



CITY OF SALEM SCHOOL DIVISION

Notice of Intent to Award Bid

DATE POSTED: October 31, 2025

FROM: Mandy C. Hall, Chief Financial Officer

mch

SUBJECT: Pay Plan Study Proposal Results

Proposals for Pay Plan Study were received from 5 companies by the proposal due date of October 21, 2025 at 2:00 pm in response to an RFP (Request for Proposals). The 3 companies are:

- Evergreen Solutions, LLC
- Gallagher Benefit Services, Inc.
- MGT Impact Solutions, LLC
- Management Advisory Group International, Inc.
- Paypoint HR, Inc.

Following discussions with the top proposers, the evaluation committee deemed the top ranked proposer to be **Evergreen Solutions, LLC** and the bid will be awarded to the company with the contract to start on or around November 11, 2025.

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