of the bi-annual Act 205 Actuarial Valuation Report

2. Additional cost studies or other definable actuarial functions that may be periodically required and chargeable on an as-needed basis (estimates for such must receive prior approval).
3. Review of pension documents and provide advice regarding compliance with Act 205 and Act 600, initially and as new legislative changes or revisions occur or become necessary.

ADMINISTRATIVE SERVICES MUST INCLUDE BUT ARE NOT LIMITED TO:

1. Preparation of financial statements
2. Preparation of all related pension forms required by PA and Federal government statutes
3. Preparation of the Minimum Municipal Obligation (MMO) as required by ACT 205
4. Maintaining accurate records of all active, vested, and retired plan members and other related data
5. Administrative services that include; document services, accounting and asset allocations, monthly transactions and periodic account statements
6. retiree payments and tax related accounting functions including preparation of 1099R forms
7. Monitoring and accounting for all DROP's accounts initiated and authorized by the SBRPD.

ALL BANKING AND CUSTODIAL SERVICES:

- Provide all banking and custodial services commensurate with maintaining a municipal pension plan that include but are not limited to accounting and reporting of all transactions within the plan

ADDITIONAL ADMINISTRATIVE OR ADVISORY SERVICES, RELEVANT TO DB PLANS:

- Applicants must be willing to provide additional administrative or advisory services, relevant to **Defined Benefit Plans** when requested by the SBRPD. These services may not necessarily be part of the main menu, chargeable on an ad-hoc basis.

OFFER PERIODICAL MEETINGS WITH THE MUNICIPAL LEADERSHIP TO REVIEW PENSION PLAN:

- The service provider must be willing to attend periodic meetings with municipal leadership to discuss relevant topics or developments.

PART B: PROCEDURES TO COMPETE & OTHER GUIDELINES

PROCEDURES TO COMPETE - GENERAL

ALL Applicants must:

1. Meet minimum criteria stated on page 1;
2. Be able to fulfill all of the requirements stated in PART A: above by providing the full menu of services as requested;
3. Complete all required application material and return it to the **Point of Contact** by the application deadline;
4. Abide by all policy and procedural requirements stated on any RFP document;
5. Understand that The RFP application documents in Part C and D of this RFP provide the majority of the necessary documentation and information required by the **RFP Selection Process Body** to adequately evaluate each applicant's potential to fulfill the **professional services contract** obligations desired;
6. Understand that unless specifically requested, no additional documentation is required or necessary – generally, this is specified in a section of this RFP labeled “**Additional Documentation Requested**”;
7. Understand that the SBRPD reserves the right to ask for additional documentation, if deemed necessary, and that all applicants will be required to comply with the request in a timely manner.

RESPONDING TO THIS RFP:

RFP Response Documents:

Applicants that respond to this RFP must provide the following documents by the specified **RFP Closing Date, April 25th, 2014 and not later than 1 pm prevailing time**. Applications received **after this date and time** will not be considered for selection under this RFP. Applications that do not meet this deadline will be returned by mail. Once applications have been received and processed, the designated **Point of Contact** will send an **E-Mail response** to confirm that the application has been received by SBRPD. All documents will be arranged in the order they are listed below. No other arrangement is acceptable or permissible.

BOUND DOCUMENT COPIES – 6 COPIES:

1. A completed **RFP Application (RFP Part C)**
2. Additional documents requested by the SBRPD – See “**Additional Documentation Requested**” below.

UNBOUND DOCUMENT COPY – 1 COPY:

1. A completed **RFP Application (RFP Part C)**
2. Additional documents requested by the SBRPD – See “**Additional Documentation Requested**” below
3. **ONE COPY** – A completed **Part D: Act 44 Standard Disclosure Form**

NOTE: Only if requested, a current resume of anyone listed on the **Standard Disclosure Form, Item # 1**, and / or additional information as needed or that may be requested. This information may be requested after the closing

date and at the discretion of the SBRPD. Whenever applicable, applicants will be afforded sufficient additional time to respond to such requests.

Procedures for Responding:

1. **Prepare and send or deliver**, the a number of bound and unbound copies of the **RFP Response Documents** listed above and any additional information requested in this RFP to the **SBRPD's designated Point of Contact** (see **Page 3**), not later than the closing date and time as previously stated.
2. Be prepared (only if requested) to forward a current resume of anyone listed on the **Standard Disclosure Form, Item # 1**, to the SBRPD's designated **POINT OF CONTACT**
3. Be prepared to respond to any additional requests for information and / or further directives
4. Check your e-mail for updates periodically to see if any updates or changes to the schedule of events have been made.

Additional Documentation Requested:

Pursuant to Question # 11 of the RFP Application: Provide a sample of an *Annual Summary Statement* or *Annual Plan Statement* that indicates transactions within the plan. **This must be** of the same design as the one your firm will routinely provide this SBRPD, if you are selected.

Pursuant to Question # 12 of the RFP Application: Investment Performance Reports – Summary format: Provide one example of a recent summary report of investment performance (Quarterly or Annual Report **only**).

RFP PROCESS OVERVIEW:

The **RFP Process** will commence with the posting of the **Request for Proposal on the municipal website**. The following is a brief overview of the steps the SBRPD will take in conducting this process and subsequent determination of the *most qualified applicant* to receive award of the professional services contract:

1. The *Chief Administrative Officer (CAO)* monitors and acknowledges receipt of all applications via e-mail.
2. The *CAO* Closes the RFP Application process by the designated deadline.
3. The *CAO* conducts the **Applicant Pre-Screening** to insure compliance with the **RFP Policy** and determine applicants' further eligibility to compete. A status will be assigned to each applicant; either *Active Applicant* or *Disqualified Applicant*.
4. The *CAO* will notify all applicants of their respective status via e-mail.
5. The *CAO* will schedule dates and times for the each member of the *Selection Process Body* to conduct a **Detailed Applicant Review** of each application.
6. The *Selection Process Body* conducts a **Detailed Applicant Review** and rank each Applicant in accordance with the instructions. A score and ranking from this process will be determined and **only** the top three (3)

ranked Applicants will continue to the next step. Applicants that do not rank in the top 3 will be notified of their status and that they are no longer eligible to compete under this **RFP Process**.

7. The Top 3 Applicants will be notified of their status and an Interview appointment established.
8. The **Selection Process Body** will conduct **Applicant Interviews** and rank each Applicant in accordance with the instructions. A **Final RFP Composite Score** is determined in accordance with procedural instructions. The Applicant with the highest **Final RFP Composite Score** will be considered the winner and the **tentative selectee** for award of the **Professional Services Contract** under this **RFP Proceeding**.
9. All Applicants, following the **RFP Interview** process will be notified of their respective status in accordance with this RFP and the requirements stipulated in Act 44, 2009. This will conclude the **RFP Selection Process**.

APPLICANT REVIEW & INTERVIEW CRITERIA:

The **Selection Process Body** will review, all **Active Applicants'** applications, rank, and score them based on the following criteria:

Detailed Applicant Review Phase – 5 Categories:

Experience and Expertise	Quality of Services Proposed / Customer Service
Reporting and Accountability	Investment Performance Management & Service
Cost of Services	

The top three scoring applicants from the **Detailed Applicant Review Phase** will be considered the finalists for award of the professional services contract.

INTERVIEW NOTE: NO ADDITIONAL INFORMATION will be accepted or required during the interviews. Applicants will be expected to make presentations based on information provided in the applications and answer questions posed by the **Selection Process Body**, unless otherwise directed, prior to the interview.

Applicant Interview Phase – 2 Categories:

The **Selection Process Body** will interview the top three Applicants and rank them based on following criteria:

The quality of information presented during the interview
The perceived ability of the Applicant to best meet the SBRPD's pension needs as outlined in the RFP

TIMETABLE OF EVENTS AND SPECIFIC CLOSING DATES (1)

EVENT	TIME PERIOD (1)
REQUEST FOR PROPOSAL RESPONSE PERIOD – RFP’S ACCEPTED	April 10 – May 12
RFP PRE-SCREEN PROCESS	13 May – 19 May
RFP DETAILED APPLICANT REVIEW AND RANKING	20 May – 2 June
NOTIFICATION TO INTERVIEWEES (DATE AND TIME)	3 June – 6 June Or as soon as review is completed
APPLICANT INTERVIEW AND FINAL SELECTION PROCESS	TBD

(1) **ALL Dates are tentative and subject to adjustment / changes, if necessary but not without notification to all applicants**

NOTIFICATION & WAITING PERIODS – AS MANDATED BY ACT 44, 2009:

A Mandatory Notification Period will commence the day following the close of the **Selection Process**, which is scheduled for, (on or about) **June 30th, 2014**. The **Slate Belt Regional Police Dept. Commission** has **10 consecutive days** from the final RFP Closing Date to forward all documents related to the proceedings to all non-select applicants. From the date these notices are mailed, a Mandatory Waiting Period will commence. The Commission will wait **7 consecutive days before the final closing the RFP Process** and entering into contract negotiations with the newly selected professional service provider (the *tentative selectee*) as mandated by Act 44, Chapter 7-A, 2009.

FINAL SELECTION PROCEDURE:

The decisions of the Selection Process Body, pending final approval of the **Slate Belt Regional Police Dept. Commission**, are final. There are no provisions under this RFP that allow a non-selected applicant to contest the selection. At the conclusion of the interview process, the Selection Process Body will decide to either recommend the top-scoring candidate as the tentative selectee or close the RFP Process with a determination of non-select. If a tentative selectee is chosen, the *Selection Process Body* will, at the next scheduled meeting of the **Slate Belt Regional Police Dept. Commission**, present a synopsis of RFP Process and the name of the tentative selectee. A vote shall be taken to accept or decline the Selection Process Body’s recommendation. If the recommendation is not approved by a majority vote, the RFP Process shall be terminated and non-selection the result. If the recommendation is approved, the RFP Process shall continue thus:

- 1. On the day following the Slate Belt Regional Police Dept. Commission’s decision**, a mandatory 10-day notification period shall commence. The Solicitor of the **Slate Belt Regional Police Dept. Commission** will have 10 days to notify the three finalists of the results of the RFP. This period will terminate on the date these

notifications are mailed out, by registered mail and may not exceed 10 consecutive days. (IAW, Act 44 of 2009, Chapter 7-A)

2. **Once notifications have** been mailed, a mandatory 7-day waiting period will commence, per the requirements of Act 44 of 2009 – Chapter 7-A.
3. **After the 7-day waiting period** has expired, the Commission may enter into contract negotiations with the tentative selectee.

APPLICANT STATEMENT OF RESPONSIBILITIES:

It shall be the responsibility of any incumbent or perspective *Contractor or Applicant*; applying for, entering into contract for, submitting a bid or offer for, responding to a *Request for Proposal* on, or otherwise soliciting, a *Professional Services Contract*, to:

1. **Thoroughly familiarize** themselves with the **RFP General Policy Guidelines** and agree to abide by all guidelines and requirements stated herein;
2. **Thoroughly familiarize** themselves with all applicable statutes of the Commonwealth of Pennsylvania – most especially, Act 44 of 2009, Chapter 7-A;
3. **Inform all** subordinates of the company, subcontractors and advisors of the policies and laws in effect during the **Request for Proposal Process**;
4. **Maintain overall control** of subordinates of the company, subcontractors and advisors, insuring that they do not violate this Policy and thereby cause the **Applicant** to be placed in a **“Disqualified Applicant” status**;
5. **Acknowledge by participation** that any breach or lack of compliance with such, whether intentional or otherwise, will result in immediate disqualification and debarment from the *Request for Proposal* process for up to a period of three years.

For the Applicant, the **RFP Process begins** when an Applicant submits a completed RFP Packet in response to this **Request For Proposal**. Submission of this will constitute an acknowledgement on the part of the **Applicant**, of a thorough understanding of the rules governing the **RFP Process**, and an agreement to abide by the same. Furthermore, all employees of the *Contractor* (the **Applicant**), subcontractors, advisors, and other applicable third parties, are considered subject to the same terms of agreement as stated above.

Reminder: It is the responsibility of the **Applicant** to submit these documents and any additional requested information by the **application closing date**. Further, all applicants are expected to respond to correspondences and other directives published in this RFP or as directed on those correspondences. Failure to comply with any of the preceding will result in the application being placed in the **“Disqualified Applicant” status** and the **Applicant** will not be permitted to compete for the *Professional Services Contract* under the current **Request for Proposal**.

SPECIAL NOTE: *The following Documents are provided separately and in Word.doc format to facilitate Applicant use & responses. They are provided / posted along with this Request for Proposal:*

1. PART C.....REQUEST FOR PROPOSAL – STANDARD APPLICATION
2. PART D.....ACT 44 STANDARD DISCLOSURE FORM