

Energy Trust of Oregon, Inc.
REQUEST FOR QUALIFICATIONS (RFQ)
Compensation Market Pricing Tools

Energy Trust of Oregon, Inc. (Energy Trust), an Oregon non-profit, 501(c)(3) corporation, is seeking qualifications and rate information from providers of compensation market pricing tools. Energy Trust encourages the participation of all types of businesses, including minority-owned, woman-owned, veteran-owned and emerging small enterprises, in competing for contracts with our programs and operations.

Energy Trust Overview

Energy Trust is an independent nonprofit organization, selected and overseen by the Oregon Public Utility Commission (OPUC), that helps Oregon utility customers save energy on energy consumption with incentivized efficiency measures and independent generation of renewable power. Energy Trust total investments in local energy projects that save energy and generate clean energy will save utility customers \$8.9 billion on their utility bills over the lifetime of those investments. Participating customers have already saved \$4.6 billion on their energy bills since 2002. The cumulative impact of our leadership has been a contributing factor in building a sustainable energy future. More information about Energy Trust’s background, funding sources, strategic and action plans, policies, and programs are available on our website at www.energytrust.org/about.

Background

Energy Trust is looking to add a compensation market pricing tool to supplement traditional salary surveys. We’ve traditionally relied on a third-party consultant to provide analysis beyond traditional salary surveys but will now be moving this work in-house. Our organization consists of approximately 175 - 200 employees.

It's important for us to select a tool that lets us continue to supplement data as well as fill data gaps for jobs not available through traditional surveys. This includes setting up scopes of data that are relevant to our industry and location. We also want a tool that will let us upload our jobs and employees via a link with our HRIS and allow us to load our traditional surveys to manage the data in one place. Additionally, pay data analysis dashboards, such as pay equity reports, within the tool are desired.

Response Submission

To submit a response to this RFQ, please complete the form here not later than September 13, 2024: <https://www.energytrust.org/request-for-qualifications-compensation-market-pricing-tool/>

By submitted a response, you agree to the following RFQ Governing Terms and Conditions:

RFQ Governing Terms and Conditions

A. Right to Accept or Reject

This RFQ is not an agreement to purchase goods or services. Energy Trust is not bound to enter into a contract with any qualified respondent. Energy Trust reserves the right to modify the terms of this RFQ at any time in its sole discretion. This includes the right to cancel or revise this RFQ at any time. Further, Energy Trust reserves the right to waive any nonconformity in submissions received, to accept or reject any or all of the items in the submission, and award any ultimate contract in whole or in part as it is deemed in Energy Trust's best interest.

B. Ownership of Responses

All materials submitted in response to this RFQ shall become the property of Energy Trust and shall not be returned to the respondent.

C. Confidentiality

Note that proprietary information, if any, must be minimized and **SHALL BE CLEARLY MARKED**. Respondents shall clearly identify those proprietary portions of their responses that they do not want revealed to third parties and label such portions as "Confidential Information." Except as required under Energy Trust policy, law or for regulatory purposes Energy Trust will maintain confidentiality of such information.

D. Respondent Expenses

Respondents are solely responsible for their own expenses in preparing a response and for any subsequent negotiations. Energy Trust will not be liable to any respondent for any claims, whether for costs or damages incurred by the respondent in preparing the response, loss of anticipated profit in connection with any final contract or any other matter whatsoever.

E. Independent Contractor Status

Selected contractor(s) will be independent contractors to Energy Trust and must be in a position to act as independent contractors.

F. Confidentiality

Contractor(s) may be required to use and maintain Energy Trust's confidential information and in accordance with all Energy Trust requirements in the protection and use of information.