

Proposal Submittal To

**Florida City of Gainesville
Gainesville Regional Utilities**

**Request for Proposal
Temporary Personnel Services
Solicitation No. FPUR-200036-GD**

Submitted by:



6750 N Andrews Ave, Suite 200
Ft. Lauderdale, FL 33309
Tel: (954) 938 - 2800
Fax: (954) 938 - 2004
www.radgov.com



RADgov, Inc.

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Ft. Lauderdale, FL 33309

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Fax: (954) 938 - 2004

www.radgov.com

Cover Letter

July 13, 2020

Attn: Gayle Dykeman
Procurement Specialist 3
dykemangb@cityofgainesville.org

RE: Request for Proposal – Temporary Personnel Services Solicitation No. FPUR-200036-GD

Dear Mr. Dykeman,

RADgov, Inc. (henceforth referred to as RADgov) is pleased to submit a response for RFQ “Temporary Personnel Services ” to Florida City of Gainesville (CITY). RADgov intends to bid only on General Office & Clerical Work job category.

RADgov, Inc. is a Certified Minority and Women Owned Small Business Enterprise (WOSB) with over fifteen (15) years of experience in providing IT Consulting services. RADgov leverages its strong experience and expertise in providing similar services to various clients to provide The County qualified professional, timely response and cost effective services.

Our client list also includes United States House of Representatives, US Department of Air Force, US Department of Army, US Department of Agriculture, Equal Employment Opportunity Commission, US Patent and Trademark Office, WA Community Transit, MD Maryland Health Benefit Exchange, WA Hennepin County, WA King County, AstraZeneca, Biogen Idec, GE Healthcare, Riverside County Medical Center, Johnson & Johnson, State of North Carolina, State of New Jersey, Eastern Municipal Water District etc..

We meet all the requirements and will comply with Terms and Conditions set in RFP. RADgov acknowledges the receipt and review of Addendum # 1, 2, 3 & 4.

Please find our proposal enclosed and should you need any clarification regarding our proposal, please feel free to call me at (954) 938 - 2800 or via email parcher@radgov.com / contracts@radgov.com

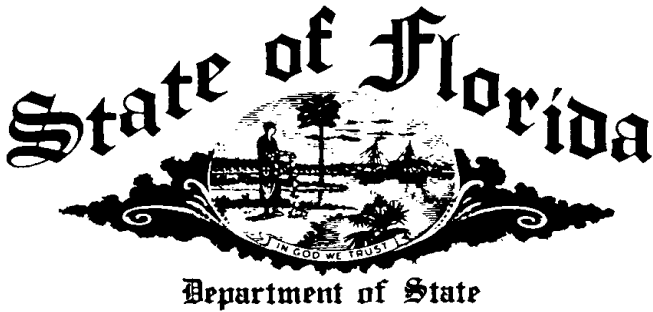
Sincerely,

Pranay Mishra (Manager)
RADgov, Inc.

Table of Contents

Minimum Requirements..... 4
Pricing Response Form 5
Experience 7
References 11
Respondent’s Certification 12
Drug Free Workplace Certification..... 14
Placement Success Rate..... 15
Business Recruitment Policy, Practices and Philosophy..... 16
Client fulfillment process 20


Minimum Requirements



I certify the attached is a true and correct copy of the Articles of Incorporation of RADGOV, INC., a corporation organized under the laws of the State of Florida, filed on April 27, 2005, as shown by the records of this office.

The document number of this corporation is P05000061907.

Given under my hand and the Great Seal of the State of Florida at Tallahassee, the Capitol, this the Sixteenth day of May, 2005



Glenda E. Hood
Glenda E. Hood
Secretary of State

CR2EO22 (2-03)

Pricing Response Form

RFP#FPUR-200036-GD: Temporary Personnel Services

SOLICITATION NUMBER FPUR-200036-GD FOR TEMPORARY PERSONNEL SERVICES

PRICING RESPONSE FORM

Responding Company's Name: RADgov, Inc.

The foundation for the determination of the employee Wage Rate is the City of Gainesville Job Classification and its associated Minimum Salary. Most recent information can be located at:

<https://www.governmentjobs.com/careers/gainesville/classspecs>

Direct reference to the City's Job Description, Job Code and Minimum Salary for the position should be provided as back-up for the bill rate quoted.

The Bill Rate \$/Hour will be determined by an All-Inclusive Multiplier added to the CITY'S minimum salary for the position. The All-Inclusive Multiplier must include all Affordable Care Act fees.

This solicitation may award to more than one vendor. The CITY understands that some temporary services companies specialize in certain categories of services, therefore, bidders may bid on one category, many, or all of the work categories identified below. However, bidder must be able to demonstrate that it has the resources to fully support the job categories for which they are bidding.

NOTE: Technical Categories are not sought under this solicitation.

Provide All-Inclusive Multiplier for all Job Categories your company is bidding on below, remember, the All-Inclusive Multiplier must include provision for the Affordable Care Act:

	Job Categories	All Inclusive Multiplier
1	General Office & Clerical Work	46%
2	Labor-Light Lifting (i.e. Store Clerk)	---
3	Maintenance, Labor- Heavy Lifting (i.e. janitorial, outdoor labor such as small equipment operators, working in concrete, asphalt, digging trenches, etc.)	---
4	Child Care	---
5	Food Service (i.e. Cooks, Waiters, Kitchen Staff)	---
6	CDL Drivers	---
7	School Crossing Guards	---

RFP#FPUR-200036-GD: Temporary Personnel Services

The following services shall be provided by the Contractor prior to employing temporary personnel upon the request of the City. These services must be billed in accordance with the rates stated, unless otherwise included in the billing rate.

a. Health Statements: At the request of the City, the Contractor shall have health assessments conducted to determine an employee's general state of health and physical ability to perform the job for which the employee is requested.

Cost per request: \$75.00

b. Drug Testing: Drug testing may be required for certain job classifications. The Contractor is responsible for conducting drug testing at the request of the City and in accordance with all federal regulations.

Cost per request: \$35.00

c. Criminal Background Check: (as required by job duties)

Cost per request: \$10.00

d. Criminal Record Check: (as required by job duties)

Cost per request: \$9.00

e. Motor Vehicle Record Check: (as required by job duties)

Cost per request: \$10.00

Do not quote fractional percentages beyond 2 digits. If more than two digits are quoted, percentage will be obtained by rounding down.

If the Respondent offers discounted pricing, such as prompt payment discounts or volume discounts, it must be clearly stated and explained here. Such discounts, if applicable, will not be used in determining award of the Solicitation. If there are additional rates that are not included above, they must be included in the "Clarifications and Exceptions" page marked as "Additional Pricing". If Respondent is awarded the contract, additional rates must be formalized via an Amendment to the Contract.

Submitted by:

Name (printed) Pranay Mishra

Signature 

Title Manager

Date 07/13/2020

Experience

Our Current Client List includes

S No.	State	Agency	Contract Title
1.	Federal	US House of Representatives	Web based Staff Augmentation
2.	WI	Waukesha County	Temporary Employment Services Group 1 - Administrative, Group 2 - Accounting and Group 3 - Information Technologies, Inc. on an "as needed" basis
3.	PA	Port Authority of Allegheny County	Temporary Technical and Temporary Clerical Support Services - RFP NO. 19-04
4.	CA	Eastern Municipal Water District	Various- On call Computer Services
5.	CA	Department of General Services	Master Services Agreement for Information Technology (IT) Consulting Services
6.	FL	The School Board of Broward County	Technical Contract Staffing
7.	FL	State of Florida	State Term Contract IT Consulting Services
8.	OK	University of Oklahoma	IT Staffing and Consulting Services
9.	KS	State of KS Division of Purchases	Information Technology Services Master Contract
10.	MN	Hennepin County MN	IT Consulting Services
11.	PA	Pennsylvania State System of Higher Education	IT Consulting and Support Services
12.	PA	City of Philadelphia	IT Staff Augmentation
13.	CA	City of Sunnyvale	Professional & Technical IT Contracting Services

14.	CA	City of Sunnyvale	Temporary Personal Services for IT
15.	PA	Commonwealth of Pennsylvania	Information Technology Staffing Services
16.	DC	Department of Air Force	SJAFPED office IT Technician
17.	CA	Eastern Municipal Water District	Progress Development Services
18.	FL	Florida Department of Environmental Protection	IT Staff Augmentation Services
19.	MN	Hennepin County	IT Staffing
20.	CA	Southern California Association of Governments	Temporary Staffing Services
21.	NY	L3 Technologies	Temporary Worker Agreement
22.	MD	Maryland Health Benefit Exchange (MHBE)	IT Consulting and Technical Support Services Indefinite Delivery, Indefinite Quantity (IDIQ) Solicitation# MDM0031036680
23.	CA	Southern California Association of Governments	Temporary IT Consulting Services
24.	SC	State SC	Temporary Worker Agreement
25.	AR	State AR	Temporary Worker Agreement
26.	AZ	State AZ	Temporary Worker Agreement
27.	CA	State CA	IT Temporary Staffing Services
28.	FL	State FL	IT Temporary Staffing Services
29.	ME	State ME	IT Temporary Staffing Services
30.	MI	State MI	IT Temporary Staffing Services

31.	MS	State MS	IT Temporary Staffing Services
32.	NC	State NC	IT Temporary Staffing Services
33.	NJ	State NJ	IT Temporary Staffing Services
34.	DE	State of DE Department of Transportation	Information Technology Staffing Project Staffing
35.	GA	State of GA	IT Temporary Staffing Services
36.	IA	State of IA	IT Temporary Staffing Services
37.	OH	State of OH	IT Temporary Staffing Services
38.	UT	State Utah	IT Temporary Staffing Services
39.	VA	State VA	IT Temporary Staffing Services
40.	WI	State WI	IT Services
41.	CO	State CO	IT Temporary Staffing Services
42.	OR	State OR	IT Temporary Staffing Services
43.	NY	Nassau County	Supplemental Staffing
44.	IL	Illinois Central Management Services	IT Resources Multi-Step Sealed
45.	WA	City of Tacoma	Utility Technology Portfolio Project Management Temporary Staffing Services
46.	FL	City of Cocoa	Professional Information Technology Services on an as-needed basis
47.	AZ	Pima County Community College District	Information Technology Services and Consulting Proposal No. P18/9982L

48.	MO	St. Louis Community College	Supplemental Information Systems/Technology Support Services
49.	WA	Community Transit	PeopleSoft 9.2 HCM: Techno-functional Resource to complete Time & Labor Implementation (Task Order)
50.	OR	Washington County Government (ORCPP)	Information Technology Consulting Services & Technical Staff Augmentation Work
51.	KS	Department of Administration	Information Technology Services
52.	FL	Seminole County	IT Staffing and Contract Services for Information Technology
53.	WA	Department of Enterprise Services (DES)	ITPS Convenience - A Second Tier Solicitation from DES Master Contract 08215 ITPS
54.	MO	St. Louis Community College	IT Recruiting Services

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References

RFP#FPUR-200036-GD: Temporary Personnel Services

REFERENCE FORM

Name of Bidder: RADgov, Inc.

Provide current, verified information for three references of similar scope performed within the past five years. You may include other pertinent information.

#1 Year(s) services provided (for example: 1/2018 to 2/2019): September 2015 - To Date

Company Name: US House of Representatives

Address: 358 Ford Bldg.

City, State, Zip: Washington DC 20515

Contact Name: Matthew Horn

Phone Number: (202) 226 - 0366 Fax Number: _____

Email Address: matthew.horn@mail.house.gov

#2 Year(s) services provided (for example: 1/2018 to 12/2019): February 2012 - To date

Company Name: GE Aviation - Adecco

Address: 1 Neumann Way,

City, State, Zip: Cincinnati, OH 45215, United States

Contact Name: Shannen Hardin

Phone Number: (866) 894 - 6902 Fax Number: _____

Email Address: shannen.hardin@ge.com

#3 Year(s) services provided (for example: 1/2018 to 12/2019): July 2019 - To date

Company Name: Ametek - Adecco

Address: 1100 Cassatt Road

City, State, Zip: Berwyn, PA 19312

Contact Name: Tiffany Dunbar

Phone Number: (347) 543 - 6121 Fax Number: _____

Email Address: Tiffany.Dunbar@adeccona.com

Respondent's Certification

RFP#FPUR-200036-GD: Temporary Personnel Services

SOLICITATION NUMBER FPUR-200036-GD FOR TEMPORARY PERSONNEL SERVICES

RESPONDENT'S CERTIFICATION

NAME OF CORPORATION, PARTNERSHIP, OR INDIVIDUAL: RADgov, Inc.

PHYSICAL ADDRESS: 6750 N. Andrews Ave, Suite 200, Fort Lauderdale, Florida 33309

FEDERAL IDENTIFICATION #: 20-2752989 STATE OF INCORPORATION: Florida (Seal)

I have carefully reviewed this Solicitation including the scope, submission requirements, general information, and the evaluation and award process.

I acknowledge receipt and incorporation of the following addenda, and the cost, if any, of such revisions has been included in the pricing provided.

Addenda ___ through ___ acknowledged (if applicable).

I am a small business enterprise (SBE) or service disabled veteran enterprise (SDVE) certified with the City of Gainesville Equal Opportunity Department (<http://www.cityofgainesville.org/OfficeofEqualOpportunity.aspx>). YES NO

I am a local business requesting Local Preference (include Business Tax Receipt and Zoning Compliance Permit) YES NO

The Living Wage Ordinance applies YES NO

If yes, additional costs in response price \$ _____

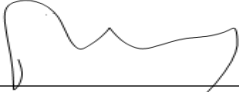
I further acknowledge that: Response is in full compliance with the specifications; or Response is in full compliance with the specifications except as specifically stated and explained in detail on sheets attached hereto and labeled "Clarifications and Exceptions".

I hereby propose to provide the goods/services requested in this Solicitation. I agree to hold pricing for at least **60** calendar days from the Solicitation due date. I agree that CITY's terms and conditions herein take precedence over any conflicting terms and conditions submitted for CITY's consideration, and agree to abide by all conditions of this Solicitation.

I certify that all information contained in this Response is truthful to the best of my knowledge and belief. I further certify that I am duly authorized to execute and submit this Response on behalf of the organization as its agent and that the organization is ready, willing and able to perform if awarded.

I further certify that this Response is made without prior understanding, agreement, connection, discussion, or collusion with any other person, company or corporation submitting an offer for the same product or service; no officer, employee or agent of CITY owns or will benefit more than 5% from award of this Solicitation; and the undersigned executed this Respondent's Certification with full knowledge and understanding of the matters therein contained.

RFP#FPUR-200036-GD: Temporary Personnel Services

	07/13/2020	RESPONDENT'S CONTACT (for additional information)
_____ AUTHORIZED SIGNATURE	_____ DATE	_____ NAME
Pranay Mishra	Manager	Pranay Mishra
_____ PRINT NAME	_____ TITLE	_____ TITLE
(954) 938 - 2800	(954) 938 - 2004	Manager
_____ TELEPHONE NUMBER	_____ FAX NUMBER	_____ PHONE
parcher@radgov.com		(954) 938 - 2800
_____ E-MAIL ADDRESS		_____ E-MAIL ADDRESS
www.radgov.com		parcher@radgov.com
_____ WEBSITE		

If Respondent is not an individual, include authorization for the above individual to sign on behalf of the organization.

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Drug Free Workplace Certification

RFP#FPUR-200036-GD: Temporary Personnel Services

**CITY OF GAINESVILLE
GAINESVILLE REGIONAL UTILITIES
PROCUREMENT**

**SOLICITATION NUMBER FPUR-200036-GD FOR TEMPORARY PERSONNEL SERVICES
DRUG-FREE WORKPLACE CERTIFICATION FORM**

Preference may be given to a business that certifies that it has implemented a drug-free workplace program. Pursuant to Section 287.087, Florida Statutes, whenever two or more competitive solicitations that are equal with respect to price, quality, and service are received by the State or by any political subdivision for the procurement of commodities or contractual services, a response received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie responses will be followed if none of the tied providers has a drug free workplace program. In order to have a drug-free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under proposal a copy of the statement specified in Subsection (1).
4. In the statement specified in Subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under proposal, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893, Florida Statutes, or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on any employee who is so convicted or require the satisfactory participation in a drug abuse assistance or rehabilitation program as such is available in the employee's community.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of applicable laws, rules and regulations.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

RADgov, Inc.
CORPORATION, PARTNERSHIP, OR INDIVIDUAL


AUTHORIZED SIGNATURE

07/13/2020
DATE

Placement Success Rate

RADgov has a placement success rate of 70%. RADgov has home grown proprietary Resource Management System, which has more 6000+ active profiles of candidates who are highly qualified in various domains. With our Resource Management System, RADgov is fully capable of deploying additional resources in a short time frame. Our RMG is reviewed and amended periodically every 6 months.

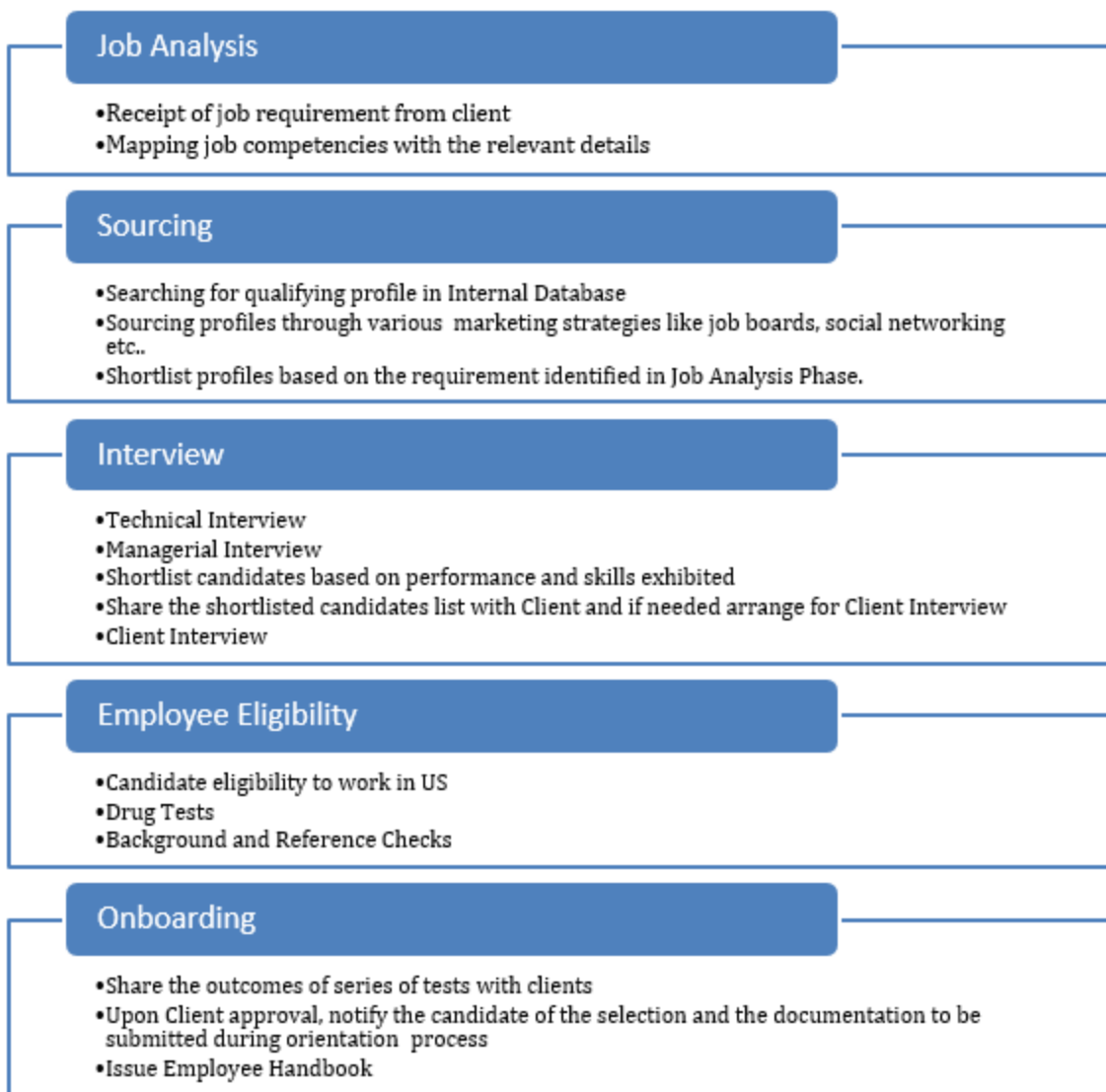
RADgov's home grown Resource Management Group (RMG) offers a unique combination of exhaustive staffing experience; diverse resource pools and extensive IT experience. Additionally, our latent resource pool enables us to quickly put together and provide large teams of consultants with expertise and appropriate skill levels as desired by State. We provide all our customers with qualified and experienced consultants in an aggressive time period.

To deploy the right skilled resource in a timely manner, RADgov has home grown Resource Management Framework, which is reviewed and amended periodically. We have more than 500 active profiles added to our framework every 6 months, with more than half of them are willing to work for any client/ contract at any given point of time. This framework enables RADgov to provide resources to its customers from various resource pools. This ensures timely deployment of right resources. RADgov understands the importance of candidate availability throughout the duration of contract even in a staffing model and ensures that our resources available. This will provide maximum customer satisfaction. RADgov resources will have a complete understanding of the tasks to be performed.

Remainder of page intentionally left blank

Business Recruitment Policy, Practices and Philosophy

Careful recruitment of the very best employees is RADgov's core competency. The employees selected are carefully screened and assessed for necessary functional and technical skills along with clearly demonstrating strong communication and interpersonal skills.



Job Analysis

RADgov applies in-depth analysis of the job requirement received from the client. RADgov performs detailed study on the requirement and gathers complete job description and specification details. RADgov's thorough examination helps in

- Obtaining first hand job-related information
- creating Right Job-Employee fit

- Establishing effective hiring strategies
- Establishing guidelines for performance evaluation and appraisal process
- Analyze training & development needs for the job
- Deciding compensation & benefits

Sourcing (Resume Profiling/ Skills Mapping)

Upon gathering Job description and specification details, RADgov's dedicated Account Manager will upload the details in the Resource Management System and assign it to a dedicated team of recruiters. RADgov recruiters begin the search for the required skill set from its internal global talent database and external sources. RADgov utilizes its proprietary Resource Management System for internal sourcing and through various marketing strategies like job boards/portals, networking etc.... externally. When sourcing externally, before creating a pool of profiles, we ensure the profiles are received from reliable external sources.

Next step, we filter the profiles sourced by mapping the skillsets of the candidate profiles to the requirements received from the client and evaluation over phone. Then, shortlisted candidates are further evaluated in the Candidate Assessment process that involves profiling qualified personnel for their technical competencies and soft skills capabilities.

Interview & Qualification

RADgov conducts a series of tests that are specifically designed for that particular job requirement to evaluate to ensure the candidates aptitude, attitude and technical abilities. RADgov asks its candidates to take online skills tests that are managed through our Resource Management System. These tests are diligently aimed evaluating the candidate's ability to accomplish the tasks required of them. RADgov has a pre-set of skill tests to screen the candidate's personality traits, aptitude, attitude and behavioral skills based on nature of the job requirement.

Core Skills testing and Personality Profiling through various standard as well as proprietary assessment tools; we assess the candidates through various tests depending on the nature of the role; Ensures the candidate exhibits key skills desired broken down by level - basic, intermediate and advanced; Has been reviewed and ratified by several senior professionals; Allows recruiting managers to customize which skills are important for their environment

Skill Testing Approach

On-Line Skill Inventory and Analysis - RADgov uses proprietary testing as well as third-party testing to evaluate and select the right candidates for client projects. Examples of the test that are used are on-line technical knowledge checks and expert system tests that measure a programmer's current proficiency level, not potential ability.

Furthermore, the tests are intended to measure a complex assortment of practical, skills, not book knowledge. These tests ultimately, present an accurate, comprehensive picture of a candidate's abilities in the following key areas:

- Requisite knowledge of the subject;

- Technical understanding of the programming applications peculiar to that subject;
- Depth of practical experience;
- Work speed accuracy ratio.

Computer-Based Scenario – RADgov’s Project Managers and technical interviewers (SMEs) use computer-based scenarios as key components of their technical interviewing method. These scenarios typically require candidates to create an application using, for example, a database and a GUI. Candidates are then required to write the application program and explain all calls used in the program and why they used them. Whereas the On-Line Skill Inventory and Analysis presents an accurate, comprehensive picture of a candidate’s competency in key skill sets, the Computer-Based Scenario allows interviewers to see a practical application of those skills as well as measure a candidate’s ability to communicate candidates knowledge in both written and oral form.

Data Analysis/Problem Solving Skills - Numeric Skills, Data Interpretation, Logical Reasoning, Solving Business cases and Forecasting skills

Information & Communication Technology – Computing Skills, MS Word, MS Excel, MS PowerPoint based on the skill needs

Personality Profiling

- **Personal Work Attributes/Personality traits** - Checking motives for applying for the job, career, work experience and Willingness to work in that position; Checking understanding of the job description explained and implementing the level check tests
- **Behavioral Skills – cultural fit, team worker**, Process Centricity, Attention to detail/Thoroughness, Planning and Organizing, Empathy/Observation, Team work, Negotiation/Influencing and Managing Expectation; Ability to work under pressure, future aspirations, past experiences in the work force, emotional stability, Compatibility with company values, Professional Assertion, Communication Abilities
- **Attitude** - Self-motivation, Commitment, Energy/Enthusiasm, Stress Handling
- **Business Communication Skills** – both written & Verbal, if needed bilingual

Client Interview:

After thorough evaluation, we share the results and the profiles of the shortlisted candidates to the clients. If client demands us to schedule an interview, we coordinate with the candidate and schedule an interview either through skype or in-person whichever is preferable by the client.

Employment Eligibility

RADgov verifies citizenship or permanent residency status, and maintains verification of employability as required by the U.S. Department of Justice through Form I-9. RADgov is also enrolled with e-verify program and we verify the candidate eligibility before submitting the profile to client for review and assessment.

Drug Testing & Background Reference Checks

Once the client gives heads up for the candidate, we initiate our drug testing and background reference check process. Following are our default testing and reference checks we do on each candidate. Apart from this, we also do specific testing and reference checks as per the guidance/needs of our clients.

Drug Testing:

All prospective temporary employees will be drug screened prior to being placed. To meet the standards of a drug free workplace, RADgov is required to give random drug tests to its entire temporary staffing population; RADgov conducts both 5-panel and 10-panel drug tests based as per the client requirements.

Background and Reference Checks

Type of Background Check

- Identity Checks
 - Identity Verification, Social Security Number Trace, Address History
- Criminal Background Checks
 - National Criminal Background Search / Criminal Database Search
 - National Sex Offender Search:
 - County Criminal Search / County Court Search
 - Statewide Criminal Search
 - Federal Criminal Search
 - OFAC Terrorist / Watch List Search
- Credit History
 - Employee Credit History Report
 - Tenant Credit Report with Credit Score
- Motor Vehicle Records
 - Driver's License Search / MVR Records
- Verifications
 - Education Verification
 - Employment History Verification
 - Professional License Verification

Onboarding/Selection

Once the candidate clears the client mandated drug testing and employment background reference checks, the results will be shared with the clients. Upon client confirmation, RADgov notifies the candidate about the placement and the documentation required for the orientation/onboarding process.

Client fulfillment process

Account Management Team structured to service all client service requirements and Account Manager leads this team and acts as a single point of contact for the client. The Account Manager communicates the changing needs of the client to the support staff. We have aligned individual Resource Manager(s) to each Account Manager who in turn works with a team of Technical Recruiters in fulfilling every single technical and functional resource requisition that is released by the customer.

When we receive a service request, we apply an enhanced understanding of finding 'the right resource(s)' for the job. Because the market for good consultants is extremely competitive, we always act with a sense of urgency to deliver the best possible resources. Our selection process has been defined and refined over many years to create the most effective system possible. Upon receipt of a request, the account manager contacts the hiring manager by close of business the same day to clarify the requirements and confirm a clear understanding of the staffing need. If the request is received during a face-to-face meeting, the account manager contacts the hiring manager with an update by close of business the next day.

The requested information is transmitted electronically to our resource team. We include the required and desired technical skills as well as non-technical attributes needed. The account manager includes other details about the assignment that may help sell the opportunity to potential candidates (like exposure to other technologies).

The Account Manager enters the details in our database to allow recruiters from all our offices to search for resources. Our recruiters search for the candidate within our large database and also use paid job boards. Each recruiter refers to their individual "Top resource" list to check for a match to the requirement and recruiters conduct a full text resume search within our large candidate database. Our Recruitment and HR team are able to broaden the search further for candidates on paid job boards and thereby developing a bigger pool from which to pick. This creates a list of qualified candidates that will be examined further.

Within four (4) hours of the CITY's initial request for personnel, RADgov Account Manager will acknowledge via telephone and confirm by facsimile/e-mail, receipt of the CITY's request and provide an update whether the position can be filled. Within twenty-four (24) hours of the initial request, the RADgov Account Manager will respond to the CITY via telephone and confirm by facsimile/e-mail and will provide the CITY with resumes of all qualified candidates for review. RADgov will ensure all candidates are available for interview within twenty-four (24) hours after submittal of resumes and notification by the CITY. All candidates will be available and ready for work within twenty-four (24) hours after acceptance by the CITY.

End of document



City of Gainesville
Procurement Division
200 E University Avenue, Rm 339
Gainesville, FL 32601
(352) 334-5021(main)

Addendum Publish Date: June 22, 2020

**Temporary Personnel Services
RFP #: FPUR-200036-GD
ADDENDUM NO. 1**

Bid Due Date: July 7, 2020, 3:00pm (Local Time)

NOTE: The original Specifications of this solicitation remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary.

1. Any questions regarding this solicitation shall be submitted in writing to the City of Gainesville (CoG) Procurement Division by 3:00pm, (local time), Thursday, June 25, 2020. Submit questions to: dykemangb@cityofgainesville.org
2. Please find attached:
 - a. Attachment A - A copy of the Pre-Bid Discussion/Information Checklist, which includes detail of the solicitation schedule
 - b. Attachment B - Bid Opening Zoom Access information
 - c. Attachment C - A copy of the Solicitation with the Footer references corrected
 - d. Attachment D - Current Contract and Addendums
 - e. Attachment E - A copy of the Cone of Silence period information (Financial Procedures Manual Section 41-424 Prohibition of lobbying in procurement matters) that was discussed.
3. Following is a review of the Pre-Bid Meeting that was held via Zoom Conference on June 18, 2020:
 - a. City of Gainesville Staff represented by Gayle Dykeman, CoG Procurement Specialist III, Roxy Gonzalez, CoG Parks & Recreation, Lisa Jefferson, CoG HR, Alandyia Brutton, GRU Customer Service, Cheryl McBride, GRU HR.
 - b. Gayle Dykeman started the meeting by reviewing important Procurement areas of the solicitation, including the solicitation schedule and submittal due date. All communication must go through Gayle Dykeman throughout the duration of the solicitation. All submittals must be entered in DemandStar.com by the due date and time – DemandStar is programmed to reject any bids that are entered after that time. DemandStar is a free tool for vendors to submit bids. DemandStar will automatically close the solicitation at the specified date and time, and the City will not accept any late proposals, regardless of the format presented. While this is an evaluated bid, the minimum requirement of at least five (5) years in Temporary Staffing Services is required. Living Wage does not apply to this solicitation. Spoke at length about the rules guiding the Cone of Silence.
 - c. Cheryl McBride gave a brief overview of the solicitation, as can be reviewed by vendors in the solicitation. Cheryl emphasized the importance of developing a partnership with the CITY in its endeavors to meet its staffing requirements.

4. Following are questions and answers that were discussed in the meeting:

a. Question:

1. Can vendors bid on parts of the solicitation, but not all the services requested?
2. Is it possible to only bid on General Office & Clerical Work or does the agency need to bid on all disciplines?
3. So you are awarding to only one vendor? Or more?

Answer: The agency can bid on one or more disciplines. See the solicitation, FORMS Page 7

b. Question: If the City selects a new vendor, how will the transition to the new vendor be handled for the current temp employees?

Answer: Best practice is to have existing temporary personnel reapply with the new vendor.

c. Question: What is the total spend for 2019?

Answer: \$149,422

d. Question: What is the expected spend for 2021?

Answer: The CITY will typically extrapolate from the prior three years, however there are some new categories for which we have no history - if we are able to hire those positions, there is the potential that the spend will be higher.

e. Question: Several health testing questions have been listed here to provide one response to all:

1. Regarding the statements in the solicitation regarding health testing, are you referring to COVID19 testing?
2. In the solicitation regarding health testing, are you referring to COVID19 testing?
3. Are the health assessment requirements applicable to all positions, including office clerical?
4. Can you clarify what exactly may be involved in determining "employee's general state of health and physical ability to perform the job"... does this have to do with COVID testing, temperature taking daily, or does the contractor have to undergo a physical before being assigned?

Answer: The primary purpose is to make sure the person is physically able to do the job, in some cases this may require additional tests, depending on the job requirements. Additional clarifying information will be provided on this question in a future Addendum.

f. Question: We do not have experience with unions, are we expected to provide union workers?

Answer: While the temporary employee is doing the job of a Union Worker, they are not required to join the Union, as they are not City employees, they are your agency's employees.

g. Question: Is there a prescribed format for the submittal?

Answer: No but would prefer to receive all required forms at the front of the submittal.

h. Question: Is Drug Testing required of all Temp Employees?

Answer: Some positions require drug testing. Additional detail will be provided in the next Addendum.

i. Question: Do you require a 7- or 10-year background check?

Answer: Depends on the position – additional detail pending.

j. Question: Background check in the County – last 7 or 10 years?

Answer: Depends on the position – additional detail pending.

- k. **Question:** Are you asking, in the section below the pricing sheet, if these items are included in the all-inclusive multiplier?
Answer: No, if your company includes those items in the all-inclusive multiplier as part of their service, please just indicate that the service is part of the regular service of the company and included in the all-inclusive multiplier.
- l. **Question:** Do we have to subcontract with a local vendor to get local vendor preference?
Answer: The headquarters of the company claiming local vendor preference must be within the CITY'S geographic limits to be considered for Local Preference.
- m. **Question:** What is the length of the average assignment?
Answer: The average assignment is 122 days.
- n. **Question:** Do we need to be in the City of Gainesville to bid?
Answer: No you can be located anywhere to bid, all bids are encouraged.
- o. **Question:** Amount of positions? Is that the number of resources you are looking for? More? Less?
Answer: GRU does not expect increments above current run rate.
- p. **Question:** Do you have 2021 projections for use of CDL driver and Crossing Guard positions?
Answer: We do not have projections on these segments.
- q. **Question:** Do we need to submit questions to Robbin or Gayle?
Answer: Gayle Dykeman, dykemangb@cityofgainesville.org

5. Following are questions that have been received in writing:

- a. **Question:**
 - 1. Is there an incumbent for this contract or is this for a new contract?
 - 2. If yes, can you please let us know the name of incumbent, their hourly rate and historical spend?
 - 3. What is the current vendor and what rates are they billing?
 - 4. Provide the current contract and markup.**Answer:** The City currently obtains Temporary Services from TempForce. Their hourly rate varies based on the job position. The current mark-up is 23% for clerical, and 49% for jobs that require physical labor; and for each position, \$.29/hour is billed to cover Affordable Care Act costs. 2019 spend was \$149, 422. See Attachment D for the current contract.
- b. **Question:** Is budget allocated for this contract? If yes, can you please let us know the same?
Answer: Each Department and GRU develop their own budget for temporary services, so yes, it is budgeted.
- c. **Question:** Can you provide the job description for the mentioned positions?
Answer: Please reference the solicitation, FORMS Section, Page 7. There is a link there to access the job descriptions.
- d. **Question:** Do we have to sub-contract to meet the Small Business Enterprise and Local Preference goal?
Answer: See response in #4, i.
- e. **Question:** Are school crossing guards posted at Elementary and Middle Schools? Or Elementary Schools only?
Answer: Under research

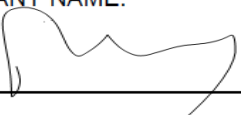
- f. **Question:** How many hours per day does a school crossing guard work? What are the a.m. post times and p.m. post times currently?
Answer: Under research
- g. **Question:** Do you want the chosen vendor to consider employing any of the current guards?
Answer: Under research
- h. **Question:** What are the current hourly wage and bill rates for School Crossing Guards?
Answer: Under research
- i. **Question:** Are the health assessment requirements applicable to all positions, including office clerical?
Answer: See response in Question 4.e.
- j. **Question:** Are you looking for MSP services?
Answer: No
- k. **Question:** How many staffing suppliers do you currently use?
Answer: Primarily one, however additional vendors are used for technical and food service staffing.
- l. **Question:** Do you have an estimate of your annual contingent labor spend?
Answer: Please see above, Question 5.a.
- m. **Question:** What states/countries would you like your MSP to cover?
Answer: City of Gainesville and Gainesville Regional Utilities only
- n. **Question:** Do you have a current MSP or VMS?
Answer: No

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 1 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 1 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER COMPANY NAME: RADgov, Inc.

SIGNATURE:  _____

LEGIBLY PRINT NAME: Pranay Mishra

DATE: 07/13/2020

Addendum Publish Date: June 29, 2020

Temporary Personnel Services
RFP #: FPUR-200036-GD
ADDENDUM NO. 2

Bid Due Date: ~~July 7, 2020, 3:00pm (Local Time)~~
New Bid Due Date: July 13, 2020, 3:00pm Local Time

NOTE: The original Specifications of this solicitation remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary.

- 1) **Change in Due Date:** The due date has been extended to Monday, July 13, 2020, 3:00pm
- 2) **Correction:** Addendum 1, Question 4.c. - the answer to this question is INCORRECT. For detailed spend information, see Attachment 1 to this Addendum
- 3) The following questions from Addendum 1 are still under research and will be provided in the next Addendum. Similar questions that were submitted by the Questions Due Date have been bundled together.

A. Question, Addendum 1, 4. h.:

- 1) Is Drug Testing required of all Temp Employees?
- 2) Which positions require a drug test?
- 3) Regarding the Pre-Employment drug screening and Background checks, is there a minimum level of Panel needed? (i.e. 5 panel drug test or higher?)
- 4) Please specify how many drug panels and what drugs you expect the drug screens to cover.

Answer: Depends on the position – additional detail pending

B. Question: In reference to Attachment 3 Statement of Work, Section 10.0.3 interview at site. Are travel and expenses paid?

Answer: Under research.

C. Question, Addendum 1. 4.i.:

- 1) What level of background check is required
- 2) Do you require a 7- or 10-year background check?
- 3) Please specify what criteria are included in a Criminal Background Check as being requested with this RFP.
- 4) Please specify what criteria are included in a Criminal Background Check as being requested with this RFP.
- 5) Please specify what criteria are included in a Criminal Record Check as being requested with this RFP.

Answer: Depends on the position – additional detail pending.

D. Question, Addendum 1. 4.j.: Background check in the County – last 7 or 10 years?

Answer: Depends on the position – additional detail pending.

- 4) Following are answers to questions that were unanswered in Addendum 1, dated June 22, 2020.
- A. Question, Addendum 1, 5.e.: Are school crossing guards posted at Elementary and Middle Schools? Or Elementary Schools Only?
Answer: School crossing guards are posted at both Elementary and Middle Schools.
 - B. Question, Addendum 1, 5.f.: How many hours per day does a school crossing guard work? What are the a.m. post times and p.m. post times?
Answer: School crossing guards typically work 2-4 hours per day. The a.m. and p.m. post are determined by the hours of the school to which they are assigned.
 - C. Question, Addendum 1, 5.g.: Do you want the chosen vendor to consider employing any of the current guards?
Answer: Yes
 - D. Question, Addendum 1, 5.h.: What are the current hourly wage and bill rates for School Crossing Guards?
Answer: School crossing guards are currently paid \$25.30/hour and are paid through the CITY's payroll, so there is currently no bill rate.
- 5) Following are questions that were submitted by the Questions Deadline, (June 25, 2020) for which answers are under research and will appear in the next Addendum.
- A. Question: Will the contract be temporary staffing, direct hire/permanent recruiting or a combination?
Answer: Under research.
 - B. Question: How many vacancies currently exist?
Answer: Under research.
 - C. Question: Will the contract require the payroll of the current temporary employees
Answer: Under research.
 - D. Question: Will 3rd party testing on skills be required for any position before submission?
Answer: Under research.
 - E. Question: On average, how many contractor's employees are hired by GRU or GG prior to the completion of 90 days of temporary employment
Answer: Under research.
 - F. Question: Would GRU and GG be willing to add a contract clause allowing for amendment to billing rates for new taxes, state or federal mandates or other new payroll expenses that may arise during the contract term? In other words, unforeseen legislative changes or additions.
Answer: Under research.
 - G. Question: Are contractors required to participate in E-verify?
Answer: Under research.

H. Question: In reference to Attachment 3 Statement of Work, Section 10.0.3 interview at site. Are travel and expenses paid?

Answer: Under research.

I. Question: In reference to Attachment 3 Statement of Work, Section 5.2 Training and Testing employees for proficiency in the job that they will be performing in accordance the job classification. What type of evidence is required?

Answer: Under research.

6) Following are questions and answers that were submitted prior to the Questions Deadline (June 25, 2020, 3:00pm)

A. Questions:

1) Is this a new requirement or is there an incumbent(s)? If so, can you please disclose the incumbent(s) name and if possible please provide the incumbent proposals?

2) Who is/are the current vendors?

Answer: See Addendum 1, 5.a. and Addendum 1, Attachment D. To reference the current company as the "incumbent" would be a misnomer, as they are required to present proposals to this solicitation.

B. Questions:

1) What is the estimated budget for this contract? If unknown, please provide the previous spending.

2) What is the estimated budget for the new contract?

Answer: See Addendum 1, 4.c.

C. Questions:

1) To offer you competitive pricing, please share the incumbent's cost proposal.

2) What are the current pay and bill rates/markup?

Answer: See Addendum 1, Attachment D. This information is over 10 years old and should not be used as a benchmark for pricing. The CITY assumes that each vendor is putting forward their best pricing for their business model. The "incumbent's" current pricing is unavailable, as they are required to participate in the bid process as well.

D. Question: Please specify the list of benefits current temporaries receive from the "incumbent".

Answer: Current vendor is required to comply with the Affordable Care Act. See also Addendum 1, Attachment D.1

E. Question: Please specify the list of vacation and holidays current employees receive from the "incumbent".

Answer: Current temporary employees are able to qualify for up to forty (40) hours of vacation and six (6) paid holidays annually, subsequent to meeting eligibility requirements.

F. Question: How many temporaries are currently working under this contract?

Answer: See Bid Package, Exhibit D

G. Questions:

- 1) As it is a multiple award contract, please describe how vendors under contract will receive a fair share of business without vendor rotation of job orders implemented in the procurement process?
- 2) Will this be an exclusive or non-exclusive contract?
- 3) Are you looking for one vendor or are you planning to use multiple vendors to fill your services?

Answer: While this is a multiple award contract, each discipline will only be awarded to one vendor. So, for example, Clerical Temp business will be awarded to one vendor, CDL drivers will be awarded to one vendor. If a vendor bids on more than one discipline, it is possible for that vendor to win the award for more than one discipline.

H. Question: Please describe the issues/problems that the CITY is facing under the current contract.

Answer: There are no issues with the current vendor.

I. Questions:

- 1) Refer to the Pricing Response Form, it is our understanding that the all-inclusive multiplier refers to all-inclusive markup percentage of the vendors. Is that correct? If not, please explain.
- 2) On the pricing sheet, if we include an all-inclusive multiplier, do we still need to include the cost per request?

Answer: Correct. If your proposal's all-inclusive multiplier includes all of the services listed in the cost/request section, indicate on your proposal that these services are already included in the all-inclusive multiplier, and do not respond to the itemized request.

J. Question: Refer to the Pricing Response Form, it is our understanding that the vendors need to provide the breakdown of markup percentage of Health Statements, Drug Testing, Criminal Background Check, Criminal Record Check and Motor Vehicle Record Check per position. Is it correct? If no, please explain.

Answer: No, See Addendum 1, 4.k.

K. Question: Is it possible for the CITY to extend the due date?

Answer: Yes, due date is extended to Monday, July 13, 2020, 3:00pm.

L. Questions:

- 1) How much was spent on temporary services in 2017, 2018 2019 (for the services requested under this RFP?)
- 2) Exhibit D indicated 2019 Historical Usage Data of GRU Hours 49,293 and GG Hours 66,525 for a total utilization of 115,818 hours in the General Office and Clerical Category. However, in Addendum 1, Question 4-C the total spend for 2019 was answered as \$149,422. That spend amount cannot equate to the hours provided as that would make the average Bill Rate \$1.29? Can you please restate the total spend by Job Category including hours utilized and total spend per category?

Answer: Yes! There was an error in reporting spend in Addendum 1, sincere apologies. This has been corrected and all data requested can be found attached to this Addendum 2, Exhibit A.

- M. Question: How many temporary employees are currently utilized?
Answer: See Bid, Exhibit D
- N. Question: How many temporary employees are in each category?
Answer: See Bid, Exhibit D
- O. Question: Are there subcontracting goals?
Answer: No
- P. Question: Is an out of state license required?
Answer: Out of state vendors will be required to register with the State of Florida through SunBiz.
- Q. Question: Are vendors required to have an office or will out of state vendors be considered?
Answer: See Addendum 1, 4.n.
- R. Question: On page 5 (section 4.0) of the RFP document, you have mentioned a "Subcontractor Information Form". We don't see this included anywhere. Can you please provide?
Answer: This form is not required for this solicitation.
- S. Question: The DemandStar online tool asks us to enter a "Bid Amount" before we can upload our proposal. What do we enter here?
Answer: Enter \$.01
- T. Question: Are we allowed to submit a video presentation for our firm's RFP?
Answer: No, all submissions must be in writing and submitted through DemandStar.
- U. Question: Do you require any on-site representative(s) from the temporary staffing firm? In not, would you give preference in awarding a firm that does provide an on-site representative?
Answer: On-site representation is not a factor in this solicitation.
- V. Question: Please define the "competitive negotiation" process and/or period, and how that relates to the "Best and Final Offer".
Answer: In some solicitations, negotiations may take place. In this solicitation, the bid your company submits should be your best and final offer.
- W. Question: Is there any leeway for revision/redlines to the actual service contract when/if offered?
Answer: If your company has identified deviations to the solicitation, these should be identified and submitted with your company's submittal. These deviations may be considered but the CITY is under no obligation to accept the deviations. Likewise, Contract Deviations may be considered, but the CITY is under no obligation to accept the deviations.
- X. Question: Are we permitted, and how can we access the minimum hourly wages for the position listed in the RFP?
Answer: See the RFP. FORMS Section, Page 7.

- Y. Question: If there are any positions that we cannot staff, based on risk analysis, does that disqualify us from consideration?
Answer: No, but you must identify those positions that you will be unable to fulfill.
- Z. Question: Are the Pervious bidders' responses for this awarded proposal a matter of public record? If so where can they be found?
Answer: Addendum 1, Attachment D.1
- AA.Question: Does the City of Gainesville provide any paid vacation or paid holidays to temporary employees?
Answer: No
- BB.Question: Does the City of Gainesville provide any benefits to temporary employees? If so does the city make any contributions to the cost of these benefits?
Answer: No
- CC. Question: Is there a maximum time that an employee can be on a project
Answer: No
- DD. Question: What is the average duration of the assignments?
Answer: See Addendum 1, 4.m.
- EE.Question: Is a Bid Bond required for this proposal as per Section 10.3? If is is can we assume that this requirement needs to be satisfied at the time of award?
Answer: No Bid Bond is required.
- FF. Question: Is there any fixed fiscal year budget allocated for this contract?
Answer: No
- GG. Question: Does the CITY disclose the number of temporary employees required in the fiscal year in various work categories?
Answer: The CITY does not forecast future utilization. For a history of temporary services utilization see Attachment A to this Addendum
- HH. Question: Does all-inclusive multiplier include all our costs and burden?
Answer: If the all-inclusive multiplier you propose does not include all of your costs and burden, then you must identify any additional costs associated with utilizing your services.
- II. Question: Is the assumption that a twenty percent multiplier would be captured as 1.20 in Cost Form?
Answer: Yes.
- JJ. Question: Will references be checked for all bidders or only the shortlisted bidders?
Answer: The Evaluation Team will determine when and how references will be checked once they have had an opportunity to review the submittals.

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CITY OF GAINESVILLE, FLORIDA

KK. Question: Can we provide references from clients where we have executed a similar scope from the public and private sectors?

Answer: Yes, as long as the reference information is current and the services were provided in the last five years.

LL. Question: In reference to PRICING RESPONSE FORM, Note: Technical Categories are not sought under this solicitation. Please provide additional clarification for the Technical Categories and type of positions and or services.

Answer: Technical Categories are not a segment the CITY is seeking from this solicitation.

MM. Question: General question: 2019 breakdown of position hired in the maintenance department to which locations?

Answer: Parks, Recreation & Cultural Affairs hires most of the maintenance staff, their locations are determined by the assignment.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 2 by his or her signature below, and a copy of this Addendum to be returned with proposal.

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 2 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER COMPANY NAME: RADgov, Inc.

SIGNATURE: 

LEGIBLY PRINT NAME: Pranay Mishra

DATE: 07/13/2020

Addendum Publish Date: July 4, 2020

Temporary Personnel Services
RFP #: FPUR-200036-GD
ADDENDUM NO. 3

Bid Due Date: ~~July 7, 2020, 3:00pm (Local Time)~~
New Bid Due Date: July 13, 2020, 3:00pm Local Time

NOTE: The original Specifications of this solicitation remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary.

1) The following questions from Addendum 1. Similar questions that were submitted by the Questions Due Date have been bundled together.

A. Question, Addendum 1, 4. h.:

- 1) Is Drug Testing required of all Temp Employees?
- 2) Which positions require a drug test?
- 3) Regarding the Pre-Employment drug screening and Background checks, is there a minimum level of Panel needed? (i.e. 5 panel drug test or higher?)
- 4) Please specify how many drug panels and what drugs you expect the drug screens to cover.

Answer: The basis for the testing outside federal requirements apply to:

1. Any job that requires a CDL
2. Any job that works with minors
3. Any job that requires a safety sensitive job duty in its essential functions of the job, City will determine based on where the temp employee will be placed
4. Any public safety position (fire/police)

B. Question: In reference to Attachment 3 Statement of Work, Section 10.0.3 interview at site. Are travel and expenses paid?

Answer: Under research.

C. Question, Addendum 1. 4.i.:

- 1) What level of background check is required
- 2) Do you require a 7- or 10-year background check?
- 3) Please specify what criteria are included in a Criminal Background Check as being requested with this RFP.
- 4) Please specify what criteria are included in a Criminal Background Check as being requested with this RFP.
- 5) Please specify what criteria are included in a Criminal Record Check as being requested with this RFP.

6) Question, Addendum 1. 4.j.: Background check in the County – last 7 or 10 years?

Answer: The CITY requires a 10-year background check on positions deemed safety sensitive; i.e. - CDL or works with minors. All other complete a 7-year background

check. This includes social, date of birth, employment verification, criminal background and MVR. Depends on the position – additional detail pending.

- D. Question: On average, how many contractor's employees are hired by GRU or GG prior to the completion of 90 days of temporary employment
Answer: GRU hires none to very few in the first 90 days.
- E. Question: In reference to Attachment 3 Statement of Work, Section 5.2 Training and Testing employees for proficiency in the job that they will be performing in accordance the job classification. What type of evidence is required?
Answer: Staff Support positions will require testing in Typing, Word, and Excel. The results of those tests should be provided to the CITY for review.

2) Following are questions that were submitted by the Questions Deadline, (June 25, 2020) for which answers are under research and will appear in the next Addendum.

- A. Question: Will the contract be temporary staffing, direct hire/permanent recruiting or a combination?
Answer: Under research.
- B. Question: How many vacancies currently exist?
Answer: Under research.
- C. Question: Will the contract require the payroll of the current temporary employees
Answer: Under research.
- D. Question: Will 3rd party testing on skills be required for any position before submission?
Answer: Under research.
- E. Question: Would GRU and GG be willing to add a contract clause allowing for amendment to billing rates for new taxes, state or federal mandates or other new payroll expenses that may arise during the contract term? In other words, unforeseen legislative changes or additions.
Answer: Under research.
- F. Question: Are contractors required to participate in E-verify?
Answer: Under research.
- G. Question: In reference to Attachment 3 Statement of Work, Section 10.0.3 interview at site. Are travel and expenses paid?
Answer: Under research.

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CITY OF GAINESVILLE, FLORIDA

3) Revised solicitation schedule for FPUR-200036-GD – Temporary Personnel Services

Activity	DAY	DATE	TIME	LOCATION	COMMENTS
RFP for Distribution	Monday	06/08/20			Cone of Silence Begins
Non Mandatory Pre-Bid Meeting	Thursday	06/18/20	9:30am	Zoom	
Deadline for receipt of questions	Thursday	06/25/20	3:00pm		-
Deadline for receipt of proposals	Monday	07/13/20	3:00pm	DemandStar	View in Zoom Meeting
Oral presentations, if conducted	Wednesday	07/29/20	1:00-4:00pm	Zoom	
Oral presentations, if conducted	Friday	07/31/20	1:00-4:00pm	Zoom	
Oral presentations, if conducted	Monday	08/10/20	10:00am-Noon	Zoom	
Projected award recommendation	Wednesday	08/12/20			TENTATIVE
Recom'd of Award to City Commission	Thursday	08/20/20	1:00pm	TBD	TENTATIVE - Cone of Silence Ends
Contract Finalization Period		2-5 weeks			TENTATIVE
Purchase Order issued		1 day			When fully executed Contract received
Projected contract start date		10/01/20			TENTATIVE

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- 4) Bidders and public are welcome to observe the bid opening on July 13, 2020 at 3:00pm. There will be no discussion regarding the bids at this time. The opening will occur on DemandStar and can be viewed on Zoom. Registration is required to enter the Zoom meeting so that attendance to the bid opening can be documented for public record, however, this meeting will not be recorded.

To access the Zoom meeting:

<https://us02web.zoom.us/j/83769751875?pwd=aGJTd0hLTURnSDJ1MjR2MXB6VTI0UT09>

Meeting ID: 837 6975 1875

Password: 0YDtzy

One tap mobile

+13017158592,,83769751875#,,,,0#,,822340# US (Germantown)

+13126266799,,83769751875#,,,,0#,,822340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 837 6975 1875

Password: 822340

Find your local number: <https://us02web.zoom.us/j/83769751875?pwd=aGJTd0hLTURnSDJ1MjR2MXB6VTI0UT09>

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GAINESVILLE REGIONAL UTILITIES
CITY OF GAINESVILLE, FLORIDA

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 2 by his or her signature below, and a copy of this Addendum to be returned with proposal.

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 2 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER COMPANY NAME: RADgov, Inc.

SIGNATURE: _____

LEGIBLY PRINT NAME: Pranay Mishra

DATE: 07/13/2020

Addendum Publish Date: July 7, 2020

Temporary Personnel Services
RFP #: FPUR-200036-GD
ADDENDUM NO. 4

Bid Due Date: ~~July 7, 2020, 3:00pm (Local Time)~~
New Bid Due Date: July 13, 2020, 3:00pm Local Time

NOTE: The original Specifications of this solicitation remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary.

Following are the remaining questions, with answers, that were submitted by the Questions Deadline, June 25, 2020.

- A. Question: Will the contract be temporary staffing, direct hire/permanent recruiting or a combination?
Answer: Temporary Staffing
- B. Question: How many vacancies currently exist?
Answer: Vacancies reported on 7/3/2020: GRU-55, General Government-115. Current assignments as reported on 7/3/2020: GRU-20, General Government-36.
- C. Question: Will the contract require the payroll of the current temporary employees
Answer: If the intent of this question is to determine if current temporary employees should be transition to a new vendor's contract, the temporary employee will need to reapply with the new vendor. See Addendum 1, 4.b.
- D. Question: Will 3rd party testing on skills be required for any position before submission?
Answer: There are some positions that require skills testing and the expectation would be for the temporary assignee to possess the skills before assigned. Who or how the vendor chooses to conduct skills tests is their decision.
- E. Question: Would GRU and GG be willing to add a contract clause allowing for amendment to billing rates for new taxes, state or federal mandates or other new payroll expenses that may arise during the contract term? In other words, unforeseen legislative changes or additions.
Answer: If the events described occur during the contract term, both parties can discuss and an amendment to the contract can be issued at that time.
- F. Question: Are contractors required to participate in E-verify?
Answer: Yes
- G. Question: In reference to Attachment 3 Statement of Work, Section 10.0.3 interview at site. Are travel and expenses paid?
Answer: No

GAINESVILLE REGIONAL UTILITIES
CITY OF GAINESVILLE, FLORIDA

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CERTIFICATION BY PROPOSER

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PROPOSER COMPANY NAME: RADgov, Inc.

SIGNATURE:  _____

LEGIBLY PRINT NAME: Pranay Mishra

DATE: 07/13/2020