



# Rhode Island

## Airport Corporation

November 3, 2022

**ADDENDUM NO. 001**  
**Request for Proposals No. 33382**  
**Employee Compensation & Benefits Study**

Prospective proposers and all concerned are hereby notified of the following changes in the Request for Proposals (RFP) document related to RFQ No. 33382. These changes shall be incorporated in and shall become an integral part of the contract documents.

1. Please define the benefits to be included in survey: Group Health Insurance, Retirement (pension, 401K, 457, etc.), Welfare plans (STD, LTD), PTO, or other.

**Please see the benefits identified below:**

- **Health Insurance**
  - **Dental Insurance**
  - **Vision Hardware Insurance**
  - **Retirement [414H required and optional 457B]**
  - **Short & Long Term Disability**
  - **Life Insurance**
  - **Flexible Spending Account**
  - **Paid Time Off**
2. Does RIAC have a written compensation philosophy? **No, however, Union employee compensation and pay scales are governed by the Collective bargaining Agreement.**
  3. According to the RFP, there is a three-month timeline from executed contract until the March 31<sup>st</sup> 2023 completion date. Our extensive experience in compensation studies would question the viability of this being a 3-month project. Please consider extending the timeline for completion to April 30, 2023. **RIAC agrees to extend the deadline to April 30, 2023, however, this is a hard deadline. Consultant must manage the project and deliver the scope within this timeframe.**

**###END OF ADDENDUM###**