

December 16, 2019

BOARD OF COUNTY COMMISSIONERS
ORANGE COUNTY, FLORIDA

INVITATION FOR BIDS (IFB) Y20-158; ADDENDUM # 2

TEMPORARY LABOR FOR SKILLED GENERAL MAINTENANCE

This Addendum is hereby incorporated into the bid documents of the project referenced above. The following items are clarifications, corrections, additions, deletions, and/or revisions to and shall take precedence over the original documents. Additions are indicated by underlining and deletions via ~~striketrough~~.

A. The Bid Opening Date remains Tuesday, January 7, 2020 at 2:00PM

B. Questions and Answers

1. **Question:** We currently have a contract with the County and do not have a team member that has CSP Certification. Why is this certification necessary to bid on the Skilled General Maintenance RFP?

Answer: This is a new requirement on these types of contracts. We do have current contracts with this certification requirement in place.

2. **Question:** The County signed amendments with your current vendors for services starting on December 16, 2019 through December 15, 2020. Why is the County going out to bid at this time when your current contracts will not expire for another year?

Answer: This is out on bid because the County has updated the requirements due to rising wages in Central Florida and because it is difficult to find the quantity and quality of labor needed for these short-term jobs.

3. **Question:** You are asking for references with companies where we are providing work forces of at least 90 personnel, but your usage is much smaller than 90 people. Please advise.

Answer: During our busy season, we will need this quantity to be available. Our work force requirement will change from week to week. In addition, other County divisions will utilize this work force, and their needs may fluctuate as well.

- 4. Question:** Please define timely performance of 2 days, taking into account the extensive background screens to be performed and review of the screens by the County.
Answer: Our workforce requests may only give you a two day (or sometimes less) notice. Adequate staff shall be ready to perform as soon as the requests come in.
- 5. Question:** How often do you hire a temporary staffing associate as a permanent hire?
Answer: We do not have data for temporary to permanent hire.
- 6. Question:** What are your challenges today?
Answer: Our challenges today are receiving quality and quantity of workforce on an as needed basis.
- 7. Question:** Is this a new requirement?
Answer: No, the job descriptions and pay rates were updated.
- 8. Question:** Provide the current vendor(s) providing the service to the County and how are the current services being procured?
Answer: The current vendors are Moten Tate and Top Talent. Services are procured by request each time staff is required.
- 9. Question:** Are you satisfied with the incumbent's performance? Please rate from a scale of 1 to 10.
Answer: Yes, we are satisfied with the incumbent's performance and rate it an 8.
- 10. Question:** What is the estimated budget for this RFP? If unknown, please specify the previous spending.
Answer: There is no estimated budget but spending for the time frame December 16, 2016 through November 1, 2019 is \$843,918.20.
- 11. Question:** Apart from the end of tenure, is there any other reason to release this solicitation? Are there any pain points?
Answer: The reason for the release of this solicitation is to update job descriptions and pay rates. The pain point is the vendor's ability to provide enough staff with the listed requirements.
- 12. Question:** Please provide the total number of temporary staff on current assignments?
Answer: Temporary staff on current assignments throughout the County changes from day to day, therefore an accurate number is not available.

13. Question: Will the County proceed with the transition of current employees to new vendor(s)?

Answer: No, the current employees belong to the current vendors.

14. Question: What will be the average length of the assignment?

Answer: The length of the assignments can vary from one day to several months depending on the project or requesting County section.

15. Question: To offer you a competitive pricing structure, we would like to know current bill rates to the County. Could you please provide us the information regarding the same?

Answer: Information for bill rates can be found at the following link by typing Y17-116 in the search box:

<http://apps.ocfl.net/OrangeBids/Termcontracts/listtermcontract.asp>

16. Question: Has the current contract been extended until the end of December 2020?

Answer: The current contracts have been extended through December 15, 2020.

17. Question: When will the new contract take effect?

Answer: The new contract will take effect once a new vendor(s) have been approved by the Board of County Commissioners.

18. Question: Is the 600+k contract amount the entire contract amount or the yearly amount?

Answer: Contract amounts are by term of the contract which can vary from one year term to three year terms. This contract has one year term remaining at the estimated amount listed.

19. Question: Attachment two is the pay rates indicated for each assignment. However, there is no difference between Year #1 and Year #2. Then there is a significant jump on Year #3. Was this intentional, or will you be sending an amendment to update year #2 pay rates?

Answer: The pay rates indicated for each year are accurate and no changes will be necessary.

C. ACKNOWLEDGEMENT OF ADDENDA

1. The bidder shall acknowledge receipt of this addendum by completing that applicable section in the solicitation or by completion of the acknowledgement information on the addendum. Either form of acknowledgement must be completed and returned no later than the date and time for receipt of the bid.
2. All other terms and conditions of the IFB remain the same.
3. Receipt acknowledge by:

Authorized Signature

Date

Title

Name of Firm