



**Kern County Employees Retirement Association  
(KCERA)**

1115 Truxtun Avenue, First Floor  
Bakersfield, CA 93301



**Dates of Engagement**  
2007 – Present

**Purpose / Objectives**

- Develop business requirements
- Develop a Request for Proposals for a new retirement solution
- Evaluate vendor proposals
- Perform gap analysis and cost to value ratio analysis
- Develop recommendation for award

**Nature of LRWL Services**

LRWL was engaged to assist KCERA in the development of a Request for Proposals (RFP), as well as the successful procurement, planning, and implementation of, a new, comprehensive pension administration solution. Services include:

- Development of business requirements
- Development of the Request for Proposals (RFP)
- Critical examination and analysis of submitted pension solution proposals received
- Comparative assessment and appropriateness of solution vendors' projected sizing, technology, timetables, approaches and solutions to KCERA needs
- Proposal gap analyses
- Cost to value ratio analysis
- Summarize and evaluate the strengths and weaknesses of vendor submissions
- Estimated modifications or customizations required to vendors' software and hardware packages and change order control practices
- Assessment of planning, warranty and support proposed by vendors
- Guidance and support in making a positive decision between competing vendors
- Discussion of next steps in implementing the pension administration system project as outlined in the successful proposal
- Deliver report of recommendations to the Executive Director and the Board of Retirement on proposals that most closely meet the needs of KCERA, while realistically balancing the actualities of cost, efficiency, flexibility and future growth.

Potential future scope is expected to include continuing services, on an on-going basis as needed, to augment KCERA staff resources, function as liaison with the vendor, facilitate development and implementation of the pension administration system, and serve as an advocate for KCERA's interests in all project areas with the selected solution vendor.