

Department of Procurement and  
Contract Compliance

REQUEST FOR PROPOSAL



**RFP 40939**

**For**

**“KCK PD – Wyandotte County Sheriff Validated  
Promotional Testing System”**

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**Article I. General Information**

**Section 1.01 Method of Source Selection**

Section 29-154 of the Unified Government of Wyandotte County / Kansas City, Kansas Procurement Code allows for the use of Competitive Sealed Proposals when it is determined in writing that Competitive Sealed Bidding is either not practicable or not advantageous to the Unified Government.

**Section 1.02 Purpose**

The Unified Government of Wyandotte County/Kansas City, Kansas, Police Department and the Wyandotte County Sheriff’s Office is accepting competitive proposals from qualified individuals, firms, partnerships and corporations for the purpose of a validated promotional testing system.

Vendors providing such services must meet the requirements, as specified herein.

Solicitations from qualified minority, and women owned businesses, firms and individuals are encouraged by the Unified Government of Wyandotte County/Kansas City, Kansas. This encouragement does not infer preference and all solicitations will be evaluated equally.

### **Section 1.03 Existing Environment**

The Unified Government of Wyandotte County/Kansas City, Kansas is a consolidated city/county government serving all of the citizens of the City of Kansas City, Kansas, and Wyandotte County. The City of Kansas City, Kansas is located entirely in Wyandotte County and, along with ten other Kansas and Missouri counties, makes up the Metropolitan Kansas City Region with a population of approximately 1.6 million. The Cities of Kansas City, Kansas and Kansas City, Missouri are separated by the Kansas-Missouri border and are independent of one another in all aspects.

### **Section 1.04 Required Review**

Offerors should carefully review this solicitation for defects and questionable or objectionable matter. Comments concerning defects and objectionable material must be made in writing and received by the procurement officer at least ten days before the proposal opening. This will allow issuance of any necessary amendments. It will also help prevent the opening of a defective solicitation and exposure of offeror's proposals upon which award could not be made. Protests based on any omission or error, or on the content of the solicitation, will be disallowed if these faults have not been brought to the attention of the contracting officer, in writing, at least ten days before the time set for opening.

### **Section 1.05 Protests and Appeals**

Any protest or appeal of the award of the Agreement must be in writing and received by the Director of Purchasing within seven (7) days of the County Administrator's decision. The written communication must list the specific areas of protest and suggested remedy. The decision of the Purchasing Director on any protest or appeal shall be final.

### **Section 1.06 Inquiries - Clarifications**

Any questions regarding the Request for Proposal shall be directed in writing to the attention of the buyer via fax or email, to the Office of Procurement and Contract Compliance ATTN: Teresa Houchins [thouchins@wycokck.org](mailto:thouchins@wycokck.org) Room 649, 701 North 7th Street, Kansas City, Kansas 66101. All questions must be received no later than the date established in the project timetable. Telephone conversations must be confirmed in writing by the interested party.

Two types of questions generally arise. One may be answered by directing the questioner to a specific section of the RFP. These questions may be answered over the telephone. Other questions may be more complex and may require a written amendment to the RFP. The procurement officer will determine the appropriate method to be used.

### **Section 1.07 Amendments & Addendums**

Amendments and addendums will be made by addendum issued only to vendors known to have the Request for Proposal.

### **Section 1.08 Alternate Proposals**

Offerors may only submit one proposal for evaluation. Alternate proposals (proposals that offer something different than what is asked for) will be rejected.

**Section 1.09 Implied Requirements**

By submission of the proposal, the Offeror certifies all services proposed meet or exceed all requirements as set forth in the Request for Proposals, unless the proposal specifically states otherwise. Any products and services that are not specifically addressed in the RFP but which are necessary to provide functional capabilities proposed by the offeror must be included in the proposal.

**Section 1.10 Project Timetable & Contract Term**

The project timetable set out herein represents the Unified Government’s best estimate of the schedule that will be followed. If a component of the schedule, such as the opening date, is delayed, the rest of the schedule may be shifted by the same number of days.

Issue RFP:	September 5, 2024
Last day for Questions:	September 19, 2024, by 11:00am CST
Proposals Due:	October 3, 2024, by 2:00pm CST
Shortlisting of proposals	October 10, 2024
Proposal Evaluation Committee completes evaluation:	TBD
Notice of Award:	TBD

The length of the contract will be from the date of award and continue for a term length of one (1) year with four (4) one (1) year extensions provided neither party has terms they wished changed.

**Section 1.11 Location of Work**

The location(s) the work is to be performed is to be performed within the Unified Government of Wyandotte County/Kansas City, Kansas Police Department and the Wyandotte County Sheriff’s Office.

**Section 1.12 Proposals and Presentation Costs**

The Unified Government of Wyandotte County/Kansas City, Kansas will not be liable in any way for any costs incurred by the offeror in the preparation of their proposal in response to the RFP nor for the presentation of their proposal and/or participation in any discussions or negotiations.

**Section 1.13 Disclosure of Proposal Contents**

All proposals and other material submitted become the property of the Unified Government and may be returned only at the UG’s option. Kansas Open Records Act requires public records to be open to reasonable inspection. All proposal information, including detailed price and cost information, will be held in confidence during the evaluation process and prior to the time a Notice of Award is issued. Thereafter, proposals will become public information.

Trade secrets and other proprietary data contained in proposals may be held confidential if the offeror requests, in writing, that the procurement officer does so, and if the procurement officer agrees, in writing, to do so. Material considered confidential by the offeror must be clearly identified and the offeror must include a brief statement that sets out the reasons for confidentiality.

### **Section 1.14      *Cooperative Procurement***

If the contractor has indicated agreement to participate in the Cooperative Procurement Program, the contractor shall provide equipment, supplies, and/or services as described herein under the terms and conditions, requirements and specifications of the contract, including prices, to other government entities. The contractor shall further understand and agree that participation by other governmental entities is discretionary on the part of that governmental entity and the Unified Government bears no financial responsibility for any payments due the contractor by such governmental entities.

### **Section 1.15      *Independent Contractor Relation***

Nothing in this Agreement shall be construed to create a relationship of employer and employee or principal and agent or any other relationship other than that of independent parties contracting with each other solely for the purpose of carrying out the provisions of this Agreement. Nothing in this Agreement shall create any right or remedies in any third party.

The Agreement to be entered into is not intended to be and will not constitute or otherwise recognize a joint venture, partnership agreement or relationship, or formal business organization or association of any kind between the parties; and, the rights and obligations of the parties shall be only those expressly set forth in the Agreement. The parties will agree that no persons supplied by the Contractor in performance of the contract are employees of the Unified Government and further agree that no right of the Unified Government's civil service, retirement, or personnel rules accrue to such persons. The Contractor shall have the total responsibility for all salaries, wages, workers' compensation insurance, unemployment compensation, bonuses, retirement, withholdings, other benefits, and all taxes and premiums appurtenant thereto concerning such persons and shall hold the Unified Government harmless with respect thereto.

### **Section 1.16      *Determination of Responsibility***

Per § 29-198 (Duty Concerning Responsibility), before awarding a contract the Procurement Officer must be satisfied that the prospective contractor is responsible.

All offerors shall supply information as requested by the Procurement Officer concerning the responsibility of such offeror. The determination of responsibility shall be governed by Section 29-198 of the Unified Governments Procurement Code. The contract file shall contain the basis on which the award is made.

### **Section 1.17      *Evaluation***

The selection committee shall evaluate all proposals submitted and shall classify proposals as: acceptable, potentially acceptable (that is reasonably susceptible of being made acceptable), or unacceptable. Vendors whose proposals are unacceptable shall be notified promptly. More detailed evaluation information will be found in section 8 of this RFP.

### **Section 1.18      *Equal Treatment***

Offerors will be accorded fair and equal treatment with respect to any opportunity for discussions and revisions of proposals. The Procurement Officer will establish procedures and schedules for conducting discussions. If during discussions there is a need for any substantial clarification of or change in the Request for Proposals, the Request shall be amended to incorporate such clarification or change. Auction techniques (revealing one offeror's price to another) and disclosure of any information derived

from competing proposals are prohibited.

### **Section 1.19 Award**

The contract shall be awarded in whole or in part to the responsible offeror whose proposal is determined to be the most advantageous to the Unified Government taking into consideration all the evaluation factors set forth in the Request for Proposals. No other factors or criteria shall be used in the evaluation.

The County Administrator retains the sole and complete discretion to select the successful proposer based upon the evaluation of the selection committee's recommendation. The decision of the County Administrator will be final unless an appeal is filed as described in the protest section.

### **Section 1.20 Notification of Award**

Written notice of award shall be sent to the successful Offeror. The successful Offeror shall, within ten (10) days from the date of receipt of the notice of award, perform the following:

- Submit a performance bond, if required, in the total amount of one hundred percent (100%) of the proposal amount (*Bond form format will be provided by the Unified Government*)
- If the Offeror is not a resident of the State of Kansas, submit an executed Appointment of Process Agent Form from the Kansas Secretary of State or a Foreign Corporation registration form (*Form will be provided by the Unified Government*).
- Submit a certificate of insurance evidencing insurance as required by the Request for Proposal.
- Ensure that all occupation taxes and fees are paid in full. Offerors are hereby directed to contact the Unified Government of Wyandotte County/Kansas City, Kansas License Division at (913) 573-8780 for information regarding Licensing and Occupational Taxes.
- The Contractor will be required to come into compliance with chapter 11 of the Procurement Code regarding Affirmative Action and Equal Employment Opportunity as required by Sections 29-585 and 29-586 of the Code of Ordinance of the Unified Government of Wyandotte County / Kansas City, Kansas.

Contact the Contract Compliance Division located on the 6<sup>th</sup> Floor of the Municipal Office Building, 701 N. 7<sup>th</sup> Street, Kansas City, Kansas 66101, Room 649 or call (913) 573-5465 for information regarding compliance requirements.

- The Unified Government may, at its option, declare the Offeror in default if the Offeror fails to perform all the above-enumerated conditions, in which case the proposal security shall become the property of the Unified Government.
- All bonds required by this proposal must contain terms and conditions approved by the Unified Government and shall be executed by a surety company authorized to do business in the State of Kansas.
- The Unified Government of Wyandotte County/Kansas City, KS, Johnson County KS, City of Kansas City MO, and Jackson County MO, (collectively the "Local Governments"), have agreed to cooperate with each other to ensure that tax funded contracts are performed by Contractors

in compliance with the Tax Laws of the Local Governments. Contactor agrees that the Contractor shall be in compliance with the respective Tax Laws of the Local Governments throughout the term of this contract and any contract renewals and that proof of Contractor's compliance with the Tax Laws of the Local Governments shall be a condition of award. All Contractors entering into a contract and all subsequent renewals with the Unified Government of Wyandotte County in the amount of \$50,001.00 or more must obtain a Tax Clearance Certification. The Tax Clearance Certification must be signed by an authorized official from all four (4) of the "Local Governments" and submitted to the Unified Government Procurement and Contract Compliance Department. The Tax Clearance Certification shall be valid for a period of one year from the date of issuance and shall not be dated more than sixty (60) days prior to any notice of intent to contract by the County. (Form *will be provided by the Unified Government*).

### **Section 1.21 Right to Reject Proposals**

The Unified Government reserves the right without contest to accept or reject any proposals or alternate proposals. Offerors must comply with all of the terms of the RFP, the Unified Government Procurement Code, and all applicable local, State, and federal laws, codes, and Regulations. The procurement officer may reject any proposal that does not comply with all of the material and substantial terms, conditions, and performance requirements of the RFP.

Offerors may not restrict the rights of the Unified Government or qualify their proposal. If an offeror does so, the procurement officer may determine the proposal to be a non-responsive counteroffer, and the proposal may be rejected.

Minor informalities may be waived by the procurement officer if determined that they:

- do not affect responsiveness,
- are merely a matter of form or format,
- do not change the relative standing or otherwise prejudice other offers,
- do not change the meaning or scope of the RFP,
- are trivial, negligible, or immaterial in nature,
- do not reflect a material change in the work or,
- do not constitute a substantial reservation against a requirement or provision.

If no offerors meet all the mandatory requirements of the Request for Proposals, or if sufficient funds are not available, or if other extenuating circumstances prevail, the Unified Government may choose to make no award and to submit a revised Request for Proposals to offerors at a later date or may choose to negotiate with those submitting proposals.

### **Section 1.22 Mistakes in Proposals Discovered Prior to Award**

At any time prior to the specified date and time for submission, an offeror may withdraw or modify a proposal prior to the established due date which is either the time and date announced for the receipt of proposals or receipt of modifications to proposals or if discussions have begun, it is the time and date by which best and final offers must be submitted provided that only offerors who submitted proposals by the time announced for the receipt of proposals may submit best and final offers. Any proposal modification must be in writing, executed by an authorized person, and submitted prior to the proposal submission date. The Unified Government will deal with mistakes in proposals:



- 1) **During Discussions: Prior to Best and Final Offers:** once discussions are commenced with any offeror or after best and final offers are requested, any offeror may freely correct any mistake by modifying or withdrawing the proposal until the time and date set for receipt of best and final offers;
- 2) **Minor Informalities:** Minor informalities unless otherwise corrected by an offeror as provided in this Section, shall be treated as they are under competitive sealed bidding;
- 3) **Correction of Mistakes:** if discussions are not held or if the best and final offers upon which award will be made have been received, mistakes may be corrected and intended correct offer will considered only if:
  - a) The mistakes and the intended correct offer are clearly evident on the face of the proposal in which event the proposal may not be withdrawn; or
  - b) The mistake is not clearly evident on the face of the proposal, but the offeror submits proof of evidentiary value which clearly and convincingly demonstrates both the existence of a mistake and the intended correct offer, and such corrections would not be contrary to the fair and equal treatment of the other offerors.

**Section 1.23 Mistakes in Proposals Discovered after Award**

Mistakes shall not be corrected after award of the contract except where the Purchasing Director or the head of the User Department finds it would unconscionable not to allow the mistake to be corrected.

**Section 1.24 Ownership of Reports, Drawings, Specifications, etc.**

All reports, drawings, designs, specifications, notebooks, tracings, photographs, negatives, finding, recommendations, data and memoranda of every description relating to the services described herein and in completion thereof, shall be the property of the City.

**Article II. Standard Proposal Information**

**Section 2.01 Authorized Signature**

All proposals must be signed by an individual authorized to bind the offeror to the provisions of the RFP. Proposals must remain open and valid for at least ninety (90) days from the opening date.

**Section 2.02 Supplemental Terms and Conditions**

Proposals including supplemental terms and conditions will be accepted, but supplemental conditions that conflict with those contained in this RFP or that diminish the Unified Government's rights under any contract resulting from the RFP will be considered null and void. The Unified Government is not responsible for identifying conflicting supplemental terms and conditions before issuing a contract award. After award of contract:

- [a] if conflict arises between a supplemental term or condition included in the proposal and a term or condition of the RFP, the term or condition of the RFP will prevail; and

- [b] if the Unified Government's rights would be diminished as a result of application of a supplemental term or condition included in the proposal, the supplemental term or condition will be considered null and void.

### **Section 2.03      *Discussions with Offerors***

The Unified Government may conduct discussions with offerors for the purpose of clarification. The purpose of these discussions will be to ensure full understanding of the requirements of the RFP and proposal. Discussions will be limited to specific sections of the RFP identified by the procurement officer. Discussions may only be held with offerors who have submitted a proposal deemed reasonably susceptible for award by the procurement officer. Discussions, if held, will be after initial evaluation of proposals by the evaluation committee. If modifications are made as a result of these discussions, they will be put in writing. Following discussions, the procurement officer may set a time for best and final proposal submissions from those offerors with whom discussions were held. Proposals may be reevaluated after receipt of best and final proposal submissions. Reevaluation will be limited to the specific sections of the RFP opened to discussion by the procurement officer.

Offerors with a disability needing accommodation should contact the procurement officer prior to the date set for discussions so that reasonable accommodation can be made.

### **Section 2.04      *Prior Experience***

In order for their offers to be considered responsive, prospective offerors shall have a minimum of five (5) years' experience in developing, validating, administering and scoring testing programs to determine qualified applicants for sworn positions.

An offeror's failure to meet these minimum prior experience requirements will cause their proposal to be considered non-responsive and their proposal will be rejected.

### **Section 2.05      *Evaluation of Proposals***

The procurement officer, or an evaluation committee made up of the procurement officer and at least two Unified Government employees, will evaluate proposals. The evaluation will be based solely on the evaluation factors set out in section eight of this RFP.

### **Section 2.06      *Contract Negotiations***

After completion of the evaluation, including any discussions held with offerors during the evaluation, the Unified Government may elect to initiate contract negotiations. The option of whether or not to initiate contract negotiations rests solely with the Unified Government. If the Unified Government elects to initiate contract negotiations, these negotiations cannot involve changes in the Unified Government's requirements or the contractor's proposal which would, by their nature, affect the basis of the source selection and the competition previously conducted.

The offeror will be responsible for all travel and per diem expenses related to contract negotiations.

### **Section 2.07      *Failure to Negotiate***

If the selected contractor

- fails to provide the information required to begin negotiations in a timely manner; or
- fails to negotiate in good faith; or

- indicates they cannot perform the contract within the budgeted funds available for the project; or
- the contractor and the Unified Government, after a good faith effort, simply cannot come to terms, then

the Unified Government may terminate negotiations with the contractor initially selected and commence negotiations with the next highest ranked offeror.

## **Article III. Standard Contract Information**

### **Section 3.01 Contract Type**

This contract is a **Fixed Firm Price** contract. The vendor should anticipate all travel expenses, payments to external assessors and factor that into their pricing.

### **Section 3.02 Contract Approval**

This RFP does not, by itself, obligate the Unified Government. The Unified Government's obligation will commence when the contract is approved by the Unified Government County Administrator, the Administrator's designate, or the procurement officer. Upon written notice to the contractor, the Unified Government may set a different starting date for the contract. The Unified Government will not be responsible for any work done by the contractor, even work done in good faith, if it occurs prior to the contract start date set by the Unified Government.

### **Section 3.03 Proposal as a Part of the Contract**

Part or all of this RFP and the successful proposal may be incorporated into the contract.

### **Section 3.04 Additional Terms and Conditions**

The Unified Government reserves the right to add terms and conditions during contract negotiations. These terms and conditions will be within the scope of the RFP and will not affect the proposal evaluations.

### **Section 3.05 Insurance Requirements**

The successful offeror must provide proof of workers' compensation insurance prior to contract approval.

The successful offeror must secure the insurance coverage required by the Unified Government. An offeror's failure to provide evidence of such insurance coverage is a material breach and grounds for withdrawal of the award or termination of the contract.

The vendor awarded this contract(s) is required to provide a Certificate of Insurance that contains a minimum of the following coverage and limits:

Liability insurance coverage shall be considered as primary and not as excess insurance. The carrier(s) shall provide thirty (30) days written notice to the Unified Government by registered mail prior to any modification, cancellation, non-renewal or other change in coverage. The successful Offeror shall provide the Unified Government with Certificates of Insurance concerning the requirements listed.

The policies must be effective prior to the commencement of work and must remain in force until termination of the work under this contract.

In the event of interruption of coverage for any reason, all work under the contract shall cease and shall not resume until coverage has been restored.

If at any time during the term of this contract, or any extension thereof, any required policies of insurance should expire or are canceled, it will be the responsibility of the Contractor to furnish to the Unified Government a Certificate of Insurance indicating renewal or an acceptable replacement of the policy prior to expiration or cancellation date so that there will be no lapse in any coverage.

The Contractor shall agree to indemnify the Unified Government of Wyandotte County/Kansas City, Kansas and save it harmless against any and all loss, damage, expense, liability or claim of liability, expense for injury, death or damage to property directly caused by the Contractor’s negligence arising out of performance by the Contractor of the agreement.

The Unified Government, in the name of the Unified Government, shall be named as an additional insured.

The following minimum coverage is required of vendors providing services:

<u>Coverage:</u>	<u>Limits of Liability:</u>
Workers Compensation	Statutory
Combined Automobile Bodily Injury And Automobile Property Damage	\$500,000 per occurrence
Errors and Omissions	\$1,000,000
Professional Liability	\$1,000,000

1. Additional Insured endorsement shall read exactly as follows:  
The Unified Government in the name of the Unified Government, shall be named as additional insured with respect to the work performed for the contract(s): RFP #R40939 KCK-PD – Wyandotte County Sheriff Validated Promotional Testing System.
2. Certificate Holder:  
Provide RFP40939 KCK-PD – Wyandotte Couty Sheriff Promotional Testing System in the “miscellaneous” area of certificate.  
Address all certificates to the Unified Government Wyandotte County/Kansas City, Kansas - Purchasing Division, 701 N 7<sup>th</sup> Street – Room 649, Kansas City, KS 66101. Fax 913-573-5444 Office 913-573-5440.

**Section 3.06 Proposed Payment Procedures**

The Unified Government will make payments based on a negotiated payment schedule. Each billing must consist of an invoice and progress report. No payment will be made until the progress report and invoice have been approved by the project director.

**Section 3.07 Proposed Payment Option**

A Virtual Payment Option is now available. If you would like to learn contact, Lonja Green, Accounts Payable, 913-573-5138

**Section 3.08 Informal Debriefing**

When the contract is completed, an informal debriefing may be performed at the discretion of the project director. If performed, the scope of the debriefing will be limited to the work performed by the contractor.

**Section 3.09 Contract Personnel**

Any change of the project team members named in the proposal must be approved, in advance and in writing, by the project director. Personnel changes that are not approved by the Unified Government may be grounds for the Unified Government to terminate the contract.

**Section 3.10 Contract Changes - Unanticipated Amendments**

During the course of this contract, the contractor may be required to perform additional work. That work will be within the general scope of the initial contract. When additional work is required, the project director will provide the contractor a written description of the additional work and request the contractor to submit a firm time schedule for accomplishing the additional work and a firm price for the additional work. Cost and pricing data must be provided to justify the cost of such amendments.

The contractor will not commence additional work until the project director has secured any required Unified Government approvals necessary for the amendment and issued a written contract amendment, approved by the County Administrator.

**Article IV. Required Contractual Terms and Conditions**

**GENERAL CONDITIONS**

The following terms and conditions must be agreed to by the successful Offeror and are hereby made a part of the contract entered into between the Unified Government and the successful Offeror, unless specifically modified in writing:

1. **Governing Law.** This Agreement is subject to, governed by, and construed according to the laws of the State of Kansas.

2. **Compliance with Law.** Offeror shall comply with all applicable local, state, and federal laws and regulations in carrying out this Agreement, regardless of whether those legal requirements are specifically referenced in this Agreement.
3. **Authority To Contract.** Offeror represents that it possesses legal authority to contract, that it has undertaken any official action required by its governing documents to enter into this Agreement, that its undersigned representative is duly authorized to execute this document on its behalf, that it agrees to be bound by all the provisions of this Agreement, and that the person identified as its official representative is authorized to act on its behalf in the implementation of this Agreement.
4. **Modification of Agreement.** This Agreement may be modified or amended only in writing executed by both parties and will be subject to renegotiation in the event of changes to applicable law, rules, or regulations affecting the subject matter of this Agreement.
5. **Cash Basis Law.** This Agreement is subject to the Kansas Cash Basis Law, K.S.A. 10-1101 *et seq.* and amendments thereto. Any automatic renewal of the terms of the Agreement shall create no legal obligation on the part of the Unified Government. This Agreement shall be construed and interpreted so as to ensure that the Unified Government shall at all times stay in conformity with such laws and, as a condition of this Agreement, the Unified Government reserves the right to unilaterally sever, modify, or terminate this Agreement at any time if, in the opinion of its legal counsel, the Agreement is deemed to violate the terms of such law. The Unified Government is obligated only to pay periodic payments or monthly installments under the Agreement as may lawfully be made from (a) funds budgeted and appropriated for that purpose during the Unified Government's current budget year or (b) funds made available from any lawfully operated revenue producing source.
6. **Payment of Taxes.** The Unified Government shall not be responsible for, nor indemnify Offeror for any federal, state, or local taxes which may be imposed or levied upon the subject matter of this Agreement. If applicable, Offeror shall pay the Unified Government occupation tax prior to execution of the Agreement.
7. **Licenses and Permits.** Offeror shall maintain all licenses, permits, certifications, bonds, and insurance required by federal, state, or local authority for carrying out this Agreement. Offeror shall notify the Unified Government immediately if any required license, permit, bond, or insurance is cancelled, suspended, or is otherwise ineffective.

Such cancellation, suspension, or other ineffectiveness may form the basis for immediate termination by the Unified Government in its discretion.

8. **Independent Contractor Relation.** The parties agree that the legal relationship between them is of a contractual nature. Nothing in this Agreement shall be construed to create a relationship of employer and employee or principal and agent or any other relationship other than that of independent parties contracting with each other solely for the purpose of carrying out the provisions of this Agreement.

Nothing in this Agreement shall create any right or remedies in any third party. The parties agree that no persons supplied by Offeror are employees of the Unified Government and that no right of the Unified Government's civil service, retirement, or personnel rules accrue to such

persons. The Unified Government shall not be responsible for withholding of social security, workers compensation insurance, unemployment compensation, bonuses, retirement benefits, other benefits, and any taxes and premiums from any payments made by the Unified Government to Offeror.

9. **Discrimination in Delivery of Services Prohibited.** During the performance of this Agreement, Offeror shall deny none of the benefits or services of the program to any eligible participant on the basis of race, religion, color, sex, disability, age, national origin, or ancestry.

10. **Equal Opportunity.**

- a. Offeror shall observe the provisions of the Kansas Act Against Discrimination, K.S.A. 44-1001 *et seq.* and amendments thereto, and shall not discriminate against any person in the performance of work under this Agreement because of race, religion, color, sex, disability, age, national origin, or ancestry.
- b. Offeror will ensure that applicants are employed, and that employees are treated during employment, without regard to race, religion, color, sex, disability, age, national origin, or ancestry. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Offeror agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Unified Government setting forth the provisions of this nondiscrimination clause.
- c. Offeror, in all solicitations or advertisements for employees placed by or on behalf of Offeror, will state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex, disability, age, national origin, or ancestry.
- d. Offeror will cause the foregoing provisions to be inserted in all subcontracts for any work covered by this Agreement so that such provisions will be binding upon each subcontractor.
- e. Offeror shall assure that it and all subcontractors will implement the certificate of compliance in connection with this Agreement.
- f. If Offeror fails, refuses, or neglects to comply with the terms of these contractual conditions, such failure shall be deemed a total breach of the contract and this Agreement may be terminated, canceled, or suspended, in whole or in part, and Offeror may be declared ineligible for any further Unified Government contracts for a period of up to one year. Provided that, if a contract is terminated, canceled, or suspended for failure to comply with this section, Offeror shall have no claims for damages against the Unified Government on account of such termination, cancellation, or suspension or declaration of ineligibility.
- g. Offeror shall maintain sufficient records to document that, under all aspects of this Agreement, it has acted in a manner which is in full compliance with the Kansas Act Against Discrimination. Such records shall at all times remain open to inspection by the Kansas Human Rights Commission or by the Unified Government.

- h. Offeror, in carrying out this Agreement, shall also comply with all other applicable existing federal, state, and local laws relative to equal opportunity and nondiscrimination, all of which are incorporated by reference and made a part of this Agreement.

**11. Representations.**

Offeror makes the following representations:

- a. The price submitted is independently arrived at without collusion.
- b. It has not knowingly influenced and promises that it will not knowingly influence a Unified Government employee or former Unified Government employee to breach any of the ethical standards set forth in Article XII of the Procurement Code.
- c. It has not violated, and is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth in §29-635 (Gratuities and Kickbacks) of the Procurement Code.
- d. It has not retained and will not retain a person to solicit or secure a Unified Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business.

- 12. Waiver of Breach.** The waiver by either party of a breach of any provision of this Agreement will not operate or be construed as a waiver of any subsequent breach by such party.

- 13. Severability.** If a court of competent jurisdiction declares any part of this Agreement to be invalid, the balance of the agreement will remain valid and enforceable.

- 14. Entire Agreement.** This Agreement and its attachments set forth the parties' entire agreement. Neither party has made any oral or side agreements or representations not contained in this Agreement. This is a legal document and not a mere recital and is binding upon the parties, their representatives, and successors in interest.

- 15. Termination for Default.** If Offeror refuses or fails to perform any of the provisions of this Agreement with such diligence as will ensure its completion within the time specified in this Agreement, or any extension thereof, or commits any other substantial breach of this Agreement, the Procurement Officer may notify Offeror in writing of the delay or nonperformance and, if not cured in ten days or any longer time specified in writing by the Procurement Officer, such officer may terminate Offeror rights to proceed with the Agreement or such part of the Agreement as to which there has been delay or a failure to properly perform.

The Unified Government shall pay Offeror the costs and expenses and reasonable profit for services performed by Offeror prior to receipt of the notice of termination; however, the Unified Government may withhold from amounts due Offeror such sums as the Procurement Officer deems to be necessary to protect the Unified Government against loss caused by Offeror because of the default.



Except with respect to defaults of subcontractors, Offeror shall not be in default by reason of any failure in performance of this Agreement in accordance with its terms if Offeror has notified the Procurement Officer within 15 days of the cause of the delay and the failure arises out of causes such as acts of God, acts of the public enemy, act of the Unified Government and any other governmental entity in its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, or other labor disputes. If the failure to perform is caused by the failure of subcontractors to perform or to make progress, and if such failure arises out of causes similar to those set forth above, Offeror shall not be deemed to be in default, unless the services to be furnished by the subcontractors were reasonably obtainable from other sources in sufficient time to permit Offeror to meet the contract requirements. Upon request of Offeror, the Procurement Officer shall ascertain the facts and extent of such failure, and, if such officer determines that any failure to perform was occasioned by any one or more of the excusable causes, and that, but for the excusable cause, Offeror's progress and performance would have met the terms of the Agreement, the time for completion of the Agreement shall be revised accordingly.

If, after notice of termination of Offeror's right to proceed under the provisions of this clause, it is determined for any reason that Offeror was not in default under the provisions of this clause, and both the Unified Government and Offeror agree, the rights and obligations of the parties shall be the same as if the notice of termination had not been issued.

The following acts committed by Offeror will constitute a substantial breach of the Agreement and may result in termination of the Agreement:

- If Offeror is adjudged bankrupt or insolvent;
- If Offeror makes a general assignment for the benefit of its creditors;
- If a trustee or receiver is appointed for Offeror or any of its property;
- If Offeror files a petition to take advantage of any debtor's act or to reorganize under bankruptcy or applicable laws;
- If Offeror repeatedly fails to supply sufficient services;
- If Offeror disregards the authority of the Procurement Officer;
- Acts other than those specified may constitute substantial breach of this Agreement.

- 16. Termination for Convenience.** *The Procurement Officer may, when the interests of the Unified Government so require, terminate this contract in whole or in part, for the convenience of the Unified Government. The Procurement Officer shall give written notice of the termination to Offeror specifying the part of the contract terminated and when termination becomes effective.*

Offeror shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination Offeror will stop work to the extent specified. The Procurement Officer shall pay Offeror the following amounts:

- All costs and expenses incurred by Offeror for work accepted by the Unified Government prior to Offeror's receipt of the notice of termination, plus a reasonable profit for said work.
- All costs and expenses incurred by Offeror for work not yet accepted by the Unified Government but performed by Offeror prior to receipt of the notice of termination, plus a reasonable profit for said work.
- Anticipatory profit for work and services not performed by Offeror shall not be allowed.

- 17. Disputes.** *All controversies between the Unified Government and Offeror which arise under, or are by virtue of, this Agreement and which are not resolved by mutual agreement, shall be*

*decided by the Procurement Officer in writing, within 30 days after a written request by Offeror for a final decision concerning the controversy; provided, however, that if the Procurement Officer does not issue a written decision within 30 days after written request for a final decision, or within such longer period as may be agreed upon by the parties, then Offeror may proceed as if an adverse decision had been received.*

The Procurement Officer shall immediately furnish a copy of the decision to Offeror by certified mail, return receipt requested, or by any other method that provides evidence of receipt. Any such decision shall be final and conclusive, unless fraudulent, or Offeror brings an action seeking judicial review of the decision in the Wyandotte County District Court.

Offeror shall comply with any decision of the Procurement Officer and proceed diligently with performance of this Agreement pending final resolution by the Wyandotte County District Court of any controversy arising under, or by virtue of, this Agreement, except where there has been a material breach of the Agreement by the Unified Government; provided, however, that in any event Offeror shall proceed diligently with the performance of the Agreement where the Purchasing Director has made a written determination that continuation of work under the contract is essential to the public health and safety

Notwithstanding any language to the contrary, no interpretation shall be allowed to find the Unified Government has agreed to binding arbitration, or the payment of damages or penalties upon the occurrence of any contingency. Further, the Unified Government shall not agree to pay attorney fees and late payment charges.

- 18. **Ownership of Materials.** *All property rights, including publication rights, in all interim, draft, and final reports and other documentation, including machine-readable media, produced by offeror in connection with the work pursuant to this Agreement, shall be in the Unified Government.*
  
- 19. **Availability of Records and Audit.** *Offeror agrees to maintain books, records, documents, and other evidence pertaining to the costs and expenses of the services provided under the Agreement (hereinafter collectively called "records") to the extent and in such detail as will properly reflect all net costs, direct and indirect, of labor, materials, equipment, supplies, and services, and other costs and expenses of whatever nature for which reimbursement is claimed under the provisions of this Agreement. Offeror agrees to make available at the offices of the Unified Government at all times during the period set forth in the Request for Proposals any of the records for inspection, audit, or reproduction by any authorized representative of the Unified Government. Except for documentary evidence delivered to the offices of the Unified Government, Offeror shall preserve and make available to persons designated by the Unified Government its records for a period of three years from the date of final payment under the Agreement or until all audit questions have been resolved, whichever period of time is longer.*

**Article V. Background Information**

**Section 5.01 Background Information**

The Unified Government of Wyandotte County/Kansas is a consolidated city/county government serving all of the citizens of the City of Kansas City, Kansas and Wyandotte County. The City of Kansas City, Kansas is located entirely in Wyandotte County and along with ten other Kansas And Missouri

counties, makes up the Metropolitan Kansas City Region with a population of approximately 1.6 million. The Cities of Kansas City, Kansas and the Kansas City, Missouri are separated by the Kansas-Missouri border and are independent of one another in all aspects.

The Unified Government of Wyandotte County Kansas City, Kansas and the KCK PD and Wyandotte County Sheriff’s Office primary objective is to seek assistance in the development and implementation of a validated promotional testing system for the ranks of Sergeant, Detective and Captain for the Police Department and the ranks of Sergeant, Detective, and Captain for the Sheriff’s Office with testing for approximately twenty candidates.

The Unified Government will provide the following information:  
 The Unified Government shall furnish the consultant with all available necessary information, data and materials pertinent to the execution of the agreement. The Unified Government shall cooperate with the consultant in carrying out the work herein and shall provide adequate staff liaison with the Consultant and other agencies of the Unified Government.

**Article VI. Project Scope**

**Section 6.01 Scope of Work**

Specific tasks of the objective include:

- Task 1 – Definition of Job Descriptions
- Task 2 – Test Development
- Task 3 – Validate or modify and validate current KCKPD and Sheriff’s Office Performance Evaluation System
- Task 4 – Candidate Review and Preparation
- Task 5 – Test Administration and Validation
- Task 6 – Final Report and Presentation

**General Approach:**

Where the unmet needs of deficiencies are identified, specific recommendations should be made on how to correct the deficiency or fill the need. All findings, conclusions and recommendations must be justified and documentation, including working papers, must be made available upon request. For each program service area identified, both short-term and long-term aspects should be assessed and incorporated into alternatives and recommendations.

**Task 1: Definition of Job Description**

Review of existing job descriptions for identified promotional candidate positions (Sergeant, Detective and Captain) in order to obtain a pragmatic overview of the duties and responsibilities of each position and its relationship to other positions in the Police Department and Sheriff’s Office.

Task will entail a detailed job description for each position classification with Identification of essential job functions. Document class specifications for each class, including the minimum skills required to satisfactorily perform the duties. Documentation in the job description should include:

- Job Title:

This is a description of the job title or classification.

- **Definition:**  
This section should contain a brief description of the position, the level and/or type of supervision received by the employee, identification of who the employee is responsible to, and the type and/or level of judgment used by the employee when performing tasks.
- **Equipment/Job Location:**  
This section should describe the type of equipment used by the employee, the location and environment in which the job is usually undertaken, and any special environmental conditions or physical requirements the employee may encounter.
- **Essential Job Functions:**  
This section should identify “essential job functions” of the job-basic duties for which the job was created which cannot normally be transferred to another position without disruption in the flow or process of work.
- **Examples of Work Performed:**  
Listing duties that are not “essential functions” but are typically undertaken or expected of the employee.
- **Required Knowledge and Abilities:**  
Listing of the basic knowledge and abilities the employee will need to adequately perform the job. These may be specific and broad-based requirements. They should be job-related.
- **Qualifications:**  
Listing of the basic and minimum qualifications every employee in the position must have to be considered for employment.

## **Task 2: Test Development**

Development of a three (3) component testing procedure which should include written, oral and assessment center-based evaluation components. Testing questions and materials include a review of important and frequently occurring job tasks.

- **Written Test:**  
This test component should be designed to test the active memory of job-related materials and questions on the Unified Government of Wyandotte County/Kansas City, Kansas Police Department and Sheriff’s Office policies and procedures. The test should include one (1) phase of written materials.
- **Closed Book Multiple Choice Knowledge Test:**  
This component of the testing program will test active memory of job-related materials and questions on policies and procedure of departmental general orders and standard operating procedures.

Offeror must identify textbook materials, technical document, and knowledge sources that would be used for testing background materials.

- **Open Book Multiple Choice Knowledge Test:**  
This component will allow candidates to use any of the knowledge sources from a prescribed study list. Open book test should be designed to provide a series of questions that relates to these source documents and will be required to find and use information contained in the testing materials.

- **Written Work Samples/Situational Judgement Test:**  
This test component should include work samples taken directly from important and frequently occurring and essential job functions and tasks for the tested position. Test should be designed with candidate being required to review a situation and written responses in how they would deal with the proposed issue in terms of responses to the individuals involved and the policies and operating procedures of the Police Department and Sheriff's Office. This should also include work sample problems involving form checking. **There shouldn't be any overlap between the three ranks. Normally there are two different exercises for each candidate per rank.**
- **Oral Interview Board:**  
Development of oral board questions and scoring scheme for oral interviews. Oral interview questions must be based on proposed job classifications. Oral interview questions must be based on tasks that carry the proposed job classifications including performance reviews, response in meeting with a citizen(s) regarding a complaint, and personal interview with a problem subordinate. **The oral board members are all internal.**

Offeror is requested to develop a series of rating scales to use in evaluating candidate performance. Offeror is also requested to provide training to members of the Oral Interview Board.

### **Task 3: Performance**

Offeror will attempt to Validate or modify and validate Current Kansas City, Kansas Police Department and Sheriff's Office Performance Evaluation System. The system must be designed to follow the job functions and components identified in the job analysis for each position. The performance appraisal system must include a behavioral-anchored rating scale to create a series of performance rating scales that have rating descriptors for real behavior rather than the more common qualitative descriptors, such as "above average", "outstanding", or "below average". A performance appraisal system should include five to ten task categories or rating scales.

Offeror must provide training to the supervisors to ensure proper implementation of revised performance evaluation system.

### **Task 4: Candidate Testing Review and Preparation**

Provide a formal candidate preparation study course outline to ensure equal opportunity and access to all candidates. This task should be designed to be an effective measure toward elimination of adverse impacts resulting from the capacity of some candidates to take advantage of expensive preparation programs that are not available for all candidates.

The preparation program should include describing the abilities, skills, and knowledge that will be assessed and the type of questions and case studies that will be used to be evaluated. Preparation training course should include sample questions or exercises that closely model the examination and job performance. Course outline should include administrative procedures to be used during the exam. The information must be presented in the form of written study guides to be distributed to all candidates at the time of application and in a classroom style tutorial program made available to all candidates on a volunteer basis.

## Task 5: Test Administration and Validation

This task involves the administration, testing, scoring, and final roster selection process. A detailed security plan for the confidentiality of the testing materials is required. The components of this task include:

- **Test Administration and Scoring:**  
The Offeror will be required to administer and score all candidates tests. Promotional scores should be the composite of all test component scores. The Offeror must develop weights for the various test components as specified in the job analysis. The Offeror will be responsible for all-scoring calculations and production of final list. The Unified Government desires a data tape for further government use. The data must be available on a **flash drive** in a format acceptable to the Unified Government.
- **Promotion List:**  
The Offeror must prepare the applicant-ranking list, which must be a rank order list. Candidates position on the list will be based on the weighted score of all four (4) components of the process (Closed and Open Book Test Scores + Work Samples/Situational Test Score + Oral Board Score + Performance Appraisal). The promotion list must be completed and delivered to the Chief of Police or the Wyandotte County Sheriff thirty (30) days after the completion of the Oral Interviews.
- **Appeal Process:**  
The Offeror should identify a strategy for handling appeals on the individual's questions and individual's response alternatives **for the written exam**. The appeal process should cover both substance and administration and would be considered on the basis of documented question sources. **As an example, questions that have more than one obvious answer or the correct answer isn't an option.**
- **Test Security:**  
Upon the conclusion of the testing, the flash drive shall be delivered to the outside testing firm for safekeeping, along with other test materials.

## Task 6: Terms

The proposal must include a timeframe that completes all background investigations (**any subject matter expert interviews**) and testing requirements in time to submit a complete final promotion list within 30 days of completion of the Oral Interviews.

## Task 7: Final Report and Presentation

The Offeror must provide a final report (to be submitted in 30 days) following the development of the final promotion list. The Offeror must be available to provide the Unified Government any additional schedules or work papers to document the process. The Offeror must be available to advise the County Administrator and Unified Government Board of Commissioners on the proposed process and final promotion listing.

- **Reports:**  
Upon contracting the following items will be required:

- **Weekly Progress Report:**  
Prior to the completion of the fieldwork a progress report must be prepared and submitted to the Unified Government. This progress report should include a description of progress to date, problems encountered in obtaining adequate data, staff hours by category to date, and an outline of any reason for changes from the original approach proposed.
- **Essential Job Functions Report:**  
Upon request provide an essential function report for each job classification. The first report is due sixty (60) days after contract signing.
- **Final Report must contain the following:**  
Executive Summary  
Report of findings and conclusions  
Presentation of alternative solutions to identify job descriptions and final promotion roster  
Needs and deficiencies  
Recommendation for future promotional testing systems

Non-specific tasks of the object include:

The Unified Government may, by written request to the Offeror, whether by letter or email ask the Offeror to provide services which are outside the original scope of work. If the offeror wishes and is able to provide these additional services, the Offeror will submit a written proposal for their performance. The Unified Government and the Offeror will then engage in good faith negotiation regarding the scope of and price for the additional services and, if agreement is reached, a task order will be issued, to become effective upon signature of both parties. The Unified Government does not guarantee that any additional services will be requested or that Offeror’s proposal for additional services will be accepted. Offeror is not required to submit a proposal for services it does not wish or is not able to provide and may elect not to agree to the scope or price of the additional services as offered by the Unified Government.

**Section 6.02 Deliverables**

The Offeror is responsible for all duplicating, scanning, copying, and printing of tests, evaluations, worksheets and other documents completed by the promotional applicants. The Unified Government personnel will not be utilized in any way for these administrative functions.

The Offeror is responsible for recruitment of assessors for the oral board and/or assessment center for each rank.

**Section 6.03 Work Schedule**

The Offeror and a Police Department or Sheriff’s Office Representative will best determine a work schedule.

**Article VII. Proposal Format**

**PROPOSALS WILL NOT BE CONSIDERED UNLESS AN OFFICER AUTHORIZED TO BIND THE OFFERING COMPANY SIGNS THE SIGNATURE PAGE.**

A respondent **must** submit a complete copy of its response in the following format One (1) original and a flash drive in .PDF format and be included in the hard copy submittal prior to the closing date. If components of the response, such as spreadsheet, pictures, charts or diagrams require the functionality of a non-word processing application, they must be submitted in Microsoft Excel or Microsoft PowerPoint format.

Any respondent that does not comply with these policies may be disqualified from the procurement.

ALL PROPOSALS MUST BE SEALED AND PLAINLY MARKED ON THE OUTSIDE OF EACH SEALED ENVELOPE:

**Proposal – RFP 40939 KCKPD – Wyandotte County Sheriff Validated Promotional Testing System**

**One (1) original and a flash drive of your proposal and supplementary material should be submitted to:**

**Office of the Unified Clerk, Municipal Office Building  
701 North 7th Street, Suite 323  
Kansas City, Kansas 66101-3064**

ALL PROPOSALS MUST BE RECEIVED NO LATER THAN THE TIME LISTED IN THE RFP CALENDAR OF EVENTS. LATE PROPOSALS WILL NOT BE CONSIDERED.

*It is the respondent's responsibility to ensure **proposals** are received by the closing date and time. Delays in mail delivery or any other means of transmittal, including couriers or agents of the issuing entity shall not excuse **late** submissions. Respondents shall be responsible for actual delivery of the proposal to the appropriate department identified in document.*

**Section 7.01 Proposal Format and Content**

The Unified Government discourages overly lengthy and costly proposals, however, in order for the Unified Government to evaluate proposals fairly and completely, offerors should follow the format set out herein and provide all of the information requested.

Please Tab Each Section:

- Proposal form consisting of the name of the Offeror, the location of the Offeror's principal place of business.
- Proposals must be prepared and submitted in relation to the Task Outline.
- The abilities, qualifications, and experience of your firm and of all persons who will be assigned to provide the required service.
- Provide three (3) other contracts for services similar in scope, size, or discipline to the required services were performed or undertaken. In each case, provide the name, address, phone



number and contact person of the contracting organization. A copy of one (1) of your most recent reports must be included.

- A statement/response, approach and methodology as to how you will perform the task outlined in Article 6 of this RFP. Include samples of all open and closed tests, oral board problem, board questions, review scales, assessment training materials, appraisal evaluation system documents and rater training guides, candidate presentation materials, questionnaires, checklist, etc. all materials essential to the job study.
- Explain how you review existing job descriptions, expounding on task description provided. Understatements or points that are only meant for clarification, acknowledgement of this point is all that is required.
- Provide Annual cost to provide the required services (see 7.08). A cost breakdown by Task is required.
- Provide detailed anticipated amount of time to be spent in fieldwork for each staff member. Describe the proposed schedule for completion of the study. At a minimum, this schedule should include a stated duration for each of the following steps: orientation, fieldwork, analysis, draft report, report reviews, and final report. Although the detailed work plans will not be developed until an Offeror is selected and a contract agreement is achieved, the proposal must describe the process for preparing the study and the content of your typical work plan. The development of the job function report will be presented prior to the completion of the entire study.

### **Section 7.02     *Electronic Filing Requirements***

A respondent may submit a complete copy of its response through the Unified Government's e-procurement site which can be accessed at; <https://purchasing.wycokck.org/eProcurement>

### **Section 7.03     *Introduction***

Proposals must include the complete name and address of the firm and the name, mailing address, and telephone number of the person the Unified Government should contact regarding the proposal.

Proposals must confirm that the firm will comply with all of the provisions in this RFP, and if applicable, provide notice that the firm qualifies as a Unified Government Offeror. Proposals must be signed by a company officer empowered to bind the company. An Offeror's failure to include these items in their proposals may cause their proposal to be determined to be non-responsive and the proposal may be rejected.

### **Section 7.04     *Understanding of the Project***

Offerors must provide a comprehensive narrative statement that illustrates their understanding of the requirements of the project and the project schedule.

**Section 7.05 Methodology Used for the Project**

Offerors must provide a comprehensive narrative statement that sets out the methodology they intend to employ and illustrates how their methodology will serve to accomplish the work and meet the Unified Government's project schedule.

**Section 7.06 Management Plan for the Project**

Offerors must provide a comprehensive narrative statement that sets out the management plan they intend to follow and illustrates how their plan will serve to accomplish the work and meet the Unified Government's project schedule.

**Section 7.07 Experience and Qualifications**

Provide an organizational chart specific to the personnel assigned to accomplish the work called for in this RFP, illustrate the lines of authority, designate the individual responsible and accountable for the completion of each component and deliverable of the RFP.

Provide a narrative description of the organization of the project team.

Provide a personnel roster that identifies each person who will actually work on the contract and provide the following information about each person listed:

1. title,
2. resume,
3. location(s) where work will be performed, and
4. itemize the total cost and the number of estimated hours for each individual named above.

Provide reference names and phone numbers for similar projects your firm has completed.

**Section 7.08 Cost Proposal**

Offeror's cost proposals must include an itemized list of all direct and indirect costs associated with the performance of this contract including, but not limited to, total number of hours at various hourly rates, direct expenses, payroll, supplies, overhead assigned to each person working on the project, percentage of each person's time devoted to the project, and profit.

**Article VIII. Evaluation and Selection**

**Section 8.01 Selection Criteria**

**(a) Understanding of the Project— 20%**

Proposals will be evaluated against the questions set out below.

1. How well has the offeror demonstrated a thorough understanding of the purpose and scope of the project?

2. How well has the offeror identified pertinent issues and potential problems related to the project?
3. How well has the offeror demonstrated that it understands the deliverables the Unified Government expects it to provide?
4. How well has the offeror demonstrated that it understands the Unified Government's time schedule and can meet it?

**(b) Methodology Used for the Project— 25%**

Proposals will be evaluated against the questions set out below.

1. How well does the methodology depict a logical approach to fulfilling the requirements of the RFP?
2. How well does the methodology match and contribute to achieving the objectives set out in the RFP?
3. How well does the methodology interface with the time schedule in the RFP?

**(c) Management Plan for the Project— 25%**

How well does the management plan support all of the project requirements and logically lead to the deliverables required in the RFP?

1. How well is accountability completely and clearly defined?
2. Is the organization of the project team clear?
3. How well does the management plan illustrate the lines of authority and communication?
4. To what extent does the offeror already have the hardware, equipment, and licenses necessary to perform the contract?
5. Does it appear that the offeror can meet the schedule set out in the RFP?
6. Has the contractor offered alternate deliverables and gone beyond the minimum tasks necessary to meet the objectives of the RFP?
7. Is the proposal practical, feasible, and within budget?
8. How well have any potential problems been identified?
9. Is the proposal submitted responsive to all material requirements in the RFP?

**(d) Experience and Qualifications— 20%**

Proposals will be evaluated against the questions set out below.

*Questions regarding the personnel.*

1. Do the individuals assigned to the project have experience on similar projects?
2. Are resumes complete and do they demonstrate backgrounds that would be desirable for individuals engaged in the work the project requires?
3. How extensive is the applicable education and experience of the personnel designated to work on the project?
4. How knowledgeable are the offeror's personnel of the local area and how many individuals have worked in the area previously?

*Questions regarding the firm:*

1. How well has the firm demonstrated experience in completing similar projects on time and within budget?
2. How successful is the general history of the firm regarding timely and successful completion of projects?
3. Has the firm provided letters of reference from previous clients?
4. How reasonable are the firm's cost estimates?
5. If a subcontractor will perform work on the contract, how well do they measure up to the evaluation used for the offeror?

**(e) Contract Cost— 10%**

Overall, a minimum of % of the total evaluation points will be assigned to cost. The cost amount used for evaluation may be affected by one or more of the preferences set out below.

***Converting Cost to Points:***

The lowest cost proposal will receive the maximum number of points allocated to cost.

**Article IX. Attachments**

**Attachment A – Proposal Form**

**UNIFIED GOVERNMENT OF WYANDOTTE COUNTY/KANSAS CITY, KANSAS**  
**RFP 40939 KCK PD & Wyandotte County Sheriff Validated Promotional Testing System**

**PROPOSAL FORM**

**AUTHORIZED SIGNATURE**

By submission of this proposal, the undersigned certifies that:

- 1.0 it has not paid or agreed to pay any fee or commission, or any other thing of value contingent upon the award of this contract, to any Unified Government employee or official or to any current consultant to the Unified Government;
- 2.0 it has not paid or agreed to pay any fee or commission or any other thing of value contingent upon the award of this contract, to any broker or agent or any other person;
- 3.0 it has not violated, is not violating and will not violate the prohibition against gratuities and kickbacks set forth in Chapter 12 of the Unified Government's Procurement Code; and,
- 4.0 the prices contained in this proposal have been arrived at independently and without collusion, consultation, communication or agreement intended to restrict competition.
- 5.0 it has the full authority of the Offeror to execute the proposal and to execute any resulting contract awarded as the result of, or on the basis of, the proposal.

I hereby certify that the attached proposal has been prepared in compliance with the specifications and that the quotations are valid for a period of 120 days.

Authorized Representative: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Federal Tax ID Number: \_\_\_\_\_