



County of Roanoke

FINANCE DEPARTMENT PURCHASING DIVISION

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April 11, 2019

RFP # 2019-103 **Compensation Study for Roanoke County Public Schools**

ADDENDUM NO. 1

Answers to Vendor Questions

Due Date & Time:
April 22, 2019, 2:00 PM
(Local Prevailing Time)

RFP # 2019-111
Compensation Study for Roanoke County Public Schools
ADDENDUM NO. 1

Answers to Vendor Questions – Please see below for answers provided to questions submitted by prospective offerors.

1. Are any of the School System’s workforce represented by a union? If yes, which positions are subject to collective bargaining?
None of the workforce is represented by a union.

2. RFP Scope, Item #11: It is requested that Consultants provide recommendations for any other best practices that will improve the competitiveness of the RCPS compensation package. Is it the District’s intention to have the successful consultant include recommendations for the competitiveness of your total compensation (i.e. pay AND benefits) which may include new benefits or current benefit enhancements or is the District only looking for recommendations solely related to cash compensation and/or base pay? If the District is interested in benefit information, is it your desire to have proposal scope item #11 include a market review of benefits in addition to compensation?
RCPS would like recommendations for the competitiveness of total compensation to include pay and benefits.

3. The RFP does not include a requirement for a final report. Please advise if a report will be required, and if so, if there is a required final presentation and if that presentation will involve the governing board?
Yes, a final report and presentation to the school board would be required.

4. Has the District established a stakeholder committee for this project and if so, what is the membership (position titles). If not, does Roanoke County Public Schools intend to a stakeholder committee for this project?
The evaluation committee for this RFP includes the following: Assistant Superintendent, Director of HR, Director of Finance, Supervisor of HR.

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