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1.0 General Information

1.1 Purpose and Objective

The primary objective of this Request for Proposal is to contract with a single provider of a comprehensive retirement administration solution. The solution must provide core line of business functions, such as wage and contribution reporting, benefit estimate generation, retirement processing, and DROP account maintenance.

The provider will demonstrate an expertise in the full installation of a retirement administration package, including database conversion, development and/or adaptation of all required interfaces, staff training and product maintenance and support.

1.2 Background

The Firemen's Retirement System of St. Louis provides retirement, disability, death and survivor benefits to 1750 active and retired members and their beneficiaries.

Established on July 26, 1944, in accordance with Ordinance #43009, the Firemen's Retirement System of St. Louis was created to provide a program of security for the welfare of St. Louis City Fire Fighters and their families. On January 1, 1960, the System was revised through enabling legislation by the Missouri Legislature and then by the Board of Aldermen of the City of St. Louis to further ensure the continued security for all active fire fighters, retirees and their families.

The administration of the plan is performed by a staff of four professionals. The staff members report to a Board of Trustees composed of active and retired personnel from fire service, the City Comptroller and mayoral appointees.

The software tool currently being used for membership administration is a file server application called PensionGold version 1 which has been in operation since 1999. PensionGold Version 1 is a FoxPro application.

The staff uses the system for:

- Membership tracking
- Benefit estimates and new benefit set up
- Establishing and maintaining DROP accounts
- Ad hoc reporting

All hardware is housed locally at the Retirement System facility, and a third party IT consultant provides troubleshooting for hardware network and system software issues. PensionGold Version 1 support is provided by Levi, Ray & Shoup, Inc.

Due to staff size and lack of an IT department within the organization, please note that the Firemen's Retirement System of St. Louis will only consider proposals for a browser based solution that is hosted at the vendor's site or a third party site. Also note that the vendor will be entirely responsible for the data conversion process and should price this effort accordingly.

1.3 Questions

All questions pertaining to this RFP must be submitted via email. Questions must be submitted by May 14, 2009 to:

Vicky Grass – vgrass@sbcglobal.net

1.4 Preparation Costs

Any and all costs incurred by the provider prior to the execution of a contract will be the sole responsibility of the provider.

1.5 Schedule of Events

RFP Released	05/04/2009
Vendor Questions Deadline	05/14/2009
Vendor Questions Answered	05/27/2009
Final Submission Date	06/09/2009
Vendor Presentations	06/25/2009 - If necessary
Vendor Selection	07/08/2009
Contract Execution	08/07/2009

2.0 Rules Governing Selection

2.1 Examination of the Request for Proposal

Vendors should carefully examine the entire RFP and any addenda which may be published, and all related materials and information referenced in the RFP. Vendors should become fully aware of the nature of the work and the conditions likely to be encountered in performing the work.

2.2 Vendor Minimum Qualifications

Minimum Vendor Qualifications are:

- ◆ Ten years of retirement administration software development experience
- ◆ Managed a minimum of 15 public safety employee defined benefit retirement administration software installations
- ◆ A minimum of 5 installations of a pension administration solution that included functionality to administer DROP
- ◆ Sole owner of the proposed package solution

2.3 Confidentiality

Information submitted relative to this request for proposal will not be released by the Firemen's Retirement System of St. Louis during the selection process. Upon the public announcement of the award, all information submitted to and retained by the

Firemen's Retirement System of St. Louis will become public information and subject to disclosure under the State of Missouri Sunshine Law, unless an exception under such Act is applicable.

2.4 Proposal Format

This section sets forth the format that must be followed by Vendors in developing their proposals in response to this RFP. Proposals that vary from this prescribed format are subject to being judged noncompliant and withdrawn from consideration. The Vendor must understand that the Firemen's Retirement System of St. Louis will view the degree of compliance with this section as an indication of the degree of cooperation to be expected from the Vendor in working with the Firemen's Retirement System of St. Louis after contract award. The Firemen's Retirement System of St. Louis request is not arbitrary; rather it is to enable the evaluation team to compare, in as straightforward a manner as possible, the contents of all proposals. Thus, it is in the Vendor's best interest to follow this requirement.

Vendors shall organize their responses in a manner consistent with the outline presented below. In responding to each particular item detailed within these sections, please use identical naming and numbering conventions to facilitate our review of your submission. Additional sections may be added by the vendor.

The Proposal is to be prepared on standard 8½" x 11" white paper. All proposals are to be page-numbered from first page to last, with the permitted exception of attachments to the proposal. Foldouts containing charts, spreadsheets, and other necessary supporting documentation are permissible, but must be held to a minimum. The pages must be placed in a binder with tabs separating the major sections outlined below. Manuals, hardware brochures, and other reference documentation may be provided separately if desired. Figures and tables must be numbered and referenced in the text by that number.

Proposal Section	Section Title	Section Content Description
	Proposal Table of Contents	The table of contents should include clear and complete identification of the materials submitted by section and page number.
1	Executive Summary	Provide a brief explanation of your understanding of our problem and the solution we are looking for. Also, include a brief description of your solution and reason we should select your proposed solution.
2	Company Background	Provide a description of your company, including historical background, number of staff, (including number of staff specifically involved in providing retirement administration services), number and location of offices. Provide information exhibiting the financial strength of the company.
2.1	Experiences and Abilities	Provide a summary of your company's experiences and abilities relative to successfully performing the proposed tasks. Minimum Vendor Qualifications are: ◆ 10 years of retirement administration software

Proposal Section	Section Title	Section Content Description
		<p>development experience</p> <ul style="list-style-type: none"> ◆ 15 public safety employee defined benefit retirement administration software installations ◆ 5 current clients using DROP functionality developed by the Vendor ◆ Sole owner of the proposed package solution
2.2	Client List and References	Provide a minimum of 3 public safety retirement system references that currently are using the vendor's solution in a production environment. Include Retirement System name, address, contact name, address, phone and email.
3	Proposed Solution	<p>Describe the proposed solution in support of your response to the items listed in RFP Appendix 'A'. This section of your proposal must include:</p> <ul style="list-style-type: none"> ◆ A description of the solution being proposed. ◆ The completed RFP Appendix 'A' Functional Requirements matrix. ◆ Response to the technical requirements (RFP Appendix 'B').
3.1	Proposed Software	Description of the software being proposed
3.2	RFP Appendix 'A' Response	Response to the functionality matrix (RFP Appendix 'A')
3.3	RFP Appendix 'B' Response	Response to the technical requirements (RFP Appendix 'B').
4	Hosted Solution	<p>Describe the hosted solution environment. In this section, please provide the following information:</p> <ul style="list-style-type: none"> ◆ A description of the Vendor's hosted environment, focusing on failover management and security. ◆ A graphical representation of the hosted environment.
4.1	Hosted Environment Overview	Describe the hosted environment, including the graphical representation of the environment.
4.2	Failover Management	Describe the failover management of the environment.
4.3	Security	Describe the security of the environment.
5	Work Plan and Schedule	<p>Describe the project methodology including a sample work plan and schedule. The section must include:</p> <ul style="list-style-type: none"> ◆ A description of the Vendor's Project Methodology including data conversion process/plan. ◆ Project management procedures (i.e. status meeting and reports). ◆ A sample work plan displaying typical timeframes for a project of this type.
5.1	Implementation Methodology	A description of the Vendor's Implementation Methodology, including data conversion.
5.2	Project Management Procedures	A description of the Vendor's Project Management procedures.
5.3	Sample Work Plan	A sample work plan displaying dates for the completion of

Proposal Section	Section Title	Section Content Description
		a typical project of this type.
6	Maintenance and Support	Describe the proposed on-going maintenance and support services to be provided upon final acceptance of the proposed solution.
7	Proposal Costs	Provide the related costs to deliver the proposed solution including implementation services, data conversion, software and hardware license fees and on-going maintenance and support services. Please use RFP Appendix 'C' pricing forms to present your cost information. All costs must be fixed costs.
8	Payment Plan	Provide the related costs to deliver the proposed solution including implementation services, data conversion, software and hardware license fees and on-going maintenance and support services. Please use RFP Appendix 'D' pricing forms to present your cost information. All costs must be fixed costs.

2.5 Proposal Submission

One (1) original and 1 copy of the proposal must be received by the Firemen's Retirement System of St. Louis prior to 3 pm Central Time on May 27, 2009. Proposal shall be delivered or mailed to:

The Firemen's Retirement System of St. Louis
1601 South Broadway
St. Louis, MO 63104

2.6 Modifications / Withdrawal of Proposals

A respondent may withdraw their proposal at any time prior to the final submission date by sending a written notification of its withdrawal, signed by an authorized representative. A vendor may thereafter submit a new or modified proposal prior to the final submission date. Modification ordered in any other manner, oral or written, will not be considered. A final proposal cannot be changed or withdrawn after the final submission date, except for modifications requested by the Firemen's Retirement System of St. Louis after the final submission date.

2.7 Oral Change / Interpretation

Oral changes or interpretations of any portion of this RFP are considered to be invalid. Written addenda will be issued when changes, clarifications, or amendments to the RFP documents are deemed necessary by the Firemen's Retirement System of St. Louis.

2.8 Late Submissions

PROPOSALS NOT RECEIVED BY the Firemen's Retirement System of St. Louis PRIOR TO 3 PM CENTRAL TIME, JUNE 9, 2009 WILL NOT BE CONSIDERED

AND WILL BE RETURNED UNOPENED AFTER RECOMMENDATION OF AWARD.

2.9 Rejection of Proposals

The Firemen's Retirement System of St. Louis reserves the right to reject any or all proposals if determined to be in the best interest of the Firemen's Retirement System of St. Louis.

2.10 Warranty

The Vendor must warrant that the proposed solution will operate in accordance with the documentation delivered as part of the implementation project for a period of 90 days. This includes a commitment by the Vendor to remedy any “bugs” that are *noted* by the Firemen's Retirement System of St. Louis users within the 90 period (the Vendor may still need to *fix* such bugs after the 90 day period, at no additional charge) plus any bugs that result from fixes made during the 90 period, if they are noted by the Firemen's Retirement System of St. Louis no later than 45 days after the last fix is accomplished. The cost for this should be included in the Vendor's overall proposal.

3.0 Functional Requirements

Appendix ‘A’ of this RFP identifies the mandatory required functionality to be included in the new administration system. All functionality must be included in the Vendor's proposal unless other wise stated in the RFP.

Vendors must enter one of the following codes in the “codes” column identifying their response to the individual requirement. Vendors may add additional text explaining their response:

- ◆ *I* – The required functionality and/or service is included in the base product and can be demonstrated
- ◆ *M* – The required functionality and/or service is available in the base product but customization/configuration is required to fully meet the requirement. The required customization is included in the proposed cost.
- ◆ *A* – The required functionality and/or service is available but is not in the base product. Indicates that the Vendor has developed the solution for another client and that it can be verified by another client. The cost for providing the requirement is included in the proposed cost.
- ◆ *C* – The required functionality and/or service will be customized / developed specifically for the Firemen's Retirement System of St. Louis and is included in the proposed cost.
- ◆ *N* – The required functionality and/or service will not be provided and is not included in the proposal.

4.0 Hosted Solution

As referenced earlier, due to staff size and lack of an IT department within the organization, the Firemen's Retirement System of St. Louis will only consider proposals for a browser based solution hosted at the vendor's or a third parties site.

The Firemen's Retirement System of St. Louis is especially concerned with vendor's failover management in the case of a disruptive event at the hosting facility and also the security of the application and environment.

5.0 Proposal Evaluation Criteria and Process

The Firemen's Retirement System of St. Louis has selected a group of personnel to act as an evaluation team. The procedure for evaluating the proposals will be as follows:

5.1 Proposal Receipt and Review

Proposals will be reviewed initially to determine if minimum submission requirements have been met. The review will verify that the proposal was received before the date and time specified in Section 2.5 with the correct number of copies, and the proposal is sufficiently responsive to the needs outlined in the RFP to permit a complete evaluation. Failure to meet minimum submission requirements could result in the proposal being rejected and not included in the evaluation process.

Upon receipt, the proposal information will be disclosed to the evaluation committee members only. The proposal will not be publicly opened.

Although proposals may be accepted and a contract awarded without discussion, the Firemen's Retirement System of St. Louis may initiate discussions should clarification be necessary.

5.2 Proposal Evaluation and Categories

Scoring shall include information obtained by reviewing the Vendor's proposal documents, contacting references, and conducting Vendor interviews and product demonstrations if applicable. The Evaluation Team shall be under no obligation to contact Vendors for clarification of proposals, but it shall reserve the right to do so at any time prior to contract award.

Each proposal will be evaluated on the basis of the categories below. Based on the results of the evaluation, the proposals determined to be most advantageous to the Firemen's Retirement System of St. Louis, taking into account all of the evaluation factors, may be selected by the Firemen's Retirement System of St. Louis for further action. If technical proposals are close to equal, greater weight could be given to price.

5.3 Evaluation Criteria

Proposals will be evaluated based upon the proven ability of the respondent to satisfy the requirements of this Request in a cost-effective manner. Specific criteria are:

<u>Category</u>	<u>Percentage of overall score</u>
Vendor Qualifications/Experience	40%
Proposed Solution Functionality	40%
Cost Proposal	20%

5.4 Proposal Rejection

The Firemen's Retirement System of St. Louis reserves the right to reject any and all proposals deemed non-responsive to the requirements set forth in the RFP.

5.5 Public Disclosure

The information submitted by the Vendor, including statements and letters, shall be subject to public disclosure as required by Federal and State law. Responses to the RFP will be disclosed to the evaluation committee only, and responses will not be publicly available until after contract award. The possible need for negotiations and to protect the integrity of the public procurement process precludes general release of this information until after contract award.

Award will be made to the responsible Vendor whose proposal is deemed to be the most advantageous to the Firemen's Retirement System of St. Louis, taking into consideration all evaluation factors. Only those evaluation criteria outlined in the RFP will be used.

Appendix ‘A’ – Functional Requirements

The tables below identify the mandatory required functionality to be included in the new administration system. All functionality must be included in the Vendor’s proposal unless otherwise stated in the RFP.

Vendors must enter one of the following codes in the “**Vendor’s Response Code**” column identifying their response to the individual requirement. Vendors may add additional text explaining their response:

- ◆ *I* – The required functionality and/or service is included in the base product and can be demonstrated
- ◆ *M* – The required functionality and/or service is available in the base product but customization is required to fully meet the requirement. The required customization is included in the proposed cost.
- ◆ *A* – The required functionality and/or service is available but is not in the base product. Indicates that the Vendor has developed the solution for another client and that it can be verified by another client. The cost for providing the requirement is included in the proposed cost.
- ◆ *C* – The required functionality and/or service will be customized / developed specifically for the Firemen's Retirement System of St. Louis and is included in the proposed cost.
- ◆ *N* – The required functionality and/or service will not be provided and is not included in the proposal.

Membership Tracking

Member Information Tracking			
Req ID	Functionality Description	Vendor’s Response Code	Vendor’s Description
1.	System provides the ability to accept and process a reporting file from employers. This includes editing and posting member related information such as contributions, salary, service purchase payments.		
2.	System maintains and tracks employer reportings as well as employer payments of member contributions.		
3.	System provides an on-line ability to view and/or correct reporting errors of member information prior to posting to member’s account.		
4.	System maintains and tracks contribution and service credit rules that are be used by the system to verify incoming contributions and compute member service. These rules must be modifiable by end-users with appropriate security.		
5.	System maintains member related demographic information such as name, birth information, death information, Social Security Number.		
6.	System tracks member name changes.		

Member Information Tracking			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
7.	System maintains multiple addresses for each member using effective dating and address types.		
8.	System maintains multiple phone numbers for a single member.		
9.	System maintains multiple contacts for a single member.		
10.	System maintains both dependent and beneficiary information for members including name, address, phone, contact, relationship, SSN, birth date, beneficiary designations.		
11.	System maintains detailed salary information as reported by the reporting agencies.		
12.	System maintains detailed contribution information as reported by the reporting agencies.		
13.	System maintains and computes member service credit.		
14.	System provides the ability to grant interest to individual accounts as well as a group of accounts in a batch mode.		
15.	System provides the ability to back out interest.		
16.	System provides alternative views of contribution, salary, and service history, such as by plan, employers, filtered dates, etc.		
17.	System allows detailed salary, contribution and interest information to be quickly printed and / or saved to a text file.		
18.	System maintains and tracks each member's employment history including job title, job type, dates of employment.		
19.	System provides a service purchase calculator with the ability to establish service purchase contracts and to track both employer deduction payments and/or manual payments.		
20.	System tracks member reciprocal service.		
21.	System tracks member qualified domestic relations orders and provides warning messages of their existence.		
22.	System provide the ability to set up and track deferred retirement option benefit.		
23.	System allows easy entry of notes with note classification and note types for each viewing and printing.		
24.	System provides the ability to print a single member statement with the ability for the user to select which portions of the statement are to be printed (i.e. contribution, service, service purchase, nominated beneficiary, and		

Member Information Tracking			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
	dependent.		
25.	System provides the ability to print member statements for a select group of members by member status, including the ability to select which portions of the statement are to be printed.		
26.	System provides the ability to store generated member statements in a member's history file.		
27.	System provides the ability to send a member statement file to a third party for printing in a different format.		
28.	System provides canned reports supporting member information and the ability to preview the reports prior to printing.		
29.	System provides the ability to produce an actuarial extract file containing both active and retired members.		
30.	System can be integrated with an imaging system to view imaged documents from specific screens.		
31.	Reports can be printed and indexed into an imaging system and later viewing and printing.		

Benefit Calculations

Benefit Calculation Functionality			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
32.	System maintains and tracks benefit eligibility and calculation rules which can be changed by the end users when needed.		
33.	System eligibility and calculation rules use effective dating to determine which rules are to be used.		
34.	System maintains and stores all payment option rules as well actuary mortality tables.		
35.	System computes all benefits described in the Firemen's Retirement System of St. Louis plan documents.		
36.	System computes all forms of benefit payments described in the Firemen's Retirement System of St. Louis plan documents.		
37.	System provides a benefit projection feature which produces a benefit estimate statement.		
38.	System provides the ability to store benefit estimates in each member's history file.		
39.	System provides the ability to view and/or print past benefit estimates on a per member		

Benefit Calculation Functionality			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
	basis.		
40.	System allows users to project service and salary in computing projected benefits.		
41.	System computes benefits for beneficiaries as well as members.		
42.	System uses the same benefit calculation routines in computing an actual benefit to be paid to a member and/or beneficiary.		
43.	System provides a benefit recalculation feature to re-compute a current benefit and to compute any over and/or under payment adjustments.		
44.	System provides a benefit cancellation feature which will reset a member to active status and restore all contributions and service.		
45.	System provides IRC 415(b) reasonableness testing functionality.		

Member / Payee Activity

Member / Payee Activity Tracking Functionality			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
46.	System provides a module which tracks a member's and/or payee's file activity such as notes, past benefit estimates, and past member statements.		
47.	System allows users to view and edit individual member notes.		

Security

System Security Functionality			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
48.	System must provide application security on a per user basis.		
49.	Security restrictions must be placed on a group level and not a member level.		
50.	Users must be assigned to security group.		
51.	Each user must have the ability to change his/her password voluntarily or upon expiration of the password.		
52.	Security must be available down to the screen level including processes.		
53.	System must provide an audit trail of all		

	interactive updates as well as the identification of when a batch process was executed.		
54.	System must provide an audit trail of all system generated messages.		
55.	All audit trail files must be viewable via a screen using select search criteria such as date, user id, and system function.		

Miscellaneous Functionality

Miscellaneous Functionality			
Req ID	Functionality Description	Vendor's Response Code	Vendor's Description
56.	System includes stand alone work processes designed to direct users through administrative tasks such as terminating a member, retiring a member, setting up a benefit payment, processing a monthly payroll. These processes must contain panels directing the users to entered options and/or information needed to complete the process.		
57.	System must contain a Search facility designed to allow users to enter SSN (if known) or other information such as part of last name and first name, date of birth, etc. to find a member.		
58.	System must contain the ability for users to maintain tax table information, insurance premium information, direct deposit bank information, and contribution rules.		

Appendix ‘B’ – Technical Requirements

Please respond to the following requirements by indicating whether the proposed solution meets these criteria and a brief explanation of how the proposed solution meets these criteria. Your response should be placed directly below each question.

1. The line-of-business application should be architected for extensibility. As new features are added, these features should extend the existing solution without requiring costly, intrusive changes to the existing application code.
2. The line-of-business application should be architected for scalability. As the volume of data or the demands of new functionality evolves over time, the system should easily be able to scale to accommodate the new demands.
3. White-box business rules and processes should be part of the system. Business rules and business processes should not be buried in application code but should be separated from the application code and be viewable by the Fund’s staff so they can see how the rules and processes have been implemented.
4. The line-of-business application should implement the core software engineering concept of Separation of Concerns. Along with business rules and business processes being separated from the application code, the LOB solution should use horizontal separation by establishing a presentation and/or service interface layer, business layer and resource access layer. Vertical separation should be implemented to separate the application’s responsibilities into modules or services. Boundaries should be enforced between concerns and should avoid leakage or bleed between concerns.
5. The line-of-business application should separate technology from process. Business processes change over time at a different rate than technologies change. Business should not have to be disrupted due to the volatility of technologies. The LOB should accommodate the natural progression of business independently from operating system version, versions of frameworks, new presentation technologies and so forth.
6. The line-of-business application should be implemented so the module or service interface is independent of the implementation. Communication between modules or services should be based on messages and should carry a quality of service (QoS) associated with it, such as authentication and authorization, reliable messaging, and policies regarding who can invoke module or service.

7. The line-of-business application should employ well established design patterns and object-oriented designs to reduce the total cost of ownership and improve the long-term reliability of the solution. Behavioral patterns, such as the Observer, Visitor, Mediator and Strategy, should be used to address the communication between objects and services and should be implemented to improve stability and ease of expandability as the application code evolves over time. Concurrency patterns, such as Monitor, Scheduler, and Thread-pool should be applied to provide robust, reliable processing for a multi-user, asynchronous processing application. Creation patterns, such as the Factory method, Singleton and Builder, and Structural patterns, such as Adapter, Composite and Façade, should be implemented to improve the maintainability and extensibility of the application.
8. The line-of-business application should provide transactional integrity while providing maximum data throughput and concurrency. The transactional model should support parallel processing so multiple application threads accessing the same data schema simultaneously have full access to the data while maintaining the integrity of the data saved in all units of work performed by the parallel processes. Rollback of the transactional model chosen should return all modified data to the preprocess state. Compensated transactions store before and after images of data modified in small atomic transactions and committed to the database during a process flow such that, in the event of system failure all previous updates persisted to the data can be rolled back using the compensation data persisted in the database.
9. The line-of-business application should be secure. A real-time, web application security scan must have been performed by a reputable, third-party organization. The results of the third-party organization's security assessment must have zero medium severity or high severity issues. Any medium or high severity security issues must be resolved before the system will be accepted. If any Low Severity or Information issues are identified, the Vendor must document, in writing, each issue and the issue's potential risk and associated cost to resolve the issue.

Appendix ‘C’ – Pricing Tables

The tables in this appendix are to be used in presenting the costs for your proposed solution. All costs are to be effective for a period of 90 days from proposed due date.

The Firemen's Retirement System of St. Louis will only accept fully loaded (including all travel related expenses) fixed price cost proposals.

Cost Summary	
Software, Hosting, & Implementation Costs	
Description	Proposed Costs
Proposed Software	\$0.00
Implementation Costs	\$0.00
Miscellaneous Costs	\$0.00
Total Software & Implementation Costs	\$0.00
<i>Monthly Solution Hosting Costs</i>	\$0.00
<i>Annual Maintenance Costs</i>	\$0.00
<i>Support Hourly Rate</i>	\$0.00

Proposed Software Costs – The Proposed Software Costs Table identifies all proposed application software. Only the primary proposed solution products should be listed in this table. All costs must allow for up to ten (10) user licenses for the administration of the Firemen's Retirement System of St. Louis. This table should reflect all software that the Firemen's Retirement System of St. Louis will be required to purchase.

Proposed Software Costs	
Description	Proposed Costs
Software Costs	\$0.00
	\$0.00
	\$0.00
Total Proposed Software Costs	\$0.00

Implementation Costs – The Implementation Costs Table identifies all costs associated with the services required for the implementation of the proposed solution. These costs must be fully loaded and fixed.

Implementation Costs	
Description	Proposed Costs
Implementation Services – Project Management, Requirements, Software Implementation and Rollout, Documentation, etc.	\$0.00
Data Conversion Costs	\$0.00
User Training Costs	\$0.00
Total Proposed Implementation Costs	\$0.00

Hosting Costs – The Hosting Costs Table identifies all costs associated with hosting the solution. Please provide monthly pricing as well as any one time or annual fees

Hosting Costs	
Hosting Costs	
Description	Proposed Costs
Hosting Costs – One Time	\$0.00
	\$0.00
Total Hosting Costs	\$0.00
Monthly Solution Hosting Costs	\$0.00

Appendix 'D' – Payment Structure

In order to lessen the impact of the cost of the project on our budget, please break out the cost of the project over three fiscal years (The Firemen's Retirement System of St. Louis fiscal year begins October 1). Do not include the monthly cost for hosting the solution; however, please include any one time fees associated with hosting. Please indicate, by fiscal year, the amount of payment that the Firemen's Retirement System of St. Louis will be responsible for.

Project Payments	
Description	Proposed Costs
Fiscal Year 2010 Total Payments (begins 10/1/09)	\$0.00
Fiscal Year 2011 Total Payments (begins 10/1/10)	\$0.00
Fiscal Year 2012 Total Payments (begins 10/1/11)	\$0.00
Total Proposed Costs	\$0.00