

**STATE OF WASHINGTON  
OFFICE OF FINANCIAL MANAGEMENT  
OLYMPIA, WASHINGTON**

**REQUEST FOR QUALIFICATIONS AND QUOTATIONS  
RFQQ NO. 15-400**

Note to Vendors: This RFQQ and amendments will be available on the Office of Financial Management (OFM) website at [http://ofm.wa.gov/contracts\\_procurements/default.asp](http://ofm.wa.gov/contracts_procurements/default.asp). Vendors are also encouraged to register on the Department of Enterprise Services (DES), Washington Electronic Business Solution (WEBS) Procurement Website at <http://des.wa.gov/services/ContractingPurchasing/Business/Pages/WEBSRegistration.aspx>. All RFQQ amendments or bidder questions/OFM answers will be posted on the OFM website and on WEBS.

**PROJECT TITLE: Washington State Compensation Surveys & Services**

**PROPOSAL DUE DATE: April 10, 2015, Local Time, Olympia, Washington.**

**EXPECTED TIME PERIOD FOR CONVENIENCE CONTRACTS: May 14, 2015 – June 30, 2022.**

**CONSULTANT ELIGIBILITY: This procurement is open to those consultants that satisfy the minimum qualifications stated herein and who are available for work in Washington State.**

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## 1. INTRODUCTION

### 1.1 PURPOSE AND BACKGROUND

#### **State Human Resources**

The Office of Financial Management, State Human Resources (State HR) division serves as the state's central HR policymaking body and provides leadership and support on enterprise HR strategic planning, collective bargaining and oversight of HR systems and structure, rules and policy.

The work of State HR provides the state with a governance model and infrastructure necessary to support effective, successful agency operations and service delivery and promotes the competencies to make the state an Employer of Choice.

#### **Enterprise Classification, Compensation and HR Analytics**

State HR's Enterprise Classification, Compensation and HR Analytics (ECC&HRA) section maintains the statewide HR foundation, which includes the classification and compensation structures for the state's workforce. This oversight provides sound, consistent standards within which state government agencies make personnel decisions to resource the delivery of services and minimize risk and liability.

Among the services ECC&HRA provides, the Classification and Compensation Program is responsible for reviewing and making recommendations for modifications and changes to the state's classification structure. In addition, the program oversees state salary surveys and administers the state's compensation and classification plans. State HR is required by law (RCW 41.06.160) to conduct comprehensive salary and fringe benefit surveys. In preparing classification and salary schedules, full consideration is given to the prevailing rates of other public and private employers.

### 1.2 SCOPE AND OBJECTIVES FOR THIS ACQUISITION

State HR anticipates the potential need for a variety of compensation-related services within the next few years. It is difficult for State HR to identify specific business needs at this time as Legislative mandates, negotiations with unions, direction from the Governor's Office, and other factors drive these decisions, if any. Therefore, it is the intent of this Request for Qualifications (Acquisition) to establish a pre-qualified list of vendors (Pre-qualified Vendors List) that can supply the State, through State HR, with salary surveys and other expertise in the classification and compensation field including, but not limited to:

- a. **State Survey**
- b. **State Patrol Survey**
- c. **Marine Employees' Survey**
- d. **Public Safety and/or Health Survey**
- e. **Other Classification and/or Compensation Consulting Services**

### 1.3 MINIMUM QUALIFICATIONS

Minimum qualifications include:

- The Consultant must be licensed to do business in the state of Washington or provide a commitment that it will become licensed in Washington within fifteen (15) calendar days of being selected as an Apparently Successful Contractor.
- Successful candidates must have the minimum of 5 years in the following areas:
  - a. Public and Private Sector Compensation and Fringe Benefit Surveying Experience Including: Communications/Project Management;
  - b. Survey Tool Design;
  - c. Questionnaire Development;
  - d. Participant Management;
  - e. Benchmark Development/Maintenance;
  - f. Auditing of Database (performing quality assurance of collected data); and
  - g. Reports for Analysis.

Successful candidates must also have experience providing, or be willing and able to provide:

- complete database of survey responses and results to client
- lessons learned and survey process improvements analysis

Applicants, who do not meet these minimum qualifications, will be rejected as non-responsive and will not receive further consideration. Any proposal that is rejected as non-responsive will not be evaluated or scored.

#### 1.4 CONTRACT TERM

The resulting Convenience Contracts will have an initial term of two (2) years, with the potential for three additional two-year extensions. However, because it is difficult to anticipate future needs, State HR cannot guarantee that the Contractors will actually receive work off these contracts.

#### 1.5 DEFINITIONS

Definitions for the purposes of this RFQQ include:

**Agency.** The Office of Financial Management (OFM) State Human Resources (State HR) division is the agency of the state of Washington that is initiating this RFQQ and executing any contract resulting from this RFQQ.

**Apparently Successful Consultant.** The Consultant selected as an entity to perform the anticipated services, subject to completion of contract negotiations and execution of a written contract.

**Acquisition.** This Request for Qualifications and Quotations used to competitively acquire Washington State Compensation Surveys and Services.

**Bidder.** The individual or company that submits a proposal in order to attain a contract from OFM. Also known as “Proposer.”

**Consultant.** Individual or company interested in the RFQQ and that may or does submit a proposal in order to attain a contract with the AGENCY.

**Contract.** The contract(s) if any, that may result from this acquisition, including all Attachments, Exhibits, Statement(s) of Work, all amendment, and the Bidder's Response to this Acquisition.

**Contractor.** Individual or company whose proposal has been accepted by the AGENCY and is awarded a fully executed, written contract.

**OFM.** The Office of Financial Management.

**Proposal.** A formal offer submitted in response to this solicitation.

**Proposer.** Individual or company that submits a proposal in order to attain a contract with the AGENCY.

**Request for Qualifications and Quotations (RFQQ).** Formal procurement document in which services needed are identified and firms are invited to provide their qualifications and the cost to provide the services.

## **1.6 ACQUISITION PROCESS**

Based upon the evaluation process described in this document, State HR will create an unranked list of pre-qualified vendors to provide compensation-related services on an as-needed basis. Bidders may submit responses for any of the service categories listed in *1.2 Scope and Objectives for this Acquisition*. Bidders are not required to submit a response to all of the service categories. The Pre-Qualified Vendors' List will be comprised of the highest-scoring bidders and at OFM's discretion. The Pre-Qualified Vendors List may be utilized by State HR to select vendors for work on an as-needed basis. Receiving a contract through this competition does not guarantee a Contractor will receive work.

As the need for compensation-related services arises, all Contractors on the Pre-Qualified Vendors List for the relevant service category will be invited to submit a response to a second-tier review that meets State HR's business requirements. State HR will review all responses submitted for consideration and will, in its sole discretion, select Contractor(s) to provide those services for State HR. State HR, at its sole discretion, retains the right to select the most qualified Contractor(s) from the responses received. For any given engagement, staff from multiple pre-qualified vendors may be selected to meet State HR's needs, and Statements of Work will be issued against the Contractor's contract at that time.

## **1.7 ADA**

The AGENCY complies with the Americans with Disabilities Act (ADA). Consultants may contact the RFQQ Coordinator to receive this RFQQ in Braille or on tape.

## **1.8 CONTRACTING WITH CURRENT OR FORMER STATE EMPLOYEES**

Specific restrictions apply to contracting with current or former state employees pursuant to 42.52 RCW. Consultants should familiarize themselves with the requirements prior to submitting a proposal that includes current or former state employees.

## 2. GENERAL INFORMATION FOR CONSULTANTS

### 2.1 RFQQ COORDINATOR

The RFQQ Coordinator is the sole point of contact for this procurement. All communication between the Consultant and the state of Washington upon release of this RFQQ shall be with the RFQQ Coordinator, as follows:

Name	Bonnie Lindstrom
Mailing Address	Office of Financial Management PO Box 43113 Olympia, WA 98504-3113
Physical Address for Delivery	OFM Director's Office Insurance Building 302 Sid Snyder Ave SW Olympia, WA 98501-1342
E-Mail Address	<a href="mailto:Bonnie.lindstrom@ofm.wa.gov">Bonnie.lindstrom@ofm.wa.gov</a>
Telephone	(360) 902.0568

Any other communication will be considered unofficial and non-binding on the OFM and the state of Washington. Bidders are to rely on written statements issued by the RFQQ Coordinator. Communication directed to parties other than the RFQQ Coordinator will result in disqualification of the Bidder.

### 2.2 ESTIMATED SCHEDULE OF PROCUREMENT ACTIVITIES

Issue Request for Qualifications and Quotations	March 27, 2015
Bidder may submit written questions until 3:30 pm Pacific Time	April 3, 2015
OFM will issue responses	April 8, 2015
Complaints due	<del>April 10, 2015</del> <u>April 15, 2015</u>
Bidder must submit Proposal by 3:30 Pacific Time	April 22, 2015
OFM evaluation of proposals	April 24, 2015
OFM announces "Apparent Successful Bidders" and begins contract negotiations	April 28, 2015
OFM notifies Unsuccessful Bidders	April 28, 2015
Unsuccessful Bidders may request Debriefing until 3:30 Pacific Time	May 1, 2015
OFM holds Debriefing Conferences, if requested	May 5, 2015
Unsuccessful Bidders may submit protest(s) until	May 12, 2015

3:30, Local Time, Olympia, WA	
OFM considers and respond to any Protests	May 13, 2015
Sign Convenience Contracts	May 14, 2015

OFM reserves the right to revise the above schedule.

### 2.3 QUESTIONS AND ANSWERS

Bidders may fax, e-mail, or mail written questions to the RFQQ Coordinator. Questions will be accepted until the date set forth in the Procurement Schedule. Early submission of questions is encouraged. Questions and answers will be posted by addenda on WEBS. Bidders may only rely on written statements issued by the RFQQ Coordinator. Any oral communications are unofficial and are not binding on OFM.

### 2.4 SUBMISSION OF PROPOSALS

Bidders are required to submit six (6) copies of their proposal. One copy must be marked "Original" and the other five (5) marked "Copy". The "Original" must have original signatures and the copies can have photocopied signatures. All copies must be identical in content to the "Original" as the evaluators will only be evaluating the copies. The Bidder must identify on the "Original" and each copy of its proposal the RFQQ #15-400 and Title, **Washington State Compensation Surveys & Services**.

The proposal, whether mailed or hand delivered, must arrive at the AGENCY no later than 3:30 pm Local Time, Olympia, WA, on April 22, 2015.

The proposal is to be sent to the RFQQ Coordinator at the address noted in Section 2.1. The envelope/box should be clearly marked to the attention of the RFQQ Coordinator.

Bidders mailing proposals should allow normal mail delivery time to ensure timely receipt of their proposals by the RFQQ Coordinator. Bidders assume the risk for the method of delivery chosen. The AGENCY assumes no responsibility for delays caused by any delivery service. Proposals may not be transmitted using facsimile transmission.

Late proposals will not be accepted and will be automatically disqualified from further consideration. All proposals and any accompanying documentation become the property of the AGENCY and will not be returned.

### 2.5 PROPRIETARY INFORMATION/PUBLIC DISCLOSURE

Proposals submitted in response to this solicitation shall become the property of the AGENCY. All proposals received shall remain confidential until the Apparently Successful Bidder has been announced; thereafter, the proposals shall be deemed public records as defined in Chapter 42.56 of the Revised Code of Washington (RCW).

Any information in the proposal that the Bidder desires to claim as proprietary and exempt from disclosure under the provisions of Chapter 42.56 RCW must be clearly designated. The information must be clearly identified and the particular exemption from disclosure upon which the Bidder is making the claim must be cited. Each page containing the information claimed to be exempt from disclosure must be clearly

identified by the word "Confidential" printed on the lower right hand corner of the page. Marking the entire proposal exempt from disclosure or as confidential will not be honored.

If a public records request is made for the information that the Bidder has marked as proprietary, the AGENCY will notify the Bidder of the request and of the date that the records will be released to the requester unless the Bidder obtains a court order enjoining that disclosure. If the Bidder fails to obtain the court order enjoining disclosure, the AGENCY will release the requested information on the date specified. If a Consultant obtains the court order enjoining disclosure, to the extent consistent with Chapter 42.56 RCW, the AGENCY shall maintain the confidentiality of the Consultant's information identified as proprietary.

## **2.6 REVISIONS TO THE RFQQ**

In the event it becomes necessary to revise any part of this RFQQ, addenda will be published on the Washington Electronic Business System (WEBS) at <http://www.ga.wa.gov/webs/>. For this purpose, the published questions and answers and any other pertinent information shall be provided as an addendum to the RFQQ and will be placed on the website.

**If you did not receive this RFQQ via WEBS, please register with WEBS at the website above under one or more of the commodity codes listed on the title page of this RFQQ in order to receive further notifications.**

The state of Washington also reserves the right to cancel or to reissue the RFQQ in whole or in part, prior to execution of a contract.

## **2.7 MINORITY & WOMEN-OWNED BUSINESS PARTICIPATION**

In accordance with Chapter 39.19 of the Revised Code of Washington (RCW), the State of Washington encourages participation in all of its contracts by firms certified by the Office of Minority and Women's Business Enterprises (OMWBE). Participation may be either on a direct basis in response to this solicitation or on a subcontractor basis. However, no preference will be included in the evaluation of proposals, no minimum level of MWBE participation shall be required as a condition for receiving an award and proposals will not be rejected or considered non-responsive on that basis.

The established annual procurement participation goals for MBE is 10% and for WBE, 4%, for this type of project. These goals are voluntary. Bidders may contact OMWBE at (360) 753-9693 to obtain information on certified firms.

## **2.8 ACCEPTANCE OF RFQQ TERMS**

The Bidder acknowledges that the submission of a Bid which includes a signed Bidder Certification and Assurance Form, attached as Exhibit A, constitutes a binding offer that is valid for 60 days from the due date for receipt of proposals.

## **2.9 RESPONSIVENESS**

All proposals will be reviewed by the RFQQ Coordinator to determine compliance with administrative requirements and instructions specified in this RFQQ. The Bidder is specifically notified that failure to comply with any part of the RFQQ may result in rejection of the proposal as non-responsive.

The AGENCY also reserves the right, however, at its sole discretion to waive minor administrative irregularities.

## **2.10 MOST FAVORABLE TERMS**

The state of Washington reserves the right to make an award without further discussion of the proposal submitted. Therefore, the proposal should be submitted initially on the most favorable terms which the Proposer can propose. There will be no best and final offer procedure. The state of Washington does reserve the right to contact a Bidder for clarification of its proposal.

The Apparent Successful Consultant should be prepared to accept this RFQQ for incorporation into a contract resulting from this RFQQ. Contract negotiations may incorporate some or all of the Bidder's proposal. It is understood that the proposal will become a part of the official procurement file on this matter without obligation to the state of Washington.

## **2.11 CONTRACT AND GENERAL TERMS AND CONDITIONS**

The Apparently Successful Consultant will be expected to enter into a contract which will include General Terms and Conditions, attached as Exhibit B. In no event is a Consultant to submit its own standard contract terms and conditions in response to this solicitation. The Consultant may submit exceptions as allowed in the Certifications and Assurances section, Exhibit A to this solicitation. The AGENCY will review requested exceptions and accept or reject the same at its sole discretion.

## **2.12 COSTS TO PROPOSE**

The AGENCY will not be liable for any costs incurred by the Consultant in preparation of a proposal submitted in response to this RFQQ or any other activities related to responding to this RFQQ.

## **2.13 NO OBLIGATION TO CONTRACT**

This RFQQ does not obligate the state of Washington or the AGENCY to contract for services specified herein.

## **2.14 REJECTION OF PROPOSALS**

The AGENCY reserves the right at its sole discretion to reject any and all proposals received without penalty and not to issue a contract as a result of this RFQQ.

## **2.15 COMMITMENT OF FUNDS**

The Director of the AGENCY or the Director's delegate are the only individuals who may legally commit the AGENCY to the expenditures of funds for a contract resulting from this RFQQ. No cost chargeable to the proposed contract may be incurred before receipt of a fully executed contract.

## **2.16 INSURANCE COVERAGE**

The Contractor is to furnish the RFQQ Coordinator with a certificate of insurance executed by a duly authorized representative of each insurer, showing compliance with the insurance requirements set forth below.

The Contractor shall, at Contractor's own expense, obtain and keep in force insurance coverage, which shall be maintained in full force and effect during the term of the contract. The Contractor shall furnish evidence in the form of a Certificate of Insurance that insurance shall be provided, and a copy shall be forwarded to the RFQQ Coordinator within fifteen (15) days of the contract effective date.

### **Liability Insurance**

- 1) Commercial General Liability Insurance (CGL): Contractor shall maintain general liability insurance and, if necessary, commercial umbrella insurance, with a limit of not less than \$1,000,000 per each occurrence. If CGL insurance contains aggregate limits, the general aggregate limit shall be at least twice the "each occurrence" limit. CGL insurance shall have products-completed operations aggregate limit of at least two times the "each occurrence" limit. CGL insurance shall be written on ISO occurrence from CG 00 01 (or a substitute form providing equivalent coverage). All insurance shall cover liability assumed under an insured contract (including the tort liability of another assumed in a business contract), and contain separation of insureds (cross liability) condition.

Additionally, the Contractor is responsible for ensuring that any subcontractors provide adequate insurance coverage for the activities arising out of subcontracts.

- 2) Business Auto Policy: As applicable, the Contractor shall maintain business auto liability and, if necessary, commercial umbrella liability insurance with a limit not less than \$1,000,000 per accident. Such insurance shall cover liability arising out of "Any Auto." Business auto coverage shall be written on ISO form CA 00 01, 1990 or later edition, or substitute liability form providing equivalent coverage.

### **Employers Liability ("Stop Gap") Insurance**

In addition, the Contractor shall buy employers liability insurance and, if necessary, commercial umbrella liability insurance with limits not less than \$1,000,000 each accident for bodily injury by accident or \$1,000,000 each employee for bodily injury by disease.

### **Additional Provisions**

Above insurance policy shall include the following provisions:

1. **Additional Insured.** The AGENCY, its elected and appointed officials, agents and employees shall be named as an additional insured on all general liability, excess, umbrella and property insurance policies. All insurance provided in compliance with this contract shall be primary as to any other insurance or self-insurance programs afforded to or maintained by the state.
2. **Cancellation.** The AGENCY shall be provided written notice before cancellation or non-renewal of any insurance referred to therein, in accord with the following specifications. Insurers subject to 48.18 RCW (Admitted and Regulation by the Insurance Commissioner): The insurer shall give the state 45 days advance notice of cancellation or non-renewal. If cancellation is due to non-payment of premium, the state shall be given 10 days advance notice of cancellation. Insurers subject to 48.15 RCW (Surplus lines): The state shall be given 20 days advance notice of

cancellation. If cancellation is due to non-payment of premium, the state shall be given 10 days advance notice of cancellation.

3. **Identification.** Policy must reference the state's contract number and the agency name.
4. **Insurance Carrier Rating.** All insurance and bonds should be issued by companies admitted to do business within the state of Washington and have a rating of A-, Class VII or better in the most recently published edition of Best's Reports. Any exception shall be reviewed and approved by the AGENCY, the risk manager for the state of Washington, before the contract is accepted or work may begin. If an insurer is not admitted, all insurance policies and procedures for issuing the insurance policies must comply with Chapter 48.15 RCW and 284-15 WAC.
5. **Excess Coverage.** By requiring insurance herein, the state does not represent that coverage and limits will be adequate to protect Contractor, and such coverage and limits shall not limit Contractor's liability under the indemnities and reimbursements granted to the state in this contract.

### **Workers' Compensation Coverage**

The Contractor will at all times comply with all applicable workers' compensation, occupational disease, and occupational health and safety laws, statutes, and regulations to the full extent applicable. The state will not be held responsive in any way for claims filed by the Contractor or their employees for services performed under the terms of this contract.

### **2.17 ELECTRONIC PAYMENT**

The state of Washington prefers to utilize electronic payment in its transactions. Proposers who are awarded a contract as a result of this RFQQ must register in the Statewide Vendor Payee Registration System. The Department of Enterprise Services (DES) maintains a central contractor registration file for Washington State agencies to process Contractor payments. To obtain registration materials and instructions for registration go to <http://des.wa.gov/services/ContractingPurchasing/Business/VendorPay/Pages/default.aspx>

### **2.18 COMPLAINTS**

This procedure is available to potential Bidders who are contemplating submitting a bid in response to this RFQQ. Only complaints concerning the following subjects shall be considered:

- A claim that the solicitation unnecessarily restricts competition;
- A claim the solicitation evaluation or scoring process is unfair or flawed, or
- A claim the solicitation requirements are inadequate or insufficient to prepare a response.

Consultants complaining about this procurement shall follow the procedures described below. Complaints that do not follow these procedures shall not be considered. If a Consultant registers a complaint against this solicitation, the complaint cannot be raised again during the protest period.

All complaints must be in writing and signed by the complaining party or an authorized Agent. The complaint must be sent to the Procurement Coordinator, or designee, at least 5 business days before the proposal due date and must clearly articulate the basis for the complaint. The consultant submitting the complaint must also include a proposed remedy.

Upon receipt of a complaint, a complaint review will be held by the AGENCY. The AGENCY procurement coordinator will respond to complaints in writing and the AGENCY director will be notified of all complaints and provided a copy of the AGENCY'S response. A copy of the response to the complaint, including any changes to the solicitation, will also be posted to WEBS.

The complaint process does not include an appeal process.

### 3. PROPOSAL CONTENTS

The proposal must be written in English and submitted on 8½" x 11" paper with tabs separating the major sections of the proposal. The font throughout the entire proposal shall be no smaller than 10. The two major sections of the proposal are to be submitted in the order noted below:

- 3.1 Administrative Requirements (Section 1 of Proposal)
- 3.2 Specific Surveys (Section 2 of Proposal)
  - A. State Survey
  - B. State Patrol Survey
  - C. Marine Employees' Survey
  - D. Public Safety and/or Health Survey
  - E. Other Classification and/or Compensation Consulting Services

Proposals must provide information in the same order as presented in this document with the same headings. This will not only be helpful to the evaluators of the proposal, but should assist the Bidder in preparing a thorough response.

#### 3.1 ADMINISTRATIVE REQUIREMENTS (Section 1 of Proposal)

- A. Letter of Submittal. The Letter of Submittal and the attached Certifications and Assurances form (Exhibit A to this RFQQ) must be signed and dated by a person authorized to legally bind the Consultant to a contractual relationship, e.g., the president or executive director of a corporation, the managing partner of a partnership, or the proprietor of a sole proprietorship. Signing the Letter of Submittal indicates that the Bidder accepts the terms and conditions of the RFQQ. The Letter of Submittal shall contain the following information:
  - (1) Name, address, principal place of business, telephone number, fax number, and e-mail address of the legal entity or the individual with whom the contract would be written.
  - (2) The name of the contact person for this RFQQ.
  - (3) Legal status of Consultant (sole proprietorship, partnership, corporation, etc.) and the year the entity was established to do business as it now substantially exists.
  - (4) Name, address, and telephone number of each principal officer (President, Vice-President, Treasurer, Chairperson of the Board of Directors, etc.)
  - (5) Federal Employer Tax Identification number or Social Security number and the Washington Uniform Business Identification (UBI) number issued by the state of Washington Department of Revenue. If the Consultant does not have a UBI number, the Consultant must state that it will become licensed in Washington within thirty (30) calendar days of being selected as the Apparently Successful Contractor.
  - (6) Location of the facility from which the Consultant would operate.

- (7) Indicate how many employees are with the firm.
- (8) Identify any state employees or former state employees employed by the Consultant or on the Consultant's governing board as of the date of the proposal. Include their position and responsibilities within the Consultant's organization. If following a review of this information, it is determined by the AGENCY that a conflict of interest exists, the Consultant may be disqualified from further consideration for the award of a contract.
- (9) If the Consultant's staff or subcontractor's staff was an employee of the state of Washington during the past 24 months, or is currently a Washington State employee, identify the individual by name, the agency previously or currently employed by, job title or position held, and separation date.
- (10) If the Consultant has had a contract terminated for default in the last five years, describe such incident. Termination for default is defined as notice to stop performance due to the Consultant's non-performance or poor performance and the issue of performance was either (a) not litigated due to inaction on the part of the Proposer, or (b) litigated and such litigation determined that the Proposer was in default.
- (11) Submit full details of the terms for default, including the other party's name, address, and phone number. Present the Consultant's position on the matter. The AGENCY will evaluate the facts and may, at its sole discretion, reject the proposal on the grounds of the past experience. If no such termination for default has been experienced by the Consultant in the past five years, so indicate.
- (12) A list of all RFQQ addenda downloaded by the Bidder from WEBS and listed in order by addenda number and date. If there are no RFQQ addenda, the Bidder must include a statement to that effect.
- (13) A statement substantiating that the person who signs the letter is authorized to contractually bind the Bidder's firm.
- (14) A statement substantiating that the Bidder meets all of the Minimum Qualifications as listed in **Section 1.3, Minimum Qualifications**. PLEASE NOTE: This statement must enumerate each area of experience, a-j, with a statement that Bidder meets the experience requirement for each area.
- (15) Identification of the page numbers on the Bidder's Proposal that are marked "Proprietary Information".
- (16) The Bidder Certification and Assurances form.

B. Identification of Services Being Bid

Bidder is to identify each of the Surveys and/or other Classification and/or Compensation Consulting Services listed in Section 1.2, *Scope and Objectives for this Acquisition* they are bidding on. Bidders are not required to submit a response to all of the surveys and/or other Classification and/or Compensation Consulting Services.

C. References

List names, addresses, telephone numbers, and fax numbers/e-mail addresses of three (3) business references for the Bidder and three (3) business references for the lead staff person for whom work has been accomplished and briefly describe the type of service provided. Do not include current AGENCY staff as references. By submitting a proposal in response to this RFQQ, the Bidder and team members grant permission to AGENCY to contact these references and others, who from AGENCY's perspective, may have pertinent information. AGENCY may or may not, at AGENCY's discretion, contact references. The AGENCY may evaluate references at the AGENCY'S discretion.

D. OMWBE Certification

If you are certified as a minority-owned firm and/or women-owned firm, include proof of certification issued by the Washington State Office of Minority and Womens Business Enterprises (OMWBE).

### 3.2 SPECIFIC SURVEYS (Section 2 of Proposal)

Bidders may submit Qualifications and Quotations for any of the Surveys and/or other Classification and/or Compensation Consulting Services listed in Section 1.2, *Scope and Objectives for this Acquisition*. Bidders are not required to submit a response to all of the surveys and/or other Classification and/or Compensation Consulting Services. If the Bidder is not proposing services for any particular Survey or other Classification and/or Compensation Consulting Services, the Bidder must state so.

Each Salary Survey proposal shall be presented in a section discrete from other survey proposals.

The qualifications section of the proposal must contain information that will demonstrate to the evaluation committee the Consultant's understanding of the types of services proposed, the Consultant's ability to accomplish them, and the ability to meet tight timeframes. The Qualifications Section must also demonstrate the capabilities of the staff to perform the services.

Numbering of Responses: Please number each response so that it corresponds to the question number. The response must begin with a restatement of the question followed by the Bidder's response to the question. A reference to another section will not suffice, each answer must stand alone.

Attachments: Attachments must be labeled and tabbed and the question number to which it responds must be indicated.

Points Awarded for Responses: The number in parentheses after each question or requirements represents the maximum number of points that may be awarded for the Bidder's response to that question or requirement.

#### A. State Survey

Scope: The scope of this survey is approximately 195 defined benchmarks with 200 participants. Participants are in public and private sector organizations in the state of Washington and fourteen comparable other state governments. Salary information collected in the past includes base salary range, supplemental pays and special pays/specialty pay practices. Benefit information for this section ranged from paid time off, health benefit premium cost sharing to retirement benefits. Benefit information is summarized by benefit type in the report. Consultation on potential survey improvements such as including new questions related to the Affordable Care Act (ACA) is part of the scope. Previous survey results can be found at:

<http://hr.wa.gov/CompClass/Compensation/Pages/TotalCompensationSurvey.aspx>. The possibility exists for additional discrete surveys on sections of the state's classification plan that are generally included in the statewide survey.

Please describe your company's experience and provide detail in the following areas that would qualify you to complete the work as described in the scope statement above:

- (1) Size of surveys conducted including detail on the survey(s) conducted with the greatest number of benchmarks (how many benchmarks?); (5 pts)
- (2) Scope of surveys conducted including detail on the the survey(s) with the greatest number of participants (how many participants?). (5 pts)
- (3) Conducting fringe benefit surveys (together with compensation surveys or separate) including the number of years of experience; (5 pts)
- (4) Performing market analysis/consultation, including the number of years of experience; (3 pts)
- (5) Identifying, securing and applying credible survey sources to supplement final survey results, including the number of years of experience; (3 pts)
- (6) Staffing resources (including subcontractors) available to perform the work and their individual experience; (3 pts.)
- (7) Staffing resources (including subcontractors) with any specific licenses or certifications held that are applicable to the work (CCP, CBP, MCCP, ACCP, GRP, SPHR). (2 pts)
- (8) Conducting statewide public and private sector surveys; (4 pts)
- (9) Conducting multi-state public and/or private sector surveys; (3 pts)
- (10) Reviewing and collecting publically available public sector compensation and classification information for inclusion in surveys; (2 pts)
- (11) Consulting on surveys or compensation and benefits for General Government positions in diverse occupational categories. (List up to 10 occupational categories with which your company has experience). (5 pts)
- (12) Quotations: Based upon the scope described within this section, please provide an estimated cost for your company to complete the work of this survey. (4 pts)

## **B. State Patrol Survey**

Scope: This survey historically has five (5) defined benchmark positions and surveys up to 29 participants: 24 in-state public-sector employers and five (5) other state government employers in the western United States. Salary information collected in the past includes base pay rates, supplemental pays and special pays/specialty pay practices. Benefit information for this section ranged from paid time off, health benefit premium cost sharing to retirement benefits. Benefit information is summarized by benefit type in the report. Salary collection includes base pay rates and pay practices for commissioned law enforcement officers that include police officers, county sheriffs, cadets, state troopers, sergeants, lieutenants and captains. Consultation on potential survey improvements such as including new questions related to the Affordable Care Act (ACA) is part of the scope.

Please provide detail on your company's experience in the following areas that would qualify you to complete the work as described above.

- (1) Size of the survey(s) conducted with the greatest and fewest number of benchmarks (how many benchmarks in each?); *(5 pts)*
- (2) Scope of the survey(s) conducted with the greatest and the fewest number of participants (how many participants in each?); *(5 pts)*
- (3) Conducting fringe benefit surveys (together with compensation surveys or separate) including the number of years of experience; *(3 pts)*
- (4) Staffing resources (including subcontractors) available to perform the work and their individual experience; *(3 pts)*
- (5) Staffing resources (including subcontractors) with any specific licenses or certifications held that are applicable to the work (CCP, CBP, MCCP, ACCP, GRP, SPHR). *(1 pt)*
- (6) Using collective bargaining agreements in survey work; *(3 pts)*
- (7) Providing consultation for mediation/arbitration and/or testimony (including the number of years' of experience for each qualified team member); *(5 pts)*
- (8) Providing compensation and benefit consulting for law enforcement positions, including the number of years of experience; *(5 pts)*
- (9) Conducting law enforcement surveys, including the number of years of experience. *(5 pts)*

- (10) Quotation: Based upon the scope described within this section, please provide an estimated cost for your company to complete the work of this survey. (5 pts)

### **C. Marine Employees' Survey**

Scope: This survey covers approximately 40 defined benchmark positions within the 11 different bargaining units that cover the Washington State Ferry (Marine Division) employees. There are approximately 17-targeted participants (public and private employers along the west coast of the US and Canada) for the survey. The survey is split into three separate survey questionnaires based upon the uniqueness of the market and working conditions of the positions and market. Compensation is analyzed and benefits are summarized for each bargaining unit. Consultation on potential survey improvements such as including new questions related to the Affordable Care Act (ACA) is part of the scope.

Please provide detail on your company's experience in the following areas that would qualify you to complete the work as described above.

- (1) Size of survey(s) conducted with the greatest number of benchmarks; (1 pt)
- (2) Size of survey(s) conducted with the fewest number of benchmarks; (2 pts)
- (3) Scope of survey(s) conducted with the greatest number of participants; (1 pt)
- (4) Scope of survey(s) conducted with the fewest number of participants; (2 pts)
- (5) Conducting fringe benefit surveys (together with compensation surveys or separate) including the number of years of experience; (3 pts)
- (6) Staffing resources (including subcontractors) available to perform the work and their individual experience; (3 pts)
- (7) Staffing resources (including subcontractors) with any specific licenses or certifications held that are applicable to the work (CCP, CBP, MCCP, ACCP, GRP, SPHR) (1 pt)
- (8) Using collective bargaining agreements in survey work; (4 pts)
- (9) Providing consultation for mediation/arbitration and/or testimony (including the number of years' of experience for each qualified team member); (4 pts)
- (10) Providing any compensation and/or benefit consulting for marine/maritime jobs, including the number of years experience; (4 pts)

- (11) Conducting marine surveys, including the number of years of experience; (5 pts)
- (12) List and provide detail on geographic areas of expertise (Puget Sound region, Washington State, Canada, maritime outside of Washington State [North America or globally]). (5 pts)
- (13) Quotation: Based upon the scope described within this section, please provide an estimated cost for your company to complete the work of this survey. (5 pts)

#### **D. Public Safety and/or Health**

Scope: The state has responsibility to ensure public safety and health for the citizens of Washington. The possibility exists that the state requires distinct surveys specific to these occupational areas. It is anticipated that we would collect salary information such as base salary, supplemental pays and special pays/specialty pay/incentive pay practices. Benefit information would potentially range from paid time off, health benefit premium cost sharing and retirement benefits information. Reporting done would be consistent with the state's practice of benefit prevalence only. Consultation on including questions related to the Affordable Care Act (ACA) is part of the scope.

Please provide detail on your company's experience in the following areas that would qualify you to complete the work as described above.

- (1) Conducting compensation and benefit surveys for Public Health jobs; (5 pts)
- (2) Conducting compensation and benefit surveys for Public Safety jobs; (5 pts)
- (3) Conducting fringe benefit surveys (together with compensation surveys or separate) including the number of years of experience; (5 pts)
- (4) Performing market analysis/consultation, including the number of years of experience; (5 pts)
- (5) Identifying, securing and applying credible survey sources to supplement final survey results, including the number of years of experience; (3 pts)
- (6) Staffing resources (including subcontractors) available to perform the work and their individual experience; (3 pts)
- (7) Staffing resources (including subcontractors) with any specific licenses or certifications held that are applicable to the work (CCP, CBP, M CCP, ACCP, GRP, SPHR) (2 pts)
- (8) List and provide detail on geographic areas of expertise (Puget Sound region, Washington State, Canada, maritime outside of Washington State [North America or globally]).(5 pts)

- (9) Providing consultation for mediation/arbitration and/or testimony (including the number of years' of experience for each qualified team member); (5 pts)
- (10) Reviewing and collecting publically available public sector compensation and classification information for inclusion in surveys; (3 pts)
- (11) Reviewing and collecting publically available public sector compensation and classification information for inclusion in surveys; (2 pts)
- (12) Quotation: Based upon the scope described within this section, please provide an estimated cost for your company to complete the work of this survey. (5 pts)

### **E. Other Classification and/or Compensation Consulting Services**

Scope: Consultation services related to classification and compensation plan maintenance may be sought by the state to inform plan changes and policy decisions. The possibility exists of a need for consultation services such as, but not limited to diagnostic review of current practices, evaluation and job analysis tools, classification plan development, salary plan re-structuring, and statutory compliance reviews.

Please provide detail on your company's experience in the following areas that would qualify you to complete the work as described above.

- (1) Consulting with public sector organizations on classification structures and/or compensation plans (include years of experience); (5 pts)
- (2) Scope of consulting impact for classification and/or compensation plans covering 10,000+ employees; (5 pts)
- (3) Consulting on various types of salary structures (describe work with broadbands, step structures, market based, and/or others); (3 pts)
- (4) Experience consulting in any of the following areas: Classification or job leveling systems; Diagnostic review of compensation or classification practices; Compensation consulting during whole or partial organizational re-structures; Statutory compliance reviews. (4 pts)
- (5) Staffing resources (including subcontractors) available to perform the work and their individual experience; (5 pts)
- (6) Staffing resources (including subcontractors) with any specific licenses or certifications held that are applicable to the work (CCP, CBP, MCCP, ACCP, GRP, SPHR) (3 pts)

(7) Quotation: Please provide an estimated hourly cost to provide consultation based only on the description above. (5 pts)

## 4. EVALUATION AND SELECTION AS AN APPARENTLY SUCCESSFUL CONTRACTOR

### 4.1 EVALUATION PROCEDURE

Responsive proposals will be evaluated strictly in accordance with the requirements stated in this solicitation and any addenda issued. The evaluation of proposals shall be accomplished by an evaluation team to be designated by the AGENCY, which will determine the ranking of the proposals for selection as an Apparently Successful Contractor.

The RFQQ Coordinator reserves the right to contact the Consultant for clarification of any portion of the Consultant's proposal.

### 4.2 WEIGHTING AND SCORING

The following weighting and points will be assigned to the proposal for bid evaluation purposes:

SECTION 3.2.A	STATE SURVEY	MAXIMUM POINTS	WEIGHTED SCORE
A.1	Survey Size (0,3,4,5)	5	11%
A.2	Survey Scope (0,3,4,5)	5	11%
A.3	Fringe Benefits Surveys (0,3,4,5)	5	11%
A.4	Market Analysis (0,2,3)	3	7%
A.5	Supplemental Survey Data (0,2,3)	3	7%
A.6	Staffing Resources (0,2,3)	3	7%
A.7	Staffing Certifications (0,2)	2	5%
A.8	Statewide Surveys (0,4)	4	9%
A.9	Multi-State Surveys (0,3)	3	7%
A.10	Public Sector Data Review (0,2)	2	5%
A.11	Occupational Categories Surveyed (0,3,4,5)	5	11%
A.12	Quotation (0,1,2,3,4) <i>total cost estimate</i>	4	9%
SECTION 3.2.B	STATE PATROL SURVEY	MAXIMUM POINTS	WEIGHTED SCORE
B.1	Size and Scope of Surveys Conducted (Fewest # Participants) (0,1,3,5)	5	12.5%
B.2	Size and Scope of Surveys Conducted (Greatest # Participants) (0,1,3,5)	5	12.5%
B.3	Fringe Benefits Surveys (0,1,2,3)	3	7.5%
B.4	Staffing Resources (0,1,2,3)	3	7.5%
B.5	Staffing Certifications (0,1)	1	2.5%
B.6	Collective Bargaining Agreements Review (0,3)	3	7.5%
B.7	Mediation/Arbitration Consulting and Testimony (0,1,2,3,5)	5	12.5%
B.8	Law Enforcement Compensation & Benefits Consulting (0,1,3,5)	5	12.5%
B.9	Law Enforcement Surveys (0,1,3,5)	5	12.5%
B.10	Quotation (0,1,2,3,4,5) <i>total cost estimate</i>	5	12.5%
SECTION 3.2.C	MARINE EMPLOYEES SURVEY	MAXIMUM POINTS	WEIGHTED SCORE
C.1	Size and Scope of Surveys Conducted (Greatest # Benchmarks) (0,1)	1	2.5%
C.2	Size and Scope of Surveys Conducted (Fewest # Benchmarks) (0,1,2)	2	5.0%
C.3	Size and Scope of Surveys Conducted (Greatest # Participants) (0,1)	1	2.5%
C.4	Size and Scope of Surveys Conducted (Fewest # Participants) (0,1,2)	2	5.0%
C.5	Fringe Benefits Surveys (0,1,2,3)	3	7.5%
C.6	Staffing Resources (0,1,2,3)	3	7.5%
C.7	Staffing Certifications (0,1)	1	2.5%

C.8	Collective Bargaining Agreements Review (0,4)	4	10.0%
C.9	Mediation/Arbitration Consulting and Testimony (0,1,2,3,4)	4	10.0%
C.10	Compensation/Benefit Consulting for Marine/Maritime (0,3,4)	4	10.0%
C.11	Marine Surveys (0,4,5)	5	12.5%
C.12	Geographic Areas of Expertise (0,1,2)	5	12.5%
C.13	Quotation (0,1,2,3,4,5) <i>total cost estimate</i>	5	12.5%
<b>SECTION 3.2.D</b>	<b>PUBLIC HEALTH / SAFETY SURVEY</b>	<b>MAXIMUM POINTS</b>	<b>WEIGHTED SCORE</b>
D.1	Public Health Surveys (0,4,5)	5	10%
D.2	Public Safety Surveys (0,4,5)	5	10%
D.3	Fringe Benefits Surveys (0,4,5)	5	10%
D.4	Market Analysis (0,4,5)	5	10%
D.5	Supplemental Survey Data (0,1,2,3)	3	6%
D.6	Staffing Resources (0,1,2,3)	3	6%
D.7	Staffing Certifications (0,2)	2	4%
D.8	Geographic Areas of Expertise (0,3,4,5)	5	10%
D.9	Mediation/Arbitration Consulting and Testimony (0,2,3,4,5)	5	10%
D.10	Collective Bargaining Agreements Review (0,3)	3	6%
D.11	Public Sector Data Review (0,2)	2	4%
D.12	Quotation (0,1,2,3) <i>hourly rate</i>	5	10%
<b>SECTION 3.2.E</b>	<b>OTHER CLASSIFICATION &amp; COMPENSATION CONSULTING SERVICES</b>	<b>MAXIMUM POINTS</b>	<b>WEIGHTED SCORE</b>
E.1	Public Sector Consulting (0,3,4,5)	5	17%
E.2	Scope of Consulting Impact (0,3,4,5)	5	17%
E.3	Types of Salary Structures (0,1,2,3)	3	10%
E.4	Functional Area Experience (0,1) <i>1 pt for each listed</i>	4	13%
E.5	Staffing Resources & Experience (0,3,4,5)	5	17%
E.6	Staffing Certifications (0,3)	3	10%
E.7	Quotation (0,1,2,3,4,5) <i>hourly rate</i>	5	17%

Scores from the QUALIFICATIONS and QUOTATIONS will be averaged by the number of evaluators.

#### 4.3 NOTIFICATION TO PROPOSERS

The AGENCY will notify the Apparently Successful Consultant of their selection by e-mail upon completion of the evaluation process. Individuals or firms whose proposals have not been selected as an Apparently Successful Consultant will be notified separately by e-mail.

#### 4.4 DEBRIEFING OF UNSUCCESSFUL PROPOSERS

Any Bidder who has submitted a proposal and been notified that they were not selected as an Apparently Successful Bidder may request a debriefing. The request for a debriefing conference must be **received** by the RFQQ Coordinator no later than 3:30 PM, local time, Olympia, Washington, on May 1, 2015. Debriefings will be held on May 5, 2015

Discussion at the debriefing conference will be limited to the following:

- Evaluation and scoring of the Consultant's proposal;
- Critique of the requesting Consultant's proposal based on the evaluation; and

- Review of proposer's final score in comparison with other final scores without identifying the other firms.

Comparisons between proposals or evaluations of the other proposals will not be allowed. Debriefing conferences may be conducted in person or on the telephone and will be scheduled for a maximum of one hour.

#### **4.5 PROTEST PROCEDURE**

Protests may be made only by Bidders who submitted a response to this solicitation document and who have participated in a debriefing conference. Upon completing the debriefing conference, the Bidder is allowed to file a protest. Protests must be received by the RFQQ Coordinator no later than 3:30 PM., local time, Olympia, Washington on May 12, 2015. Protests may be submitted by email, but must then be followed by the document with an original signature.

Consultants protesting this procurement shall follow the procedures described below. Protests that do not follow these procedures shall not be considered. This protest procedure constitutes the sole administrative remedy available to Consultants under this procurement.

All protests must be in writing, addressed to the RFQQ Coordinator, and signed by the protesting party or an authorized Agent. The protest must state the RFQQ number, the grounds for the protest with specific facts and complete statements of the action(s) being protested. A description of the relief or corrective action being requested should also be included.

Only protests stipulating an issue of fact concerning the following subjects shall be considered:

- A matter of bias, discrimination or conflict of interest on the part of the evaluator
- Errors in computing the score
- Non-compliance with procedures described in the procurement document or AGENCY policy

Protests not based on procedural matters will not be considered. Protests will be rejected as without merit if they address issues such as: 1) An evaluator's professional judgment on the quality of a proposal, or 2) AGENCY'S assessment of its own and/or other agencies' needs or requirements.

Upon receipt of a protest, a protest review will be held by the AGENCY. The AGENCY director or an employee delegated by the Director who was not involved in the procurement, will consider the record and all available facts and issue a decision within five (5) business days of receipt of the protest. If additional time is required, the protesting party will be notified of the delay.

In the event a protest may affect the interest of another Consultant that submitted a proposal, such Consultant will be given an opportunity to submit its views and any relevant information on the protest to the RFQQ Coordinator.

The final determination of the protest shall:

- Find the protest lacking in merit and uphold the AGENCY's action.
- Find only technical or harmless errors in the AGENCY's acquisition process and determine the AGENCY to be in substantial compliance and reject the protest.
- Find merit in the protest and provide the AGENCY options which may include:
  - Correct the errors and re-evaluate all proposals
  - Reissue the solicitation document and begin a new process
  - Make other findings and determine other courses of action as appropriate

If the AGENCY determines that the protest is without merit, the AGENCY will enter into a contract with the Apparently Successful Contractor. If the protest is determined to have merit, one of the alternatives noted in the preceding paragraph will be taken.

## **5. RFQQ EXHIBITS**

- Exhibit A Certifications and Assurances
- Exhibit B Sample Contract & General Terms and Conditions

**Exhibit A**  
**CERTIFICATIONS AND ASSURANCES**

I/we make the following certifications and assurances as a required element of the proposal to which it is attached, understanding that the truthfulness of the facts affirmed here and the continuing compliance with these requirements are conditions precedent to the award or continuation of the related contract(s):

1. I/we declare that all answers and statements made in the proposal are true and correct.
2. The prices and/or cost data have been determined independently, without consultation, communication, or agreement with others for the purpose of restricting competition. However, I/we may freely join with other persons or organizations for the purpose of presenting a single proposal.
3. The attached proposal is a firm offer for a period of 60 days following receipt, and it may be accepted by OFM without further negotiation (except where obviously required by lack of certainty in key terms) at any time within the 60-day period.
4. In preparing this proposal, I/we have not been assisted by any current or former employee of the state of Washington whose duties relate (or did relate) to this proposal or prospective contract, and who was assisting in other than his or her official, public capacity. (Any exceptions to these assurances are described in full detail on a separate page and attached to this document.)
5. I/we understand that the OFM will not reimburse me/us for any costs incurred in the preparation of this proposal. All proposals become the property of the OFM, and I/we claim no proprietary right to the ideas, writings, items, or samples, unless so stated in this proposal.
6. Unless otherwise required by law, the prices and/or cost data, if any, which have been submitted have not been knowingly disclosed by the Proposer and will not knowingly be disclosed by him/her prior to opening, directly or indirectly, to any other Proposer or to any competitor
7. I/we agree that submission of the attached proposal constitutes acceptance of the solicitation contents and the attached sample contract with general terms and conditions. If there are any exceptions to these terms, I/we have described those exceptions in detail on a page attached to this document.
8. No attempt has been made or will be made by the Proposer to induce any other person or firm to submit or not to submit a proposal for the purpose of restricting competition.
9. I/we grant OFM the right to contact references and others, who may have pertinent information regarding the ability of the Consultant and the lead staff person to perform the services contemplated in this procurement.
10. If any staff member(s) who will perform work on this contract has retired from the State of Washington under the provisions of the 2008 Early Retirement Factors legislation, his/her name(s) is noted on a separately attached page.

We (*circle one*) **are/are not** submitting proposed Contract exceptions (See Section 2.10, Contract with General Terms and Conditions). If Contract exceptions are being submitted, I/we have attached them to this form.

**On behalf of the Consultant submitting this proposal, my name below attests to the accuracy of the above statements.**

---

Signature of Proposer

---

Title

---

Date

**EXHIBIT B**  
**SAMPLE GENERAL TERMS AND CONDITIONS**

**DEFINITIONS**

As used throughout this contract, the following terms shall have the meaning set forth below:

- A. "AGENCY" shall mean the Office of Financial Management of the State of Washington, any division, section, office, unit or other entity of the AGENCY, or any of the officers or other officials lawfully representing that AGENCY.
- B. "AGENT" shall mean the Director, and/or the delegate authorized in writing to act on the Director's behalf.
- C. "CONTRACTOR" shall mean that firm, provider, organization, individual or other entity performing service(s) under this contract, and shall include all employees of the CONTRACTOR.
- D. "SUBCONTRACTOR" shall mean one not in the employment of the CONTRACTOR, who is performing all or part of those services under this contract under a separate contract with the CONTRACTOR. The terms "SUBCONTRACTOR" and "SUBCONTRACTORS" means SUBCONTRACTOR(s) in any tier.

**ACCESS TO DATA**

In compliance with RCW 39.26.180(2), the CONTRACTOR shall provide access to data generated under this contract to AGENCY, the Joint Legislative Audit and Review Committee, and the State Auditor at no additional cost. This includes access to all information that supports the findings, conclusions, and recommendations of the CONTRACTOR'S reports, including computer models and methodology for those models.

**ADVANCE PAYMENTS PROHIBITED**

No payments in advance of or in anticipation of goods or services to be provided under this contract shall be made by the AGENCY.

**AMENDMENTS**

This contract may be amended by mutual agreement of the parties. Such amendments shall not be binding unless they are in writing and signed by personnel authorized to bind each of the parties.

**AMERICANS WITH DISABILITIES ACT (ADA) OF 1990, PUBLIC LAW 101-336, also referred to as the "ADA" 28 CFR Part 35**

The CONTRACTOR must comply with the ADA, which provides comprehensive civil rights protection to individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications.

## **ASSIGNMENT**

Neither this contract, nor any claim arising under this contract, shall be transferred or assigned by the CONTRACTOR without prior written consent of the AGENCY.

## **ATTORNEYS' FEES**

In the event of litigation or other action brought to enforce contract terms, each party agrees to bear its own attorney fees and costs.

## **CONFIDENTIALITY/SAFEGUARDING OF INFORMATION**

The CONTRACTOR shall not use or disclose any information concerning the AGENCY, or information that may be classified as confidential, for any purpose not directly connected with the administration of this contract, except with prior written consent of the AGENCY, or as may be required by law.

## **CONFLICT OF INTEREST**

Notwithstanding any determination by the Executive Ethics Board or other tribunal, the AGENCY may, in its sole discretion, by written notice to the CONTRACTOR terminate this contract if it is found after due notice and examination by the AGENT that there is a violation of the Ethics in Public Service Act, Chapter 42.52 RCW; or any similar statute involving the CONTRACTOR in the procurement of, or performance under this contract.

In the event this contract is terminated as provided above, the AGENCY shall be entitled to pursue the same remedies against the CONTRACTOR as it could pursue in the event of a breach of the contract by the CONTRACTOR. The rights and remedies of the AGENCY provided for in this clause shall not be exclusive and are in addition to any other rights and remedies provided by law. The existence of facts upon which the AGENT makes any determination under this clause shall be an issue and may be reviewed as provided in the "Disputes" clause of this contract.

## **COPYRIGHT PROVISIONS**

Unless otherwise provided, all materials produced under this contract shall be considered "works for hire" as defined by the U.S. Copyright Act and shall be owned by the AGENCY. The AGENCY shall be considered the author of such materials. In the event the materials are not considered "works for hire" under the U.S. Copyright laws, CONTRACTOR hereby irrevocably assigns all right, title, and interest in materials, including all intellectual property rights, to the AGENCY effective from the moment of creation of such materials.

Materials means all items in any format and includes, but is not limited to, data, reports, documents, pamphlets, advertisements, books, magazines, surveys, studies, computer programs, films, tapes, and/or sound reproductions. Ownership includes the right to copyright, patent, register and the ability to transfer these rights.

For materials that are delivered under the contract, but that incorporate pre-existing materials not produced under the contract, CONTRACTOR hereby grants to the AGENCY a nonexclusive, royalty-free, irrevocable license (with rights to sublicense others) in such materials to translate, reproduce, distribute, prepare derivative works, publicly perform, and publicly display. The CONTRACTOR warrants and represents that CONTRACTOR has all rights and permissions, including intellectual property rights, moral rights and rights of publicity, necessary to grant such a license to the AGENCY.

The CONTRACTOR shall exert all reasonable effort to advise the AGENCY, at the time of delivery of materials furnished under this contract, of all known or potential invasions of privacy contained therein and of any portion of such document that was not produced in the performance of this contract.

The AGENCY shall receive prompt written notice of each notice or claim of infringement received by the CONTRACTOR with respect to any data delivered under this contract. The AGENCY shall have the right to modify or remove any restrictive markings placed upon the data by the CONTRACTOR.

### **COVENANT AGAINST CONTINGENT FEES**

The CONTRACTOR warrants that no person or selling agent has been employed or retained to solicit or secure this contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, excepting bona fide employees or bona fide established agents maintained by the CONTRACTOR for securing business.

The AGENCY shall have the right, in the event of breach of this clause by the CONTRACTOR, to annul this contract without liability or, in its discretion, to deduct from the contract price or consideration or recover by other means the full amount of such commission, percentage, brokerage or contingent fee.

### **DEBARMENT: CERTIFICATION REGARDING DEBARMENT, SUSPENSION OR INELIGIBILITY AND VOLUNTARY EXCLUSION—PRIMARY AND LOWER TIER COVERED TRANSACTIONS**

- A. Contractor, defined as the primary participant and its principals, certifies by signing these General Terms and Conditions that to the best of its knowledge and belief that they:
1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency.
  2. Have not within a three-year period preceding this Contract, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public or private agreement or transaction, violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, receiving stolen property, making false claims, or obstruction of justice;
  3. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of federal Executive Order 12549; and
  4. Have not within a three-year period preceding the signing of this Contract had one or more public transactions (Federal, State, or local) terminated for cause of default.
- B. Where the Contractor is unable to certify to any of the statements in this Contract, the Contractor shall attach an explanation to this Contract.
- C. The Contractor agrees by signing this Contract that it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by AGENCY.
- D. The Contractor further agrees by signing this Contract that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-

Lower Tier Covered Transaction,” as follows, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions:

#### LOWER TIER COVERED TRANSACTIONS

1. The lower tier contractor certifies, by signing this Contract that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
  2. Where the lower tier contractor is unable to certify to any of the statements in this Contract, such contractor shall attach an explanation to this Contract.
- E. The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, person, primary covered transaction, principal, and voluntarily excluded, as used in this section, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. You may contact AGENCY for assistance in obtaining a copy of these regulations.

#### DISALLOWED COSTS

The Contractor is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its Subcontractors.

#### DISPUTES

Except as otherwise provided in this contract, when a dispute arises between the parties and it cannot be resolved by direct negotiation, either party may request a dispute hearing with AGENT.

- A. The request for a dispute hearing must:
- Be in writing;
  - State the disputed issue(s);
  - State the relative positions of the parties;
  - State the CONTRACTOR'S name, address, and contract number; and
  - Be mailed to the AGENT and the other party's (respondent's) contract manager within 3 working calendar days after the parties agree that they cannot resolve the dispute.
- B. The respondent shall send a written answer to the requester's statement to both the agent and the requester within 5 working calendar days.
- C. The AGENT shall review the written statements and reply in writing to both parties within 10 working days. The AGENT may extend this period if necessary by notifying the parties.
- D. The parties agree that this dispute process shall precede any action in a judicial or quasi-judicial tribunal.

Nothing in this contract shall be construed to limit the parties' choice of a mutually acceptable ADR method in addition to the dispute resolution procedure outlined above.

#### DUPLICATE PAYMENT

The AGENCY shall not pay the CONTRACTOR, if the CONTRACTOR has charged or will charge the State of Washington or any other party under any other contract or agreement, for the same services or expenses.

#### GOVERNING LAW

This contract shall be construed and interpreted in accordance with the laws of the State of Washington, and the venue of any action brought hereunder shall be in the Superior Court for Thurston County.

## **INDEMNIFICATION**

To the fullest extent permitted by law, CONTRACTOR shall indemnify, defend, and hold harmless State, agencies of State and all officials, agents and employees of State, from and against all claims for injuries or death arising out of or resulting from the performance of the contract. "Claim," as used in this contract, means any financial loss, claim, suit, action, damage, or expense, including but not limited to attorney's fees, attributable for bodily injury, sickness, disease, or death, or injury to or destruction of tangible property including loss of use resulting therefrom.

CONTRACTOR'S obligations to indemnify, defend, and hold harmless includes any claim by CONTRACTORS' agents, employees, representatives, or any subcontractor or its employees.

CONTRACTOR expressly agrees to indemnify, defend, and hold harmless the State for any claim arising out of or incident to CONTRACTOR'S or any subcontractor's performance or failure to perform the contract. CONTRACTOR'S obligation to indemnify, defend, and hold harmless the State shall not be eliminated or reduced by any actual or alleged concurrent negligence of State or its agents, agencies, employees and officials.

CONTRACTOR waives its immunity under Title 51 RCW to the extent it is required to indemnify, defend and hold harmless State and its agencies, officials, agents or employees.

## **INDEPENDENT CAPACITY OF THE CONTRACTOR**

The parties intend that an independent contractor relationship will be created by this contract. The CONTRACTOR and his or her employees or agents performing under this contract are not employees or agents of the AGENCY. The CONTRACTOR will not hold himself/herself out as or claim to be an officer or employee of the AGENCY or of the State of Washington by reason hereof, nor will the CONTRACTOR make any claim of right, privilege or benefit that would accrue to such employee under law. Conduct and control of the work will be solely with the CONTRACTOR.

## **INDUSTRIAL INSURANCE COVERAGE**

The CONTRACTOR shall comply with the provisions of Title 51 RCW, Industrial Insurance. If the CONTRACTOR fails to provide industrial insurance coverage or fails to pay premiums or penalties on behalf of its employees, as may be required by law, AGENCY may collect from the CONTRACTOR the full amount payable to the Industrial Insurance accident fund. The AGENCY may deduct the amount owed by the CONTRACTOR to the accident fund from the amount payable to the CONTRACTOR by the AGENCY under this contract, and transmit the deducted amount to the Department of Labor and Industries, (L&I) Division of Insurance Services. This provision does not waive any of L&I's rights to collect from the CONTRACTOR.

## **LICENSING, ACCREDITATION AND REGISTRATION**

The CONTRACTOR shall comply with all applicable local, state, and federal licensing, accreditation and registration requirements/standards, necessary for the performance of this contract.

## **LIMITATION OF AUTHORITY**

Only the AGENT or AGENT'S delegate by writing (delegation to be made prior to action) shall have the express, implied, or apparent authority to alter, amend, modify, or waive any clause or condition of this contract. Furthermore, any alteration, amendment, modification, or waiver or any clause or condition of this contract is not effective or binding unless made in writing and signed by the AGENT.

### **NONCOMPLIANCE WITH NONDISCRIMINATION LAWS**

In the event of the CONTRACTOR'S non-compliance or refusal to comply with any nondiscrimination law, regulation, or policy, this contract may be rescinded, canceled or terminated in whole or in part, and the CONTRACTOR may be declared ineligible for further contracts with the AGENCY. The CONTRACTOR shall, however, be given a reasonable time in which to cure this noncompliance. Any dispute may be resolved in accordance with the "Disputes" procedure set forth herein.

### **NONDISCRIMINATION**

During the performance of this contract, the CONTRACTOR shall comply with all federal and state nondiscrimination laws, regulations and policies.

### **PRIVACY**

Personal information including, but not limited to, "Protected Health Information," collected, used, or acquired in connection with this contract shall be protected against unauthorized use, disclosure, modification or loss. CONTRACTOR shall ensure its directors, officers, employees, subcontractors or agents use personal information solely for the purposes of accomplishing the services set forth herein. CONTRACTOR and its subcontractors agree not to release, divulge, publish, transfer, sell or otherwise make known to unauthorized persons personal information without the express written consent of the agency or as otherwise required by law.

Any breach of this provision may result in termination of the contract and the demand for return of all personal information. The CONTRACTOR agrees to indemnify and hold harmless the AGENCY for any damages related to the CONTRACTOR'S unauthorized use of personal information.

### **PUBLICITY**

The CONTRACTOR agrees to submit to the AGENCY all advertising and publicity matters relating to this contract wherein the AGENCY'S name is mentioned or language used from which the connection of the AGENCY'S name may, in the AGENCY'S judgment, be inferred or implied. The CONTRACTOR agrees not to publish or use such advertising and publicity matters without the prior written consent of the AGENCY.

### **RECORDS MAINTENANCE**

The CONTRACTOR shall maintain books, records, documents, data and other evidence relating to this contract and performance of the services described herein, including but not limited to accounting procedures and practices that sufficiently and properly reflect all direct and indirect costs of any nature expended in the performance of this contract.

CONTRACTOR shall retain such records for a period of six years following the date of final payment. At no additional cost, these records, including materials generated under the contract, shall be subject at all reasonable times to inspection, review or audit by the AGENCY, personnel duly authorized by the AGENCY, the Office of the State Auditor, and federal and state officials so authorized by law, regulation or agreement.

If any litigation, claim or audit is started before the expiration of the six (6) year period, the records shall be retained until all litigation, claims, or audit findings involving the records have been resolved.

## **REGISTRATION WITH DEPARTMENT OF REVENUE**

The CONTRACTOR shall complete registration with the Washington State Department of Revenue and be responsible for payment of all taxes due on payments made under this contract.

## **RIGHT OF INSPECTION**

The CONTRACTOR shall provide right of access to its facilities to the AGENCY, or any of its officers, or to any other authorized agent or official of the state of Washington or the federal government, at all reasonable times, in order to monitor and evaluate performance, compliance, and/or quality assurance under this contract.

## **SAVINGS**

In the event funding from state, federal, or other sources is withdrawn, reduced, or limited in any way after the effective date of this contract and prior to normal completion, the AGENCY may terminate the contract under the "Termination for Convenience" clause, without the ten-day notice requirement, subject to renegotiation at the AGENCY'S discretion under those new funding limitations and conditions.

## **SEVERABILITY**

The provisions of this contract are intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such illegality or invalidity shall not affect the validity of the remainder of the contract.

## **SITE SECURITY**

While on AGENCY premises, CONTRACTOR, its agents, employees, or subcontractors shall conform in all respects with physical, fire or other security policies or regulations.

## **SUBCONTRACTING**

Neither the CONTRACTOR nor any SUBCONTRACTOR shall enter into subcontracts for any of the work contemplated under this contract without obtaining prior written approval of the AGENCY. In no event shall the existence of the subcontract operate to release or reduce the liability of the contractor to the Department for any breach in the performance of the contractor's duties. This clause does not include contracts of employment between the contractor and personnel assigned to work under this contract.

Additionally, the CONTRACTOR is responsible for ensuring that all terms, conditions, assurances and certifications set forth in this agreement are carried forward to any subcontracts. CONTRACTOR and its subcontractors agree not to release, divulge, publish, transfer, sell or otherwise make known to unauthorized persons personal information without the express written consent of the agency or as provided by law.

## **TAXES**

All payments accrued because of payroll taxes, unemployment contributions, any other taxes, insurance or other expenses for the CONTRACTOR or its staff shall be the sole responsibility of the CONTRACTOR.

### **TERMINATION FOR CAUSE**

In the event the AGENCY determines the CONTRACTOR has failed to comply with the conditions of this contract in a timely manner, the AGENCY has the right to suspend or terminate this contract. Before suspending or terminating the contract, the AGENCY shall notify the CONTRACTOR in writing of the need to take corrective action. If corrective action is not taken within 30 calendar days, the contract may be terminated or suspended.

In the event of termination or suspension, the CONTRACTOR shall be liable for damages as authorized by law including, but not limited to, any cost difference between the original contract and the replacement or cover contract and all administrative costs directly related to the replacement contract, e.g., cost of the competitive bidding, mailing, advertising and staff time.

The AGENCY reserves the right to suspend all or part of the contract, withhold further payments, or prohibit the CONTRACTOR from incurring additional obligations of funds during investigation of the alleged compliance breach and pending corrective action by the CONTRACTOR or a decision by the AGENCY to terminate the contract. A termination shall be deemed a "Termination for Convenience" if it is determined that the CONTRACTOR: (1) was not in default; or (2) failure to perform was outside of his or her control, fault or negligence. The rights and remedies of the AGENCY provided in this contract are not exclusive and are, in addition to any other rights and remedies, provided by law.

### **TERMINATION FOR CONVENIENCE**

Except as otherwise provided in this contract, the AGENCY may, by 10 calendar days written notice, beginning on the second day after the mailing, terminate this contract, in whole or in part. If this contract is so terminated, the AGENCY shall be liable only for payment required under the terms of this contract for services rendered or goods delivered prior to the effective date of termination.

### **TERMINATION PROCEDURES**

Upon termination of this contract, the AGENCY, in addition to any other rights provided in this contract, may require the CONTRACTOR to deliver to the AGENCY any property specifically produced or acquired for the performance of such part of this contract as has been terminated. The provisions of the "Treatment of Assets" clause shall apply in such property transfer.

The AGENCY shall pay to the CONTRACTOR the agreed upon price, if separately stated, for completed work and services accepted by the AGENCY, and the amount agreed upon by the CONTRACTOR and the AGENCY for (i) completed work and services for which no separate price is stated, (ii) partially completed work and services, (iii) other property or services that are accepted by the AGENCY, and (iv) the protection and preservation of property, unless the termination is for default, in which case the AGENT shall determine the extent of the liability of the AGENCY. Failure to agree with such determination shall be a dispute within the meaning of the "Disputes" clause of this contract. The AGENCY may withhold from any amounts due the CONTRACTOR such sum as the AGENT determines to be necessary to protect the AGENCY against potential loss or liability.

The rights and remedies of the AGENCY provided in this section shall not be exclusive and are in addition to any other rights and remedies provided by law or under this contract.

After receipt of a notice of termination, and except as otherwise directed by the AGENT, the CONTRACTOR shall:

1. Stop work under the contract on the date, and to the extent specified, in the notice;
2. Place no further orders or subcontracts for materials, services, or facilities except as may be necessary for completion of such portion of the work under the contract that is not terminated;
3. Assign to the AGENCY, in the manner, at the times, and to the extent directed by the AGENT, all of the rights, title, and interest of the CONTRACTOR under the orders and subcontracts so terminated, in which case the AGENCY has the right, at its discretion, to settle or pay any or all claims arising out of the termination of such orders and subcontracts;
4. Settle all outstanding liabilities and all claims arising out of such termination of orders and subcontracts, with the approval or ratification of the AGENT to the extent AGENT may require, which approval or ratification shall be final for all the purposes of this clause;
5. Transfer title to the AGENCY and deliver in the manner, at the times, and to the extent directed by the AGENT any property which, if the contract had been completed, would have been required to be furnished to the AGENCY;
6. Complete performance of such part of the work as shall not have been terminated by the AGENT; and
7. Take such action as may be necessary, or as the AGENT may direct, for the protection and preservation of the property related to this contract, which is in the possession of the CONTRACTOR and in which the AGENCY has or may acquire an interest.

#### **TREATMENT OF ASSETS**

- A. Title to all property furnished by the AGENCY shall remain in the AGENCY. Title to all property furnished by the CONTRACTOR, for the cost of which the CONTRACTOR is entitled to be reimbursed as a direct item of cost under this contract, shall pass to and vest in the AGENCY upon delivery of such property by the CONTRACTOR. Title to other property, the cost of which is reimbursable to the CONTRACTOR under this contract, shall pass to and vest in the AGENCY upon (i) issuance for use of such property in the performance of this contract, or (ii) commencement of use of such property in the performance of this contract, or (iii) reimbursement of the cost thereof by the AGENCY in whole or in part, whichever first occurs.
- B. Any property of the AGENCY furnished to the CONTRACTOR shall, unless otherwise provided herein or approved by the AGENCY, be used only for the performance of this contract.
- C. The CONTRACTOR shall be responsible for any loss or damage to property of the AGENCY that results from the negligence of the CONTRACTOR or which results from the failure on the part of the CONTRACTOR to maintain and administer that property in accordance with sound management practices.
- D. If any AGENCY property is lost, destroyed or damaged, the CONTRACTOR shall immediately notify the AGENCY and shall take all reasonable steps to protect the property from further damage.
- E. The CONTRACTOR shall surrender to the AGENCY all property of the AGENCY prior to settlement upon completion, termination or cancellation of this contract

F. All reference to the CONTRACTOR under this clause shall also include CONTRACTOR'S employees, agents or SUBCONTRACTORS.

**WAIVER**

Waiver of any default or breach shall not be deemed a waiver of any subsequent default or breach. Any waiver shall not be construed to be a modification of the terms of this contract unless stated to be such in writing and signed by authorized representative of the AGENCY.

