

ADDENDUM 4

RFP HR 07-17

This addendum is to provide the following questions and answers.

- Is the vendor to fill out anything on the document “Proposal Sheet”?
 - No. That is the document the committee members will be completing to compare the proposers.
- Some positions seem out of context in regards to providing temporary labor to a county such as taxi cab drivers, police officers, auto body repair people, physicians, entertainers, etc. Can you provide a listing of temporary positions actually filled for the county this year?
 - Unfortunately, sometimes we use temporary agencies to fill positions that we do not currently have making the list of job titles difficult to define. For example, we may have a need through disaster recovery to be able to obtain a nurse. However, the County does not currently have a nurse classification. We may also need someone to work from home (telecommuting) or ride a bus to collect rider data – we have neither of those classifications within our normal job titles. The County’ does employ police officers and auto body repair employees.
- It is difficult to add a recruited mark-up by WC code. For example, Physician & Clerical – the cost to recruit a physician is much higher than a clerical employee. So normally the mark-up on the physician would be higher than the clerical position to reflect the higher recruiting costs.
- What is your payment method i.e. check, ACH, credit card?
 - ETF or check. It is up to the vendor.
- What are your payment terms?
 - Negotiated with contract award.
- How many temporary employees do you utilize on average?
 - There are approximately 40 temporary workers currently on assignment.
- How many vendors are engaged in your program today? Who is your current vendor(s)?
 - We currently have five contracts for temporary employment services. C00-0404-HR Kelly Services, C09-1692-HR Pacesetter Personnel Service, C11-1881-HR Landrum Staffing Services, Inc., C15-2230-HR Express Employment, C08-1560-TDC Labor Ready
- What are your current pay rates and mark-ups
 - All current contracts and rates can be found on the County’s website at www.co.okaloosa.fl.us, “Purchasing”, “Current Contracts”.
- Will you be transitioning current temporary employees if new vendors are chosen?
 - If a current vendor is not chosen and we have an existing temporary worker, we will have to look at each of the positions on a case by case basis (type of funding/length of person on assignment/difficulty filling the position/etc.). There are approximately 40 temporary workers currently on assignment.
- What are your challenges today?
 - Unknown.
- Why are you going out to bid at this time?

- We utilize grant funding to pay for some of the temporary employment services. In order to obtain reimbursement through the granting agencies, the temporary employment services contracts have to be competitively bid.
- Can you break-out your temporary expenditures by position?
 - We do not collect data by position. Over the past three fiscal years, our expenses for temporary employment services has grown from \$539,808 in FY13 to \$895,664 in FY 16. Since these services are obtained on an as-needed basis and there may be multiple contracts awarded, there is no guarantee of work.