



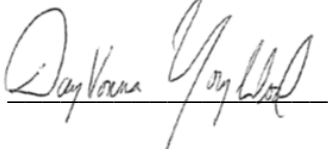
## Inter Office Memo

DEPARTMENT OF  
HUMAN RESOURCES

### ITEM 7

DATE: September 11, 2025

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager 

SUBJECT: Ad Hoc Consultant RFP Evaluation Subcommittee Recommendation

#### **Discussion**

On November 24, 2020, the Board of Supervisors approved Agreement No. 20-462 with Northwest Capital Management for consulting services related to the County of Fresno 457(b) Deferred Compensation Plan. The Agreement provided for a five (5) year term, ending December 31, 2025. On April 5, 2022, the Board of Supervisors approved Agreement No. 22-132, which amended Agreement No. 20-462 to allow Northwest Capital Management to provide for consulting services to the County of Fresno 401(a) Defined Contribution Plan.

Pursuant to Section 8.02 of the County of Fresno 457(b) Deferred Compensation Plan Document and Board of Supervisors Resolution No. 22-114, your Council has the responsibility to recommend the appointment of a 457(b) Deferred Compensation Plan and 401(a) Defined Contribution Plan Consultant to the Board of Supervisors. Therefore, at the April 10, 2025 Deferred Compensation Management Council meeting, Donald Kendig and Sheri Walden were appointed to an Ad Hoc Deferred Compensation Plan Consultant RFP Subcommittee (RFP Subcommittee).

The RFP Committee was given the responsibility to review and evaluate the written proposals submitted, identify the proposals that best meet the needs of the County, interview the top finalists (if necessary) and recommend a winning bidder to the full Council.

On July 22, 2025, the County of Fresno released Request for Proposals (RFP) #25-105, for consulting services related to the County of Fresno 457(b) Deferred Compensation Plan and the County of Fresno 401(a) Defined Contribution Plan (the "Plans"). Five (5) vendors responded to the RFP:

1. Fiduciary Consulting Group
2. NFP
3. Northwest Capital Management
4. SageView Advisory Group
5. USI Consulting Group

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All of the bids met the minimum qualifications and were evaluated.

The RFP Subcommittee evaluated the proposals relative to each other generally and to industry standards, in accordance with the following criteria:

1. Proposing firm's responsiveness to the RFP.
2. Proposing firm's inclination and ability to accept the terms and conditions of the model County of Fresno contract.
3. Qualifications and capability of proposing firm and key personnel assigned to the County Plans, as demonstrated in the Scope of Work Proposal Requirements section.
4. Demonstrated ability of proposing firm to successfully provide the services outlined in the Scope of Work with emphasis on experience providing these services to 457(b) deferred compensation plans of comparable size and nature in California.
5. Cost, as submitted under the Cost Proposal section.

The RFP Subcommittee met on August 13, 14, and 18 to discuss the proposals, with a County Purchasing Analyst in attendance to observe the proposal evaluation process. Proposals were ranked from #1 through #5. The RFP Subcommittee ranked the bidders as follows:

1. Northwest Capital Management
2. NFP
3. USI Consulting Group (tie)
3. Fiduciary Consulting Group (tie)
5. SageView Advisory Group

After discussing each proposal in detail, the RFP Subcommittee determined that **Northwest Capital Management** was the strongest candidate to provide Consultant Services to the Plans, as their bid provided the Plans with the greatest value. Due to the overall strength of **Northwest Capital Management's** proposal, and their standing as the top-rated vendor, the RFP Subcommittee further determined that finalist interviews were not necessary to select the winning bidder. A summary of the key factors leading to the RFP Subcommittee's determination is provided below.

1. Northwest Capital Management demonstrated the most in-depth research and analysis of investments, including conducting on-site visits of major record-keepers and investment managers, and an Investment Committee that meets weekly.
2. They demonstrated the strongest strategy for monitoring the performance of the Plans' Record-keeper.
3. They demonstrated a strong Plan Record-keeper RFP process.

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4. They offered the second-lowest 5-year cost.

**Recommended Actions**

1. Approve the Ad-Hoc RFP Subcommittee's recommendation to retain Northwest Capital Management as the 457(b) Deferred Compensation Plan and 401(a) Defined Contribution Plan Consultant on a five (5) year service agreement with no renewals.
2. Direct staff to present the Deferred Compensation Management Council's recommendation to County of Fresno Purchasing for approval and issuance of a tentative award notice to Northwest Capital Management.
3. Direct staff to negotiate a service agreement and any additional required documents with Northwest Capital Management for submission to the Board of Supervisors for final approval.