

Executive Recruiting Services

Questions & Answers

March 2023



Orange County Employees Retirement System (OCERS)

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Question	Response
1. Are there any RFP templates or requirements that can be provided?	No.
2. Can OCERS share the proposed budget for this project?	We do not have a 2023 budget for this item.
3. Is there a set aside or Preference for local California based small business or woman owned, minority owned business?	No.
4. Is there an existing incumbent/s for Executive Recruitment?	No.
5. How much has been the spend on Executive Recruitment over the past three years?	Previously, completed by in-house recruitment staff.
6. Can you share some of the position / profiles that OCERS is planning to recruit under this project?	Potential recruiting efforts could be for all Senior Executive positions that are noted on the OCERS website here: OCERS Job Descriptions Please be aware, we have no open positions at this time. The contract award will be for future recruitment efforts.
7. We have all the other requisite insurance but the Commercial Liability of \$2 million per occurrence and Umbrella Insurance limit of \$5 Million seems to be rather high, since this only for Executive Search services. Other large public pension Funds have accepted lower limits for similar Executive Search contracts. Can we request an exemption to this clause?	Yes, a modification of the insurance requirements can be requested.
8. Our proposal may contain Confidential, Proprietary and Trade secret portions. We refer to the statement on page 8 of the RFP: "If a respondent believes any portion of this proposal is exempt from public disclosure under the Act, the respondent must provide a full explanation and mark such portion as "TRADE SECRETS," "CONFIDENTIAL," or "PROPIETARY", and make it readily separable from the balance of the response." We specifically refer to the readily separable part of the statement. Would it suffice if we marked the sections Confidential and Proprietary and put in a separate page –	Yes, but as indicated, the designation will not necessarily be conclusive as it is OCERS' responsibility to determine whether a record is exempt under the California Public Records Act.

highlighting the page number with confidential information?