

COPY



**BEFORE THE CITY COMMISSION
CITY OF STUART, FLORIDA**

RESOLUTION NUMBER 01-2024

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF STUART, FLORIDA APPROVES THE AWARD OF RFP #2023-207, TEMPORARY PERSONNEL SERVICES THE FOUR TOP RANKED FIRMS TO EXPRESS EMPLOYMENT PROFESSIONALS. OF PORT SAINT LUCIE, FLORIDA, MANPOWER OF STUART, FLORIDA, BLUE ARBOR, INC., OF PLANTATION, FORIDA AND TMDA, LLC OF ST. PETERSBURG, FL ON AN AS NEEDED BASIS, PROVIDING AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

* * * * *

WHEREAS, the City entered into the competitive Request for Proposal process in order to solicit licensed firms or individuals to provide Professional Temporary Personnel Services on an as needed basis.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF STUART, FLORIDA that:

SECTION 1: The City Commission of the City of Stuart hereby approves the award of RFP #2023-207: Temporary Personnel Services to the four top ranked firms, Express Employment Professionals, Manpower, Blue Arbor, Inc. and TMDA LLC. with authorization to execute final agreements subsequent to review and approval by the City Attorney.

SECTION 2: This resolution shall take effect upon adoption.

Commissioner MCDONALD offered the foregoing resolution and moved its adoption. The motion was seconded by Commissioner CLARKE and upon being put to a roll call vote, the vote was as follows:

REBECCA S. BRUNER, MAYOR
CAMPBELL RICH, VICE MAYOR
EULA R. CLARKE, COMMISSIONER
CHRISTOPHER COLLINS, COMMISSIONER
TROY MCDONALD, COMMISSIONER

YES	NO	ABSENT	ABSTAIN
Y			
Y			
Y			
Y			
Y			

ADOPTED this 8th day of January, 2024.

ATTEST:




MARY R. KINDEL 1/18/24
CITY CLERK

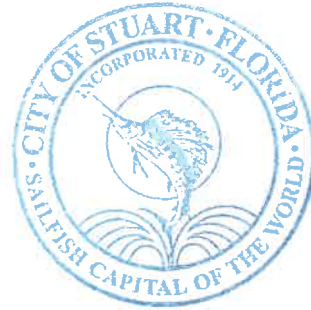


REBECCA S. BRUNER
MAYOR

APPROVED AS TO FORM
AND CORRECTNESS:



LEE J. BAGGETT, ESQ
CITY ATTORNEY





“CONTRACT”

**CONTRACTOR: MANPOWER
1650 S. KANNER HWY
STUART, FLORIDA 34994**

PROJECT: RFP# 2023-207: Temporary Personnel Services

THIS CONTRACT (hereinafter referred to as “Contract”), made and entered into on this 8th day of January, 2024 by and between **Manpower**, a Florida for profit corporation, **1650 S. Kanner Hwy Stuart, Florida 34994** (hereinafter referred to as "Contractor"), and the City of Stuart, Florida, a municipal corporation, 121 SW Flagler Avenue, Stuart, Florida 34994, (hereinafter referred to as "City").

RECITALS

WHEREAS, Contractor is a licensed corporation doing business in Florida which provides temporary staffing for employers; and

WHEREAS, City desires to hire Contractor to fill temporary staffing needs for the City; and

WHEREAS, Contractor is willing and able to provide temporary staff to perform the Work for the City on the terms and conditions set forth herein; and

WHEREAS, City desires to enter into this Contract with Contractor to perform the Work for the agreed amount as set forth herein.

NOW THEREFORE, in consideration of the promises and the mutual covenants set forth herein, the parties agree as follows:

The recitals set forth above are hereby incorporated into this Contract and made a part hereof for reference.

I. PURPOSE OF CONTRACT

City intends to enter into a contract with Contractor for provision of Temporary Personnel Services by the Contractor and the payment for those services by City as set forth below.

II. STATEMENT OF WORK

The Contractor shall provide Temporary Personnel Services pursuant to this Contract as hereinafter provided. These services will include taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description are included as components of the Markup Rates as provided on the approved schedule.

Section 1. Statement of Work

Contractor shall provide temporary employees who are qualified and able bodied personnel on an as-needed basis for various City departments to perform the services as outlined in the job descriptions, including but not limited to job descriptions as described in Exhibit A (Contractor's response to RFP 2023-207 as accepted by the City) and Exhibit B (City's original Request For Proposals) incorporated herein. The City at its discretion may modify, add, or delete job descriptions at any time during the term of this Contract.

III. CONTRACT PROVISIONS

Section 1. Term of Contract

Upon award of this Contract, the effective date of this Contract shall be the date of execution of this Contract by both City and Contractor. Term of this contract shall be for an initial period of one (1) year with the option of four (4) additional one-year renewal periods, upon the mutual written agreement of the parties.

Section 2. Compensation and Method of Payment

2.1 Fee Schedule

City will compensate Contractor for services in accordance with Contractor's pricing schedule formalized in "Exhibit C-Price Proposal Form" to this Contract. Contractor's pricing schedule may be updated annually prior to each optional renewal period with submission of justification for any increases in pricing and prior written approval by the City.

2.2 Invoices

Contractor shall provide to City a weekly invoice containing the following information for each temporary personnel: (a) type of position, (b) date(s) worked, (c) hourly amount paid to employee by the Contractor, (d) hourly billable labor rate charged to City, (e) hours worked by temporary personnel, and (f) identity of City's supervisor over temporary personnel. In addition, Contractor shall provide a copy of the approved time sheet signed by the City with the invoice.

2.3 Payment

After completion of work and receipt of invoice, the City shall pay Contractor within forty-five (45) days. If the City receives any invoice which is incomplete or inaccurate, the City shall notify Contractor of said incompleteness or inaccuracies within a reasonable period of time. The deadline for any payment shall be tolled during the period of time that it takes Contractor to provide a cured invoice. The City has the option of making payments by check, preferred method is Automated Clearing House (ACH)

electronic network for financial transactions with authorization.

Section 3. Contractor Responsibility

3.1 Independent Contractor

The Contractor is an independent contractor and is not an employee or agent of the City. Nothing in this Agreement shall be interpreted to establish any relationship other than that of an independent contractor, between the City and the Contractor, its employees, agents, subcontractors, or assigns, during or after the performance of this Agreement.

3.2 Standards/Regulations

Contractor's compliance with standards and regulations to include, but not be limited to: OSHA, required employee safety & health training, written safety and health programs, provision of required personal protective equipment (PPE), minimum wage requirements, and United States citizenship. Contractor services shall comply with all applicable federal, state and local requirements, including but not limited to, Federal regulations related to temporary employee leasing.

3.2 Responsibility for Work

All of the Contractor's personnel assigned to the City must be qualified to perform the work as outlined in the job description(s) provided herein. The City reserves the right to request immediate replacements for personnel in the event that any personnel assigned to the City is found to be unqualified for any specific assignment, the City has the right to return such employee at no cost to the City. The City shall be the sole judge of qualification and its decision shall be final.

The Contractor will be the legally responsible employer for the temporary personnel during the time they are assigned to work at the City. All employees of the Contractor shall be considered to be, at all times, the sole employees of the Contractor under its sole direction and not an employee or agent of the City. The Contractor shall supply competent and physically capable employees. The City may require the Contractor to remove an employee it deems careless, incompetent, insubordinate or otherwise objectionable and whose continued employment on the City's property is not in the best interest of the City. Each employee shall have and wear proper identification. The Contractor's personnel utilized under this agreement will be provided with and shall follow all policies and procedures of the City.

The Contractor shall assign a dedicated account manager to the City's account. Said account manager shall be readily available to administer the terms of this Agreement for Contractor on a day-to-day basis. Contractor's account manager is responsible to keep the City informed of the Contractor's personnel's activities, oversee all work performance, process placement requests, issue resolution and coordination of services.

If at any time the assigned account manager is replaced during the term of this Contract, the Contractor must provide all updated information and details as requested and must be approved by the City.

Contractor shall be responsible for withholding, deductions, and payment of all tax obligations, including federal income tax, Social Security, Medicare, Worker's Compensation and unemployment compensation, in connection with assigning individuals to the City as temporary staffing under this Contract. The Contractor shall strictly comply with immigration and Naturalization Service reporting by

processing the form I-9's as required by federal law; supply State unemployment insurance and workers compensation insurance for all temporary employees provided to the City pursuant to this Contract; and maintain a pool of temporary personnel/employees to provide for the City's temporary employment staffing needs.

3.3 Non-Compete

There shall be no restrictions, time limitation, fees or penalties placed upon the City or its personnel assigned to the City in regards to the City's direct hiring of any of Contractor's personnel assigned to the City under this Contract.

Section 4. Contractor's Records

4.1 Claims

As a condition precedent to Contractor filing any claim against City, Contractor shall make available to City all of Contractor's books and records (directly or indirectly related to the claim of Contractor's business) requested by City with five business days of the City's request. Refusal to do so shall constitute a material breach of this Contract and cause for dismissal of any litigation.

4.2 Documentation

Contractor shall electronically transmit all documentation to the Human Resources Department for City prior approval for all temporary personnel/employees at the Contractor's expense for Pre-employment drug screening, Authorization to work in the U.S., Statewide criminal check (minimal of 7 years), Nationwide criminal/Discover (check state criminal records and sexual predator databases for all states, and positions associated with children services requiring fingerprinting and criminal records search, and education verification.

Section 5. Termination

5.1 Termination for Convenience

Either party upon a thirty (30) day written notice to the other party may terminate this Contract. In the event of any termination, Contractor shall be paid for all services rendered to the date of termination including all authorized reimbursable expenses.

5.2 Termination for Cause

The performance of the Contract may be terminated by the City in accordance with this clause, in whole or in part, in writing, whenever the City shall determine that the Contractor has failed to meet any performance requirement(s) under this Contract. If the Contractor should be adjudged bankrupt, or if Contractor should make a general assignment for the benefit of its creditors, or if a receiver should be appointed on account of its insolvency, or if hit should fail to provide properly skilled personnel or proper service in the sole discretion of the City, then the City can, after giving the Contractor seven (7) days written notice, and without prejudice to any other right or remedy, terminate this Contract.

5.3 Default

In the event that the Contractor cannot respond adequately to the needs of the City, the Contractor shall advise the City, as soon as possible, and further advise as to the length of said inability or replacement of personnel. If inability of placement of personnel in a timely manner is frequent, the City may then consider said inability to be a breach of this Contract and may undertake the necessary work through its own services

or those of another Contractor. The City shall have the right to deduct the cost incurred in having to provide said services from the payments to be made to the Contractor under this Contract.

Section 6. Temporary to Permanent Fees

In the event that the City employs a temporary employee, temporary to permanent charge shall not be accessed if the temporary employee has worked for the City a minimum of 160 hours. In the event the City employs a temporary employee that has worked less than 160 hours, the fee will not exceed one value of one (1) week payment to the Contractor for the employee. A negative cotinine test must be acquired prior to permanent employment at the City's expense.

Section 7. Persons Bound by Contract

7.1 Parties to the Contract

The persons bound by this Contract are the Contractor and the City and their respective partners, successors, heirs, executors, administrators, assigns and other legal representative.

7.2 Assignment of Interest in Contract

This Contract and any interest or services associated with this Contract may not be assigned, sublet or transferred to another by either party without the prior written consent of the other party. Contractor will not be permitted to subcontract any of the work requirements to be performed of the services hereunder.

7.3 Other Entity Use

The Contractor may be requested to convey its proposal prices, contract terms and conditions, to municipalities or other governmental agencies.

7.4 Rights and Benefits

Nothing herein shall be construed to give any rights or benefits arising from this Contract to anyone other than Contractor and the City.

Section 8. Indemnification of City

Contractor assumes the entire responsibility and liability for all damages or injury to all persons, and to all property, caused by the Contractor or Contractor's Affiliates and their officers, directors, employees, personnel, agents, consultants or sub-contractors, and Contractor shall to the fullest extent allowed by law, indemnify, defend and hold harmless the City, and its officers and employees, from any and all claims, actions, liabilities, damages, losses, and expenses/costs, including, but not limited to, reasonable attorneys' fees for personal, economic, bodily injury, wrongful death, loss of or damage to property, at law or in equity, which may arise or may be alleged to have risen from the negligence, omission, wrongful or intentional conduct of the Contractor and other persons employed or utilized by the Contractor in the performance of the Contract or from and against any claims and losses and shall pay such costs and judgments which may issue from any lawsuit arising from such claims and losses including wrongful termination or allegations of discrimination or harassment, unpaid wage claims or in any way arising from or related to a failure to offer health coverage

to Personnel which failure results in the assessment of a penalty against Employer, and shall pay costs and attorney's fees expended by City in defense of such claims and losses including appeals.

Contractor shall obtain, maintain and pay for general liability insurance coverage to insure the provisions of this paragraph.

Section 9. Insurance.

9.1. Requirements

Contractor shall procure and maintain insurance, in the amounts noted in Item 4.9 of the Request for Proposal which is attached hereto as Exhibit "B". Such certificate must contain a provision for notification of the City thirty (30) days in advance of any material change or cancellation. The City by and through its Risk Manager, reserves the right to review, modify, reject or accept any required policies of insurance, including limits coverages or endorsements, herein from time to time throughout the term of this contract. All insurance carriers must have an A.M. Best Rating of at least A:VII or better. When a self-insured retention or deductible exceeds \$5,000, the City reserves the right, but not the obligation, to review and request a copy of contractor's most recent annual report or audited financial statement. All contractors, including any independent contractors and subcontractors utilized, must comply with the insurance requirements as set forth in the documents identified.

9.2 Certificate of Insurance

Certificates of all insurance required from the Contractor shall be attached to this agreement and shall be subject to the City's approval for adequacy.

Section 10. Professional Standards

All work performed by Contractor will be in accordance with the highest professional standards and in accordance with all applicable governmental regulations.

Section 11. Non-Appropriation

This Contract is deemed effective only to the extent of the annual appropriations available.

Section 12. General Conditions

12.1 Venue in Martin County

Jurisdiction and venue for any lawsuit to enforce the terms and obligations of this Contract shall lie exclusively in the County Court or the Circuit Court in and for Martin County, Florida.

12.2 Laws of Florida

The validity, interpretation, construction, and effect of this Contract shall be in accordance with and governed by the laws of the State of Florida.

12.3 Attorney's Fees and Costs

In the event the Contractor breaches or defaults in the performance of any of the terms, covenants and conditions of this Contract, the Contractor agrees to pay all damages and costs incurred by the City in the enforcement of this Contract, including reasonable attorney's fees, court costs and all expenses, even if not taxable as court costs, including, without limitation, all such fees, costs and expenses incident to appeals incurred in such action or proceeding.

12.4 Mediation as Condition Precedent to Litigation

Prior to the initiation of any litigation by the parties concerning this Contract, and as a condition precedent to initiating any litigation, the parties agree to first seek resolution of the dispute through non-binding mediation. Mediation shall be initiated by any party by serving a written request for same on the other party. The parties shall, by mutual agreement, select a mediator within 15 days of the date of the request for mediation. If the parties cannot agree on the selection of a mediator then the City shall select the mediator who, if selected solely by the City, shall be a mediator certified by the Supreme Court of Florida. The mediator's fee shall be paid in equal shares by each party to the mediation.

12.5 Contract Amendment

The City may require additional positions not specifically identified in the contract. The Contractor agrees to provide such services, and shall provide the City prices on such additional services based upon a formula or method which is the same or similar to that used in establishing the prices in this proposal. If the price(s) offered are not acceptable to the City, and the situation cannot be resolved to the satisfaction of the City, the City reserves the right to procure those services from other vendors or to cancel the contract. Furthermore, the City reserves the right to delete or revise items and services under this bid at any time during the contract period when and where deemed necessary. Deletions may be made at the sole discretion of the City at any time during the contract period. Items revised must be mutually agreed upon in writing by the Contractor.

No modification, amendment or alteration in the terms or conditions contained in this Contract shall be effective unless contained in a written documents executed with the same formality and of equal dignity herewith. This Contract constitutes the entire agreement between the parties, and no prior, or contemporaneous oral agreement shall be binding on either party. If either party fails to enforce a portion or any of this Contract, it shall not constitute a waiver of the same.

12.6 Contractual Authority

By signing this Contract, the Contractor swears or affirms, under penalty of perjury, that this is a valid act of the Contractor, and that no later claim shall be made by the CONTRACTOR that the Contract is invalid or an *ultra vires* act, by reason of a failure to have the proper authority to execute the Contract. In the event that a court of competent jurisdiction later determines that the Contract is or would be null and void for failure of the signatory to have proper or complete authority, this Contract shall nonetheless be deemed valid under the theory of "apparent authority," or in the sole alternative of the City, shall be deemed to be the act of the signatory, as an individual, who shall be fully responsible for its complete performance.

12.7 Sovereign Immunity

Nothing contained in this Contract shall be construed or interpreted as a waiver of the City's sovereign immunity protections existing under Section 768.28, Florida Statutes,.

Section 13. Public Records

If the Contractor has questions regarding the application of Chapter 119, Florida Statutes, to the Contractor's duty to provide public records relating to this contract, contact the office of the City Clerk as the custodian of Public Records for the City of Stuart, and all the respective departments at 772-288-5306 or mkindel@ci.stuart.fl.us, City of Stuart, City Clerk 121 SW Flagler Avenue, Stuart, Fl. 34994 per F.S. 119.12.

In compliance with F.S. 119.0701 the Contractor shall:

- a) Keep and maintain public records required by the public agency to perform the service.
- b) Upon request from the public agency's custodian of public records, provide the public agency with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.
- c) Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the Contract if the Contractor does not transfer the records to the public agency.
- d) Upon completion of the Contract, transfer, at no cost, to the public agency all public records in possession of the Contractor or keep and maintain public records required by the public agency to perform the service. If the Contractor transfers all public records to the public agency upon completion of the contract, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of the Contract, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the public agency, upon request from the public agency's custodian of public records, in a format that is compatible with the information technology systems of the public agency.

A request to inspect or copy public records relating to a public agency's contract for services must be made directly to the public agency. If the public agency does not possess the requested records, the public agency shall immediately notify the Contractor of the request, and the Contractor must provide the records to the public agency or allow the records to be inspected or copied within a reasonable time.

If a Contractor does not comply with the public agency's request for records, the public agency shall enforce the contract provisions in accordance with the Contract.

A Contractor who fails to provide the public records to the public agency within a reasonable time may be subject to penalties under Florida Statutes § [119.10](#).

If a civil action is filed against a Contractor to compel production of public records relating to a public agency's contract for services, the court shall assess and award against the Contractor the reasonable costs of enforcement, including reasonable attorney fees, if:

1. The court determines that the Contractor unlawfully refused to comply with the public records request within a reasonable time; and
2. At least 8 business days before filing the action, the plaintiff provided written notice of the public records request, including a statement that the Contractor has not complied with the request, to the public agency and to the Contractor.

A notice complies with subparagraph 2 above, if it is sent to the public agency's custodian of public records and to the Contractor at the Contractor's address listed on its contract with the public agency or to the Contractor's registered agent. Such notices must be sent by common carrier delivery service or by registered, Global Express Guaranteed, or certified mail, with postage or shipping paid by the sender and with evidence of delivery, which may be in an electronic format.

A Contractor who complies with a public records request within eight (8) business days after the notice is sent is not liable for the reasonable costs of enforcement.

IV. EXHIBITS INCLUDED IN AGREEMENT

Exhibit A - Proposal as Submitted by Contractor and Accepted by City

Exhibit B - Original Request for Proposal as Issued by City, including all Addenda.

Exhibit C – Price Proposal Form

Exhibit D – Certificate of Insurance

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the City has hereunto subscribed and the Contractor has signed his, its, or their name, or names the date aforesaid.

CITY OF STUART, FLORIDA

ATTEST:

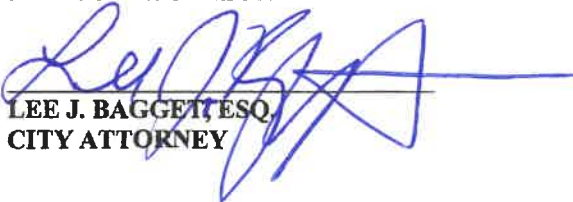


MARY R. KINDEL
CITY CLERK



MICHAEL J. MORTELL
CITY MANAGER

APPROVED AS TO FORM
AND CORRECTNESS:



LEE J. BAGGETT, ESQ.
CITY ATTORNEY

CONTRACTOR



(Signature)

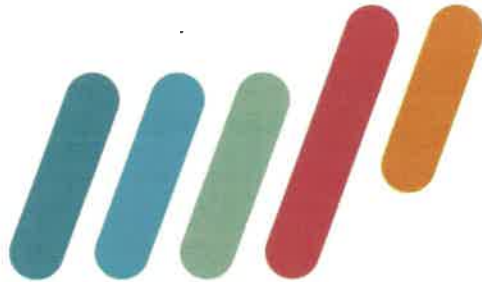
ROB VORSE

Printed Name

VICE PRESIDENT

Title

Manpower
1650 S. Kanner Highway
Stuart, FL 34994



Manpower[®]

Stuart City Hall
Procurement Office
301 SE Ocean Blvd, Suite 204
Stuart, FL 34994

Proposal for Temporary Personnel Services
RFP #2023-207
September 27, 2023
SEALED BID



Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

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Manpower
1650 S. Kanner Highway
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

Letter of Transmittal:

September 27, 2023

Alaina Knofla
Procurement Coordinator
301 SE Ocean Blvd, Suite 204
Stuart, Florida 34994-2172

RE: RFP #2023-207 Temporary Employee Services

Dear Ms. Knofla:

Manpower appreciates the opportunity to submit a proposal in response to Request for Proposals RFP#2023-207 for Temporary Employee Services for the City of Stuart for various city departments on an as needed basis. We take great pride in providing industry leading solutions for our clients and are excited to continue partnering with the City of Stuart on this important project. Immersion in the changing world of work since 1948 has given us a deep understanding of the potential of people and the expertise in unleashing that potential to drive businesses forward.

Given our history and experience with The City of Stuart, and government and municipalities, we are a proven partner ready to continue our service as your primary provider. It is crucial that City of Stuart aligns with a strong, steady partner to secure the highest quality support and services at the best price. Manpower understands the scope of services as outlined in the RFP. Our proposal will illustrate that we have provided temporary employee services for almost 50 years locally, and since 1948 nationally; that we maintain a pool of temporary employees to provide customers' temporary employment staffing needs and the personnel employed by Manpower are capable employees.

Manpower opened our doors on the Treasure Coast in 1980 and in Stuart 1984 and has had contracts with St. Lucie County for more than 25 years, with Indian River County School District, St. Lucie County School District and Martin County School District. We have had experience with the City of Ft. Pierce, the City of Vero Beach, City of Stuart, City of Delray Beach, City of Boynton Beach, City of Palm Beach Gardens, City of Lake Worth, City of Riviera Beach, Town of Palm Beach, Town of Sewall's Point and other government entities. Our knowledge of the employment industry and our experience in working with municipalities like yours on the Treasure Coast and in Palm Beach County, allow us to provide you with exceptional service and employment tools designed to meet your specific needs.

Manpower understands governmental procedures and the staffing criteria necessary to exceed the expectations of the City of Stuart. Working with the City of Stuart, and other governmental municipalities, we have demonstrated that we have the knowledge of your needs and expectations, and the experience to recruit, assess, and train associates for the City of Stuart.

Our years of success are the direct result of proven methodologies for assessing and predicting the performance of candidates. Manpower has developed a comprehensive approach to the design and implementation of a staffing program that fits your requirements. Our primary service goes well beyond providing temporary help — we also strive to enhance your productivity and improve quality. We do this through the use of Manpower's proprietary, patented and proven Predictable Performance Plus system (PPS+), which focuses on a proactive approach to your specific requirements, including recruiting, background screening, drug testing, safety training, skills assessment, performance management, and other quality measures. This system is aimed at one objective — making the best match of associates to your specific needs and guaranteeing your satisfaction.

RFP #2023-207
TEMPORARY PERSONNEL SERVICES



Manpower
1650 S. Kanner Highway
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

We listen to understand the needs of our clients because making the best match of temporary worker to your detailed, specific needs is our goal. Manpower's structured system captures the skills and the experiences of our associates. This means:

- All interviewing and testing processes are built to maximize information about work-related experiences.
- Free, thorough training through Manpower's proprietary platform, "MyPATH" in various areas utilizing the distance learning tool "PowerYou" provides associates with advanced and emerging skills not readily available in the marketplace.
- Programs promote, maintain, and monitor quality performance by both associates and Manpower service staff.

Quick Response — We respond immediately to your requests for associates with:

- A confirmation call or email providing the name of the assigned associate and a verification of his or her skills to your needs.
- Ongoing recruiting efforts that attract skilled associates to have a large pool of qualified individuals to place on your assignments.

Service by a Competent, Professionally Trained Staff — Manpower service staff is professionally trained with the most extensive training support process in the temporary staffing industry. We have the training and the tools to consistently support our high level Service Delivery Model which include:

- Formal training seminars that cover aspects of Manpower's products, client service, and recruiting skills.
- Tools that facilitate visits to your locations to gather specific details about your environment, safety practices and your needs.
- Knowledge and experience to offer and implement all of Manpower's value-added resources.

Our proposal is made without collusion with any other person or entity submitting a proposal pursuant to RFP #2023-207. As Vice President of the local franchise, I am authorized to negotiate on behalf of Manpower with the City of Stuart.

As your staffing partner, we will continue to structure solutions that are configured to your employment needs based on our experience, and qualifications as outlined in the following Tabs of this proposal. As you review all the proposals, we ask that you consider the value that Manpower can continue to deliver to the City of Stuart.

Sincerely,

A handwritten signature in black ink, appearing to read "Rob Vorse", written over a white background.

Rob Vorse
Vice President



Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

Tab 1 – Experience/Knowledge/Qualifications

Manpower description:

Global Headquarters – Milwaukee, Wisconsin
Regional Headquarters – Palm Beach Gardens, Florida
Local Office – Stuart, Florida

ManpowerGroup is a publicly traded company on the New York Stock Exchange under the symbol “MAN”. We were founded in 1948 in Milwaukee, Wisconsin where we are still headquartered. ManpowerGroup has thousands of offices in over 80 countries in the world with nearly 30,000 permanent employees world-wide. We serve the staffing needs of approximately 400,000 clients each year—from small and medium size enterprises in all industry sectors to government agencies and the world's largest, multinational corporations.

Famoso, Inc. DBA Manpower is a locally owned franchise of ManpowerGroup. The local Franchise is incorporated in Florida and is licensed in Palm Beach, St. Lucie, Martin, and Indian River County. We are quite proud of our history in the region and have been under the same ownership for 50 years. Our clients benefit from the resources and expertise of a Fortune 500 global corporation, with the additional advantage of local responsiveness and accountability. Manpower's Stuart office on Kanner Highway is just minutes away from The City of Stuart office. We are nimble, creative, and fast – and no corporate hierarchy means our clients get the answers and results they need quickly.

Attached are copies of the Florida Corporate Filings, Fictitious Name Detail, & Stuart Occupational Licenses.

Everything begins and ends with meeting the City of Stuart's needs. Manpower has extensive experience in providing industrial, administrative clerical, call center and professional solutions for thousands of clients. From small manufacturing or production facilities to Municipalities and large scale industry leaders, Manpower is a leader in contingent and permanent recruitment workforce solutions.

Manpower is the recognized leader in human capital management and one of few companies within our industry that can provide a local, national, or worldwide program. Through its network of over 750 offices in the U.S., and six offices on the Treasure Coast and Palm Beach County, Manpower offers a complete range of service offerings to help any company – no matter where it is in its business evolution – raise productivity through improved strategy, quality, efficiency and cost reduction across its workforce.

With 75 years of experience nationally/globally, and 50 years locally on the Treasure Coast, Manpower has experience recruiting, screening and selecting individuals for similar positions as those listed in the RFP #2023-207. Nationally, Manpower places more than 500,000 associates on assignment daily. With experience servicing the City of Stuart since 2008, and servicing St. Lucie County for more than 30 years, and other government agencies on the Treasure Coast and Palm Beach County, Manpower has demonstrated that we leverage our experience, knowledge, and systems to deliver an efficient and effective level of service. We can ensure that our associates possess the skills required by the City of Stuart as evidenced by our thorough interview process, reference checking and relevant assessments.



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1650 S. Kanner Hwy
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www.manpowerSFL.com

Following are Manpower's local offices:

Martin County

1650 S. Kanner Hwy
Stuart, FL 34994
(772) 287-5359

Palm Beach County

11211 Prosperity Farms Rd.
Suite C-210
Palm Beach Gardens, FL 33410
(561) 694-6700

Indian River County

2155 15th Ave.
Suite A-2
Vero Beach, FL 32960
(772) 562-4330

St. Lucie County

584 N.W. University Blvd.
Suite 708
Port St. Lucie, FL 34986
(772) 464-7771

We provide the following services:

Contingent staffing—our recruiting process is designed to find skilled individuals who can add business value to your organization from day one. Through our global network, we have access to a pool of talent in a wide variety of industries. We use proven and reliable job-related assessments to pinpoint the abilities and fit of candidates with your work environment. We build an understanding of your objectives to effectively match our associates to your needs.

Temp to perm—with Manpower's temporary-to-permanent staffing solution, you can see a candidate in action, and develop an understanding of his or her skills and capabilities. Then, only successful performers transition to permanent employment status.

Direct Hire—we can put our recruiting and pre-screening services to work for the City of Stuart, saving you time and money when recruiting for new hires.

Payrolling services—Manpower's payrolling service affords you a flexible, cost savings approach to place the City of Stuart -recruited full- or part-time worker on the job without hiring the individual. Manpower is designated as the official employer for these workers, and responsible for administering payroll and payroll-related costs.

Site management—Manpower has built more than 200 of these flexible, customized management programs to handle all administration detail and provide the best quality staffing possible.

Outsourcing services—to allow our clients to rediscover their core competencies and focus on their business fundamentals, we can take over an entire service or process and manage that aspect of the client's operation. Clients realize a decrease in costs by off-loading various human resources to Manpower, such as recruiting, screening, training, as well as outplacement solutions.

Training of Personnel

Manpower service staff is competent, qualified by experience, skill and education, professionally trained with the most extensive training support process in the temporary staffing industry. We have the training and the tools to consistently support a high level of service which include:

- Formal training seminars that cover aspects of Manpower's products, client service, and selling skills.
- Tools that facilitate visits to your locations to gather specific details about your environment and your needs.
- Knowledge and experience to offer and implement all of Manpower's value-added resources.



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The following summarizes the diligent steps taken by the Stuart Manpower team to assign competent, qualified by experience, skill, and education, 18 years or older, and are safety-conscious associates to City of Stuart.

Sourcing the Right Candidates

Candidates are proactively recruited through a variety of methods that have been tested and proven to source qualified candidates. Our multi-level recruitment program is an ongoing activity to ensure a ready pool of qualified associates, (background screened and drug tested, and when needed Education verification) to meet the City of Stuart's requirements. Our recruiting process includes:

- Referral Sources both from qualified associates who have worked for Manpower and from our clients, who refer candidates and employees that may need more challenging work or have been downsized due to company relocation or other events;
- Call-em-all is an automated calling system which calls the people in our database who have the skills needed to fill an order. This can automate and speed the fulfillment process.
- Social Media including our Facebook page, Website, LinkedIn and other Social Media platforms, Snapchat, Instagram, X (formerly Twitter).
- Job boards specific to positions needed to build a pipeline for City of Stuart's needs.
- Schools that include curriculum specific for skilled trades, and industrial courses, etc., Career Fairs; Veteran's Career Fairs, and Virtual Career Fairs.
- Unsolicited resumes from people relocating to South Florida who have worked with Manpower or know of Manpower.
- AI is being tested and used when appropriate to source specific skill sets; we are monitoring the results.

Screening and Assessment – every candidate goes through Manpower's **PPS+ System**, a patented, proprietary, and proven screening process. For Industrial positions, candidates are also administered Manpower's proprietary Ultradex skills battery and Safety Training, measuring competencies relevant in industrial environments, including Math and Spelling/Grammar. These Manpower best practices are designed to identify the most qualified candidates in an expeditious manner.

- **One on One Interviews** - One of the most significant steps Manpower takes when we screen and assimilate a candidate into our system – and eventually, into an assignment at the City of Stuart – is the one-on-one candidate interview. (Please see more detailed information in Tab 2 Operational Plan – Recruiting & Screening Procedures).
- **Pre-employment Testing** – Manpower will administer pre-employment drug tests, criminal background checks and, if needed, education verification for any associates assigned to the City of Stuart and only assign those individuals who meet the criteria to work at the City.
- **Employment Verification** – every associate's work authorization is verified with a photo I.D. and the social security number is run through the Department of Homeland Security **E-Verify** software. (Please see more detailed information in Tab 2 Operational Information – Recruiting & Screening Procedures)
- **Employment References** – every candidate's previous employment is verified through rigorous reference checks with their immediate supervisor, owner of the company, or the Human Resources department to verify that dates of employment are accurate.
- **Onboarding Associates** – qualified associates go through an extensive orientation before being sent on assignment to the City of Stuart. Associates are instructed on Manpower policies and benefits and watch harassment videos and receive Safety Training. All associates who are assigned to the City of Stuart for Light Industrial or Industrial positions must pass our Safety assessment after receiving Safety Training. (Please see more detailed information in Tab 2 Operational Plan – Safety Training).



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- **Days Required for Placement** – Since we proactively recruit and maintain a pool of background screened and drug tested candidates ready to be dispatched immediately upon request from City of Stuart, our response time would be within 4 hours of receiving a requirement to one day to fill for most positions. For positions that are highly skilled, licensed and infrequently required, it may take Manpower a few days to source for these types of skills. However, once we know that there will be an upcoming requirement, we will search our database and begin sourcing candidates to ensure that we have candidates readily available to send to the City of Stuart. (Please see more detailed information in Tab 2 Operational Plan – Lead time and Response Time).

Primary Individuals Responsible for Supervising Work with the City of Stuart:

Locally, municipalities on the Treasure Coast including the City of Stuart are being serviced by an experienced, award-winning team led by Joan Greenberg, Regional Director, Rob Vorse, Vice President, Sergio Herrera, Operations Manager, Alberto Delgado, Business Development Manager for Stuart and Martin County, Chris Ramiro, Recruiter for Stuart/Martin County. Alberto Delgado will be the Supervisor assigned to manage the City of Stuart. This team of specialists has over 50 years of collective experience in the staffing industry – with three of them having more than 20 years collectively with Manpower.

Alberto Delgado – Supervisor for City of Stuart – Alberto has worked for Manpower since 2018 as the Business Development Manager for Stuart & Martin County. Alberto has thorough knowledge of the business community in Stuart and is extremely familiar with the expectations of the City of Stuart. Prior to joining Manpower Alberto had a management role in Human Resources and Sales Leadership, where he supervised & recruited departmental staff. Alberto will be responsible for Manpower's service delivery to the City of Stuart. The service delivery model and our PPS+ system is our customized approach to matching the best candidate to your requisition and sets us apart from the competition and allows us to excel. This system helps us accurately provide the City of Stuart with productive workers and our associates with work that matches their skills, interests, and abilities.

Chris Ramiro – Recruiter – Chris and Alberto currently work together servicing the City of Stuart and clients in Martin County. Chris will be responsible for all recruiting activities for the City of Stuart. Chris will ensure that we have a pool of candidates with the skills required and already screened to dispatch upon notification from the City of Stuart. Chris interviews in our Stuart office and at CareerSource in Stuart on a regular basis where he performs behavioral interviews and has direct contact with our candidates by meeting with them in person.

Chris and Alberto have access to the conference room for any orientation that must be performed for large groups of Manpower associates. The conference room can accommodate at least 50 individuals where videos and/or presentations can be conducted to familiarize individuals with the work environment, safety procedures and general information regarding assignments at Stuart employers.

Expertise & Experience with Similar Services:

Manpower has extensive experience in working with a multitude of organizations to accomplish a single task – quality employment experience. We routinely staff and manage large employment programs that include recruiting, matching, monitoring, training and maintaining high quality, customer-oriented service to employers and employees.

Locally on the Treasure Coast and in Palm Beach County, Manpower has had experience working with several municipalities providing temporary associates performing Light Industrial, Industrial, Professional Office and Clerical duties. We also have a contract with the State of Florida, CareerSource on the Treasure Coast and in Palm Beach County. Following are several of the municipalities that we have worked with:



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Indian River County	City of Vero Beach
Martin County	Palm Beach County
City of Port St. Lucie	City of Delray Beach
City of Fort Pierce	City of Riviera Beach
City of Stuart	City of Lake Worth
City of Sebastian	City of Boynton Beach

Manpower has managed large and complex recruitment projects as the Employer of Record for the Workforce Development Boards/CareerSource during the hurricanes from 2004/2005 all the way up to the most recent storms. As the EOR for NEG (National Emergency Grant) we have had to register and pay as many as 1300 grant participants on a weekly basis. In 2004/2005 during hurricanes Jeanne and Frances, and subsequently, over the following years, we were again engaged during hurricane Wilma, Tropical Storm Fay, Hurricane Matthew, Hurricane Irma, Hurricane Nicole in Vero, and other tropical storms where municipalities needed help with clean up and humanitarian services.

As a result of COVID-19, Manpower was engaged by several healthcare facilities to assist with administering COVID-19 tests initially and then help with administering the vaccine. We had more than 80 temporary employees assisting the Healthcare Department in Palm Beach County administering vaccines, and with Cleveland Clinic on the Treasure Coast.

During the pandemic, Manpower placed and payrolled over 100 temporary workers under the National Dislocated Worker Grant for COVID-19 Disaster relief. These workers were performing the following various duties: temperature takers, clerical assistants, vaccine data entry specialists, emergency clerks and many more.

Manpower realizes how critical it can be to share best practice procedures when servicing City of Stuart and our other clients. Manpower commits itself every day to sharing proven methodologies and strategies that contribute to our clients' individual business goals.

By implementing Best Practices from previous experience servicing City of Stuart and other municipalities, Manpower will be immediately available to provide services as described in this RFP. Our Best Practices include the same successful processes we have used previously to quickly perform the following activities:

- Employee intake (application and assessment)
- Employment registration (verification of eligibility through E-Verify and process orientation)
- Worksite assignment (provide directions and instructions)
- Payroll services (gather time sheets, or electronic web-time, verify work and pay associates weekly)
- Follow-up record keeping (provide reports to City of Stuart when needed)
- Quality Performance surveys (weekly calls to worksite Manager to monitor performance)
- Weekly calls to associates ensuring that they are still at the same worksite with the same schedule performing the same duties

Manpower has developed reporting processes based on best practices developed over the past several years. Our systems are extremely robust and flexible, and allow for customized reporting or ad-hoc reports at a moment's notice to meet your needs.

Alberto Delgado

Skills

ATS, CRM's, Recruiting, Account Management, Business Development, Strategic Planning, Digital Marketing, Market Research, E-Commerce, Networking, Negotiation, G Suite, OSX, and MS.

Experience

March 2018 - PRESENT

Manpower, Stuart - *Business Development Manager*

- Develop Proposals, presentations, and contracts for existing and potential new clients.
- Develop relationships with senior decision makers (Inc. CEOs, CFO, VPs) within potential clients.
- Actively identify and generate leads through strategic sales and marketing plans.
- Full life cycle recruitment of entry to high caliber C-level talent in various industries like Marine and Aviation, Manufacturing, Service Industry, Medical, Educational Services Sector, Financial and Nonprofit.
- Engage candidates in interviews, make hiring decisions and deliver a qualified and driven workforce to meet clients dynamic staffing needs.

October 2011 - February 2018

Groovy Toys LLC/Funky Planet Corp, Port St Lucie - *Business Development Manager*

- Managed building relationships with buyers at corporate accounts such as Walmart, Target, Best Buy, Bed Bath and Beyond, Macys, Bluestem Brands, JCPenney, Beall's etc.
 - Responsible for developing integrated strategies to support product initiatives including new product ideation, pricing, promotional Programs, research, and all media.
 - Worked with sales rep's teams to develop retail presentations, establish sales goals, set planograms, and determine product margins and price points.
 - Fostered a robust sustainable network of global accounts, strong closing skills to optimize sales results despite a previously dominant competitor advantage.
-

Volunteering

September 2023 - Present

Business Development Board of Martin County- *Host Committee*

March 2019 - 2021

Stuart/Martin Chamber of Commerce, Stuart- *Ambassador*

January 2020 - 2021

Martin County Human Resource Association, Stuart- *Marketing and Communications*

Education

August 2008 - January 2009

Indian River State College, Fort Pierce

October 2006 - September 2008

SAE Institute of Technology, New York

September 2002 - June 2006

John F Kennedy Highschool, New Jersey

Languages

English, Spanish

CHRISTOPHER RAMIRO

Ability Summary

RECRUITING
SALES PROFESSIONAL
CUSTOMER SERVICE
RECORD KEEPING
PROFICIENT IN MICROSOFT PROGRAMS
EXCELLENT COMMUNICATION SKILLS
LEADER IN CROSS SALES
EVENT COORDINATOR
GENERAL OFFICE PROCEDURES
TRAINING AGENT

Employment History

07/2021-Present **Recruiter/Account Manager**

Manpower
Stuart, FL

Primary responsibilities:

Recruit candidates for Manpower clients based on:

Specific needs of clients

Conduct assessments to ensure skills are proficient in the software needed

Conduct behavioral interviews to gain an understanding of the candidates' previous job history, what they liked, the management and culture that was most successful

Listen to their needs, wants and desires

Match candidates to the skills and culture of clients' environment

Maintain constant contact with associates once placed on assignment

Mitigate any impending issues by being proactive

Redeployed associates to ensure their career goals were being met

Perform ongoing quality assurance calls with clients while associates were working

Note all conversations in Manpower ATS

Work with Operations Manager on ads that attract the right candidates

Engage in Social Media to keep our brand front and foremost

12/2019 - 07/2021 **Financial Analyst**

Nationwide Financial Services, Boynton Beach, FL

B2B Sales calls (100+ calls daily)

Contacting the Owner to help them with their business debts

Discussed program details for those clients who had \$10,000 or more in business debt

Suggested products suitable to the customers' needs basing on how long they had left in their balance owed and/or if replacement may be required on necessary processors.

Managed a team conducting daily operations to achieve the weekly, monthly or annual goal(s).

01/2014 - 01/2019 Auto Insurance Agent

LESLIE KAYS INSURANCE, Boynton Beach, FL

- 4-40 Auto Insurance Customer Service Representative.
- Proficient in Applied Rater (SemCat), DocuSign, Outlook, Word and Hawksoft electronic filing system.
- Wrote policies in 48 States and specialized in Auto, SR-22, FR-44, Motorcycle, Travel
- Trailer/Motorhomes, Boats, Commercial Auto and General Liability.
Liaison between Customer and respective insurance companies assigning with
- policy needs such as changes to policy and customer retention.
Proposed Writing Renters and Homeowner policies to prospects and current
- customers.
Leader in "Cross Sales" selling over 100 ancillary policies 3 years in a row
- (2016,2017,2018) including training multiple Agents on daily operations.
- Sold an average of \$35,000 in policy premium sales monthly.
- Marketed products to prospects at events such as the Miami Motorcycle and Miami Boat shows.

09/2012 - 08/2014 Customer Service

SEPTIC MAXX, Delray Beach, FL

Contacted prospective customers regarding state-of-the-art septic maintenance products pursuant to on-line leads or surveys.

Discussed products for those customers who had a septic tank and needed more than the store brand products.

Suggested products suitable to the customers' needs basing on how long they had a septic tank and/or if replacement may be required.

Managed a team conducting daily operations to achieve the weekly, monthly or annual goal(s).

07/2012 - 09/2012 Agent to bind

STAR INSURANCE GROUP, Boca Raton, FL

Assisted Insurance Agents in the pre-qualification of prospective customers for Health, Life and Variable Annuities plans.

Once customer showed interest in the program, forwarded the call to the respective Agent to bind.

08/2002 - 02/2006 MARINE CORPS,

Administrative Assistance

US Marines, Corpus Christi, TX

Administrative assistance- data entry of personnel files. Other related office procedures

Education History

General High School Curriculum

High School Diploma

William T. Dwyer, Palm Beach Gardens, FL



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Tab 2 – Operational Plan/Servicing Procedures

Our comprehensive intake process, coupled with our thorough understanding of your work environment, helps us select motivated people with the skills, experience, commitment, aptitude, and personality to succeed in their assignments. We also understand the importance of safety and how it affects work being performed at the City of Stuart. We administer Safety Training and a Safety Assessment to every candidate who is interviewed for an industrial position at the City. If they do not pass the Safety Assessment with a minimum score of 70, they are not placed on assignment. All Office/Clerical candidates are administered skill assessments to determine their skill level in such programs as Word, Excel, PowerPoint, Access, Outlook, or experience with software needed by the City of Stuart.

Manpower Servicing Procedures (with prior approval):

- Manpower receives requirement for candidate from City Stuart – this can be by phone, email, text or sent directly to our website (ManpowerSFL.com).
- Manpower will confirm receipt within 1 hour with a status as to the availability of a qualified candidate/associate who has had the necessary background screening.
- Should there not be a suitable candidate available immediately, Manpower will communicate the timeframe needed to assign the candidate.
- Once a suitable candidate has been identified, Manpower will notify City of Stuart the name of the person to be assigned.
- Should City of Stuart want to interview first, Manpower will schedule an interview based on the Manager's availability.
- If an interview is not required, City of Stuart will provide Manpower with an assignment start date and Manpower will contact the associate with the start date.
- Manpower will contact the City of Stuart Manager & provide the name of the Manpower associate.
- Manpower will contact the City of Stuart Manager on the first day of the assignment to ensure that the associate arrived safely and on time.
- Manpower follows up weekly with Department Managers to ensure associates are meeting the expectations of the Managers and work is being performed properly.
- Manpower follows up weekly with Associates to uncover any impending issues. This mitigates any problems that could impact the work being performed.

With a robust pipeline of candidates in place, the next step is to validate each candidate's employment experiences and skills sets. Tools that are part of **PPS+** allow Manpower to identify and confirm relevant work experiences. Also, job-related work skills are identified by administering Manpower's **Ultradex** skills battery, which consists of tests measuring competencies relevant in industrial environments. Associates having the most relevant experience, and demonstrating the best skills, will be assigned to the City of Stuart.

Assignment of Qualified and Productive Associates — because making the best match of associates to your detailed, specific needs is our goal, Manpower's Service Delivery Model uses proven methodologies for assessing and predicting the performance of candidates - Our Predictable Performance Plus System (**PPS+**), a patented, proprietary, and proven screening process with web-based tools, ensures consistency and accuracy in the screening, selection, assessing, and assignment of qualified and productive associates.

This means:

- All screening and interviewing processes are built to maximize information about work-related experiences.



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- Work-related competencies are identified using Manpower's skills battery, which consists of tests measuring competencies relevant in industrial environments and office/clerical positions.
- Associates with the best skills and most relevant experience are assigned to fill City of Stuart's job orders.
- All Background checks, drug tests and education verification for City of Stuart will be conducted as required at no additional cost to the City. Results will be presented to Human Resources for prior approval.
- Free, thorough training in various areas provides associates with advanced and emerging skills not readily available in the marketplace:
 - MyPath is a collection of resources to help our associates prepare for the changing job market. Through groundbreaking investments in people, Manpower delivers our clients access to more highly qualified talent, reduced turnover, and increased confidence in your workforce. We are positively impacting society by upskilling the workforce to prepare for future jobs. MyPath guides associates to identify strengths, explore jobs, learn new skills, and enroll in college courses to pursue an Associate's or Bachelor's degree.

Manpower Assessments

Manpower's wide array of assessments can identify candidates' real-world capabilities, helping you efficiently assemble a high-performance workforce.

Ready-to-Contribute Candidates

Validated and reliable, Manpower assessments enable us to objectively measure and evaluate candidates' knowledge and abilities to predict on-the-job performance. That means we can provide you with people who can hit the ground running, deliver top-quality work, and improve productivity from day one. Below are three main pillars of our assessments program.

- **Manpower Quality**—We will only leverage assessments that have demonstrated rigor and practicality for our business.
- **Ethical Usage**—We will uphold our ethics by using assessments and results only for their designed purpose.
- **Assessment Protection**—We will uphold the integrity of our assessment data, processes, and tools in accordance with our internal best practices.

Lead Time & Response Time/Customer Communication - We understand that needs may be immediate. Therefore, we have developed a process in which we proactively recruit a pool of qualified candidates who are ready to be dispatched when these immediate needs arise. We have the tools, resources, local expertise, and experience to deliver quality personnel and performance for the City of Stuart within a quick response time. Depending upon the skill level needed, our response time in placing a qualified candidate could be anywhere from one hour to 24 hours. Upon receipt of an order, we get back to the department manager/supervisor with a status within one hour, four hours at the most. Once the candidate is recruited, we will give the name of the associate who has been assigned to the position and provide the assessment scores and resume where needed.

Employee Problem Resolution Procedures— Manpower takes full responsibility for our associates and possesses the knowledge and resources to resolve performance problems quickly. We encourage an open-door policy with all our employees and implement a formal mechanism for feedback through our



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Quality Performance Program. In this way, we aim to address negative situations before they become problems.

When problems arise, Manpower takes a direct, proactive approach to address and resolve all problems to protect the client as much as possible from negative effects. Manpower's service personnel are trained to handle common personnel issues. For more complex issues, the leadership team would be supported by a group of divisional functional resources unlike anything offered by Manpower's competitors – an example being Manpower provides local service personnel with **dedicated and divisional-based** human resource and safety professionals to reach out to for guidance, direction, and solutions. Our leadership team has access to our attorneys who specialize in employment law.

Should a problem arise that is not resolvable, and a replacement needed, we would inform the associate after they leave work not to return the following day. In extenuating circumstances, Alberto and Chris would go to the site to escort the Associate off the premises. We would communicate with either Human Resources or the department Manager and provide the name of the replacement. In the event that our associate left any personal items at the City of Stuart, we would arrange for either Alberto or Chris to go to the site and pick up the items.

Width & Breadth of Workforce:

Manpower's focus is on building qualified pools of people proactively and as a service company, our efficiency in processing and qualifying people is a top priority. The employee pool of the Manpower Stuart office spans from Indian River County to Martin County and is comprised of Office/Clerical/Professional and Light Industrial workers. Many of our associates are placed on short term and long term indefinite assignments, with several associates being hired permanently by clients.

Following is the number of current registered associates for each county:

St. Lucie County – 17,579
Martin County – 4,673
Indian River County – 6,142
Okeechobee County – 619

Active associates for each county (Active associates are those associates either currently working, in between assignments or just registered and waiting for assignment):

St. Lucie County – 5,774
Martin County – 814
Indian River County – 349
Okeechobee County – 85

Invoicing, Payroll and Billing Procedures

Manpower associates are provided with orientation regarding the payroll process during their interview. They are instructed on how to complete their timesheet, how to get it signed and the day it is due in our office in order to be paid for the time they worked. Manpower's week begins on Monday and ends on Sunday. All associates are paid the Friday following the week worked. Invoicing is performed weekly on Thursday after the week that the employees work and is based on the employee's signed and authorized timesheet. While all Manpower associates are provided information on how to complete their timesheet, and the day it is due, if an employee does not turn in a timesheet properly signed by the supervisor, invoicing may be delayed while hours worked are verified with the supervisor. Manpower can also provide the City of Stuart with a web-based time approval process.



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Invoicing can be done on a departmental basis and can include PO numbers if needed, showing the name of the employee, the hours worked, the hourly bill rate and any other necessary data. Invoices can be customized to the requirements of the City of Stuart. Invoices can be paid via check, or ACH transfer. Invoices are due upon receipt. Additional reports are able to be generated on an as needed basis as requested by the customer.

Benefits

Manpower currently offers medical insurance to all its associates that complete at least 30 days on assignment. The plan is considered Minimum Essential Coverage by the ACA mandate and protects the associates from having to owe any IRS penalties when they file taxes. (This individual mandate is removed in 2019.) There are 83 preventative services that are covered at 100% in-network and 40% out-of-network. The MEC plan satisfies the federal healthcare reform Individual Mandate. For purposes of the ACA, Manpower will treat all Assigned Employees as common-law employees of Manpower.

Manpower offers one of the most comprehensive benefit packages in the industry. Our benefits include a **401(k) plan, paid holidays**, and career development training.

Career/Skill Development Training for temporary associates:

Manpower's Training and Development platform - MyPath, is key for workforce development. MyPath's component, POWER YOU allows us to build and retain highly skilled and knowledgeable employees, ultimately benefiting our clients.

Manpower's POWER YOU provides more than 5,000 online courses to enhance the skills and careers of today's workforce.

- Courses cover a range of topics falling within major categories such as Environmental Safety & Health geared to Industrial and Light Industrial workers; end-user software applications, business skills, and information technology.
- Assessments and certification testing preparation
- Mentoring programs provide instant assistance from experts.

MyPath is also a collection of resources to help our associates prepare for the changing job market. Through groundbreaking investments in people like never before, Manpower delivers clients access to more highly qualified talent, reduced turnover, and increase confidence in your workforce. Not only that but we are positively impacting society by upskilling the workforce to prepare for future jobs. MyPath guides associates to identify strengths, explore jobs, learn new skills, and enroll in college courses to pursue an Associate's or Bachelor's degree. Eligible, actively assigned Manpower associates can get free courses through Manpower's Full College Tuition Coverage Program.

Safety Training:

Providing a safe and secure workplace is at the top of every company's list of priorities. Manpower bears responsibility for our workforce with extreme seriousness and great care.

Following your organization's safety practices and rules, and adhering to all government regulations takes priority over every other training activity Manpower offers. Manpower's strong commitment to keep a close watch on safety in the workplace and thoroughly training our associates with a variety of safety programs translates into injury prevention.



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Manpower goes beyond simply complying with government regulations. The number of activities we have developed to promote safety in the workplace seeks to avert injuries from occurring in the first place. In turn, these exclusive Manpower programs:

- Manage your costs as our burdens for workers compensation are controlled.
- Control employee turnover, which can affect unemployment taxes.
- Promote worker efficiency and process efficiency.
- Reduce the amount of time your staff spends monitoring and training contingent workforce resources.

Manpower partners with Gallagher Bassett to provide best-in-class safety training solutions for our associates. Gallagher Bassett is the nation's leading supplier of safety and regulatory compliance solutions. That same training is also available to our clients.

Safety Training topics covered include:

- Workplace Hazard Perception Challenge
- Forklift Safety
- Ergonomically Correct Lifting
- Lockout/Tagout
- Bloodborne Pathogen Safety and more

In short, we are committed to safety and your success. Manpower implements activities and programs to promote safety in the workplace (Additional information on Training is provided under Tab 6 Optional Information)

PRICE PROPOSAL FORM

Respondents are to make no changes to the table below and are to fill the table out completely. Proposer's costs for taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description are included as components of the markup rate.

Item #	Position Descriptions	% of Markup over the hourly rate
1	Groundskeeper	% 43
2	Laborer I	% 43
3	Laborer II	% 43
4	Custodian	% 43
5	Sanitation Worker	% 43
6	Office Assistant	% 39

Company Name Famoso Inc DBA Manpower

The Respondent certifies that as a condition of submitting, firm will hold good his proposal prices for a minimum period of sixty (60) calendar days from the date proposals are opened.

The undersigned Respondent hereby certifies that the terms and conditions, including but not limited to, the statement of work have not been altered or modified in any manner. Any modification to this solicitation by the proposer will result in Proposer's response being found non-responsive and thereby disqualified.

I certify that this Proposal is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting a Proposal for the same materials, supplies, or equipment, and is in all respects fair and made without collusion or fraud. I agree to abide by all conditions of this Proposal and certify that I am authorized to sign this Proposal for the Proposer.



Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

Tab 4 – Insurance

Manpower has Insurance with coverages as detailed in Item 4.9. A certificate of insurance indicating that Manpower has coverage in accordance with the requirements herein set forth will be furnished by Manpower to the City along with their qualification data. A properly completed Accord Form is preferable and will be provided. The City of Stuart, its offices, board members, employees, and agents will be named as additional insured on general liability & automobile liability insurance policies. Manpower does not intend to engage any subcontractors.



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www.manpowerSFL.com

Tab 5 – References

Customer References:

Contact	Company Name	Telephone Number	Email Address
Brian Bauer CEO	CareerSource RC	866.482.4473	bbauer@careersourcerc.com
Dr. Rafael Sanchez Jr. Ex. Director Human Resources	St. Lucie County Public Schools	772.429.3500	rafael.sanchez@stlucieschools.org
Gertrude Walker, Supervisor of Elections	Supervisor of Elections – St. Lucie County	772.462.1503	gertrude@slcelections.com

Reference letters from above customers are attached.



REFERENCE FORM

Provide three (3) satisfactory references within the past five (5) years of similar complexity, nature, and size of this project.

#1 REFERENCE

Company/Entity Name: St. Lucie County Public Schools
Address 9461 Brandywine Lane
City Port St. Lucie, State FL Zip Code 34986
Contact Name: Dr. Rafael Sanchez, Jr. Title: Executive Director of Human Resources
Phone No: 772.429.3600 Fax: Email: Rafael.Sanchez@stlucieschools.org
Date of Service or Contract Period: 2001 - Present Location Various Schools in SLC
Summary of Services Performed Admin and Indust Staffing <u>Governmental</u> or Private

#2 REFERENCES

Company/Entity Name: CareerSource Research Coast
Address 584 NW University Blvd Ste 100
City Port St. Lucie, State FL Zip Code 34986
Contact Name: Brian Bauer Title: President/CEO
Phone No 866.482.4473x418 Fax: Email: bbauer@careersourcerc.com
Date of Service or Contract Period: 2005 - Present Location Martin, St. Lucie, Indian River Counties
Summary of Services Performed : Admin and Indust Staffing <u>Governmental</u> or Private

#3 REFERENCES

Company/Entity Name: SLC Supervisor of Elections
Address 4132 Okeechobee Road
City Fort Pierce, State FL Zip Code 34947
Contact Name: Gertrude Walker Title: Supervisor of Elections
Phone No: 772.462.1500 Fax: Email: gertrude@slcelections.com
Date of Service or Contract Period: 2012 - Present Location St. Lucie County
Summary of Services Performed: Admin and Indust Staffing <u>Governmental</u> or Private

Company Name Famoso Inc DBA Manpower

BOARD MEMBERS

Troy Ingersoll, *Chairman*
DISTRICT #5

Debbie Hawley, *Vice Chairman*
DISTRICT #1

Jack Kelly
DISTRICT #2

Dr. Donna Mills
DISTRICT #3

Jennifer Richardson
DISTRICT #4



Each Child, Every Day

SUPERINTENDENT

Dr. Jon R. Prince

9461 Brandywine Lane
Port St. Lucie, FL 34986

772.429.3600

www.stlucieschools.org



September 19, 2023

Thank you for your Manpower staffing assistance in providing temporary associates during our busiest time of year. St. Lucie Public Schools has been very pleased with the professionalism and attention to our staffing needs.

As you know it is important to St. Lucie Public Schools for personnel staffing to be reliable, well-trained, and committed. We have found that Manpower has exceeded our expectations by producing fully qualified employees.

It is the District's intent to contact Manpower for future staffing needs. Please feel free to utilize this letter of recommendation as a reference in your business development efforts.

Sincerely,

A handwritten signature in black ink that reads "Rafael Sanchez Jr." with a stylized flourish at the end.

Dr. Rafael Sanchez Jr.

Executive Director of Human Resources



January 21, 2020

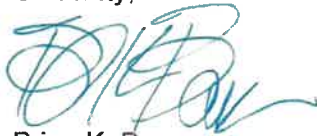
To Whom It May Concern,

This letter serves as my professional recommendation for Manpower. I have had the opportunity to work with Manpower for the past thirteen years. The first occasion was in 2004 during the recovery from Hurricanes Frances and Jeanne, in 2008 during the recovery from Tropical Storm Fay, in 2009/2010 after our Board received stimulus funding, 2016 for Hurricane Matthew, and with recovery efforts for Hurricane Irma. Manpower currently serves as the Workforce Development Board of the Treasure Coast, d/b/a CareerSource Research Coast, Employer of Record since June 2011.

As the Employer of Record, Manpower's contract with CareerSource Research Coast is renewed annually based on performance. Manpower has proven over the years, to understand the actions, procedures and requirements that need to occur to make our organization and its' programs successful.

Manpower has always been flexible and has responded to CareerSource Research Coast's specific needs in an efficient and thorough manner. The staff at Manpower has always been professional, cooperative and pro-active. I highly recommend Manpower's services for any staffing needs your organization may require.

Sincerely,



Brian K. Bauer
President/CEO

info@careersourcerc.com
Administrative Office
584 NE University Blvd., Suite 100, Port St. Lucie, FL 34986
Phone: 866-482-4473 Fax: 866-314-6580





Gertrude Walker
Supervisor of Elections
St. Lucie County

4132 Okeechobee Road • Fort Pierce, FL 34947-5412 • (772) 462-1500 • Fax (772) 462-1439

March 18, 2022

To whom it may concern

Re: Angela Saillant
Manpower Employment Agency

I am pleased to recommend the services of Manpower Employment Agency. For the past 16 years, my office has had the pleasure of working with the agency during our busy election season. They have provided us with quality temporary staff that demonstrate great customer service and data entry skills. In addition, they efficiently process payroll for our Election Workers who work during early voting. We appreciate the customer focus, communication and attention Manpower provides to our needs as their clients.

Without hesitation, I would recommend the services of Manpower Employment Agency.

Sincerely,

A handwritten signature in cursive script that reads "Gertrude Walker".

Gertrude Walker, CFS
St. Lucie County Supervisor of Elections



THE SCHOOL BOARD OF MARTIN COUNTY, FLORIDA

2845 SE Federal Highway • Stuart, Florida 34997 • Telephone (772) 219-1255 Ext: 36201

Renee Hayes
Director of Purchasing

September 26, 2023

To whom it may concern:

Martin County School District has been using Manpower for temporary services in the areas of custodial and office help. For the past couple of years, Manpower services have been utilized within the District for Schools and Departments such as Facilities, Purchasing, and most recently Reprographics. We are happy with the superior services and customer service they have provided. They have been a partner to the district, not just a vendor. The responsiveness of the staff at Manpower are second to none. We are thankful to have Manpower who helps fill the temporary needs of our district.

We recommend the services provided and will continue to use Manpower as they are exceeding the needs of our District.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Hayes", written over a horizontal line.

Renee Hayes, CPPO, CPPB
Director of Purchasing, Reprographics and Warehousing
Martin County School District
2845 SE Dixie Highway
Stuart, FL 34997

www.martinschools.org

Michael Maine, Superintendent

School Board Members: Michael DiTerlizzi • Marsha Powers • Amy B. Pritchett • Jennifer Russell • Christia Li Roberts

"To Educate All Students for Success"



Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

Tab 6 – Optional Information

Manpower is a strong company with a clear Vision. Our Vision is to lead in the creation and delivery of innovative services that enable our clients and candidates to win in the changing world of work. To achieve our Vision, Manpower leaders have crafted strategies designed to enrich people's lives with quality employment opportunities and training, and provide companies and government entities with quality HR solutions that help them increase productivity, improve efficiency and manage the bottom line.

- The wide range of services we offer beyond contingent staffing make us a well-rounded company with many ways to establish partnerships. We have a number of ways to tackle business needs with quantifiable results. Our portfolio of services now includes assessments, training, and behavioral interviewing.
- We must point to us, Manpower's people. Without the staff's willingness to go the extra mile, all the best systems and tools in the world are ineffective. We have and will continue to invest in this relationship to make gains together. Where we might have slipped, we have learned. Where we have done well, we have learned as well to repeat these best practices and enhance them even more. A core premise for Manpower is that past behavior predicts future performance. You have evidence of performance, commitment, and results with us. You may have promises of future performance with other vendors, but our results demonstrate our ability to service the City of Stuart.

Federal, State and Local Compliance

Manpower has implemented processes and policies to help ensure compliance with all applicable state, federal and local employment laws, including Equal Employment Opportunity (EEO) and affirmative action laws. ManpowerGroup has an in-house Employment Law Team with attorneys who specialize in employment laws of all U.S. states, as well as federal laws. Manpower in Stuart has their own attorney who is an expert in Florida employment laws and communicates relevant legal updates to our Manpower leadership as frequently as necessary, on an as-needed basis.

The Manpower Difference

Similar to other staffing companies, Manpower has the knowledge to recruit, assess, and train associates for City Stuart. The Manpower difference lies in our comprehensive training and education path that effectively prepares our administrative associates for new situations, and hones the skills they need to be successful. Coupled with Manpower's intake process and thorough understanding of your working environment, we select motivated people with the skills, commitment, aptitude, and personality to succeed in their assignments. Ways we differentiate ourselves are highlighted in the following sections.

Training through PowerYOU

With the ever-changing demands, we consider training a key differentiator for our associates' productivity, efficiency, and long term satisfaction. The ManpowerGroup PowerYOU training system contains over 5,000 online courses in business skills, desktop skills, contact center, health and safety, information technology, and telecommunications training. Courses cover critical business skills and are broken down into niche topics, allowing users to focus on key areas for development. The PowerYOU training system benefits our associates, but also benefits our clients with more productive and efficient performers who are engaged and motivated. If requested, Manpower will partner with City of Stuart to evaluate available training options and will then develop a training curriculum for assigned associates. Training courses can also be used for associates who need skill enhancement in a certain area. Through a host of training programs, we are helping our associates build the talent and skills it takes to make a difference for our company and adjust to the ever-changing demands of the workplace. Our training offerings span an associate's skill in almost any application.



Manpower®

Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

Administrative Screening and Assessments

We lead the industry in our screening and selection process, ensuring that our associates possess the skills required for each unique placement. Screening and skill assessments play a significant part in Manpower's successful placement of candidates on administrative assignments. Our validated skill assessments guide us in determining how well a candidate knows a specific skill. This results in smart and accurate placement decisions.

Assignment Expectations

Manpower prepares our associates for client assignments and specific work sites by providing information that may be unique to a particular client. If City of Stuart has such requirements that need to be covered during the orientation process, Manpower can easily create a customized brochure or associate guide highlighting those areas.

Topics for orientation can include:

- City of Stuart's policies and rules · Confidentiality
- Work expectations and accountability · Attendance
- Information security guidelines · Work hours and break times
- About City of Stuart · Security and safety procedures
- Dress code policy · Smoke-free policy
- Electronic communications policy · Injury or illness on the job
- Directions and parking instructions

Communication

Our staff keeps in close contact with our associates to gauge satisfaction with the assignment, solicit regular feedback, counsel as necessary, and provide continued support. We provide our associates with the name, phone number, and e-mail address of the local Manpower Recruiter who is responsible for answering all questions regarding their assignment, assisting them with enrolling in our benefits program, and coordinating additional training programs for them. To communicate more effectively with our associates and to build longer, lasting relationships, our representatives reach out to our associates proactively to ensure that they have everything they need while on the job.

A local Manpower representative serves as the Supervisor and primary point of contact for associate inquiries including:

- Policies, procedures, and benefits
- Career development and training opportunities
- Performance issues and conflicts
- Job satisfaction surveys
- End-of-assignment procedures (final timesheet submission, security badge, equipment return, etc.)

Manpower representatives also oversee orientation, provide associates with client feedback upon assignment completion, and conduct status/quality calls with associates to establish a personal rapport. While on assignment, our representatives may also conduct site visits to meet with our associates and City of Stuart to improve satisfaction. Manpower representatives typically engage with their associates every two weeks by phone and personally meet with them at least once a month. This is to get an update on their status and uncover any unresolved issues. Ongoing, two-way communication also allows us to present our associates with a variety of options designed to enhance their long-term job satisfaction.



Manpower
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Stuart, FL 34994

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F: 888.473.6912
www.manpowerSFL.com

How We Manage Associates

A skilled, knowledgeable associate works smarter, safer, and more efficiently. The associate also generates results faster. Companies need talented workers to reach further and build a successful, productive workplace. Through Manpower's host of training programs geared toward administrative positions, we are helping our associates build the talent and skills it takes to make a difference for companies and adjust to the ever-changing demands of the workplace.

Manpower has also partnered with one of the leading online training development companies, SkillSoft, to offer world class training options to develop an associate's skills and talent. Course offerings range from one to twelve hours in length (associate sets pace/time for completion) and many include additional reference materials such as skill briefs and job aids.

ManpowerGroup Awards and Achievements:

- In 2022, ManpowerGroup was named one of the World's Most Ethical Companies by Ethisphere—the only company in the industry to be named to the list for twelve consecutive years.
- Also named one of the World's Most Admired Companies by Fortune magazine for the 17th consecutive year in 2022.
- Being one of *Fortune's* Most Admired Companies within the staffing industry is a huge differentiator because of the challenge it places in front of every Manpower employee. Reaching this goal, keeping it, and improving upon it from one year to the next is a personal challenge to every person who works for Manpower. Our resolve is to keep our status firmly set in place for years to come. It is just one measurable and public outcome of a philosophy of continuous improvement and a client-centric work ethic throughout the company.
- ManpowerGroup is included in the Dow Jones Sustainability Index and the GTSE4Good Index Series, both for the 9th consecutive year.
- A Strategic Partner of the World Economic Forum for the past 16 years.
- Earned Gold Star CSR Rating, the highest score on EcoVadis's environmental, social and ethical supplier performance assessment, since 2012.
- Disability Equality Index Names ManpowerGroup a Best Place to Work in the US for Eighth Consecutive Year (July 2023) - ManpowerGroup has been recognized by the Disability Equality Index® (DEI) as one of the Best Places to Work in the US, receiving a top score for the eighth consecutive year for our commitment to diversity, equity, and inclusion in the workplace.
- ManpowerGroup Named America's Best Management Consulting Firm (March 2022)—Forbes and Statista selected ManpowerGroup among America's Best Management Consulting Firms based on the results of two independent surveys. In the 'Expert Survey,' 7500+ management consulting executives and partners were asked to make peer recommendations for consultancies in sixteen industries and sixteen functional areas; in the 'Client Survey,' 1,300 + senior executives were prompted to evaluate management consultancies they have worked with during the last four years.
- ManpowerGroup Named 2021 CSO50 Award Winner (May 2021)—ManpowerGroup is honored to be named a 2021 CSO50 Award Winner, recognized for our use of innovation and a people-first approach to solving today's security challenges. When faced with the challenge of moving our operations remote in February 2020, our "Zero Trust Work-From-Anywhere Transformation" provided the tools, technology, and functionality to enable secure remote working for our employees across 75+ countries at speed and scale.



Manpower
1650 S. Kanner Hwy
Stuart, FL 34994

T: 772.287.5359
F: 888.473.6912
www.manpowerSFL.com

- ManpowerGroup Nominated for Best Global Campaign (March 2021)—ManpowerGroup's #Game2Work campaign is a finalist for this year's Shorty Awards for Best Global Campaign. The Shorty Awards recognize the most influential, popular, and culturally relevant brands and influencers across social media and digital platforms. Our #Game2Work Campaign is a social-led and new way for us to engage with candidates who may have difficulty entering the labor market because they lack work experience and the ability to make their skills seems relevant to employers' needs.
- ManpowerGroup Named One of "World's Most Admired" Companies by Fortune Magazine (January 2022)—ManpowerGroup has been named one of Fortune Magazine's 2022 World's Most Admired Companies for the 17th time, receiving top scores for Social Responsibility and Global Competitiveness.
- ManpowerGroup Named to Forbes' Best Employers for Diversity 2022—Forbes partnered with market research company Statista to create its second annual ranking of America's best employers for diversity— and ManpowerGroup was proud to make the list. The list was compiled by surveying 50,000 Americans working for businesses with at least 1,000 employees.
- ManpowerGroup Named Best Company to Work for Women—ManpowerGroup (NYSE: MAN) has been named a 2022 "Best Company to Work for Women" in the US by the Women's Choice Award®, a leading advocate for women across the country. ManpowerGroup was recognized for its company culture, commitment to career development, work-life balance, and female representation at every level.

Addendum #1

Sep 6, 2023 2:06 PM

1. When is the anticipated start date?

The current contract expires February 28, 2024.

2. Does this venture require bonding?

No.

3. Are bidders required to have an office in a certain radius?

No

4. What is the anticipated cost of this venture?

It is on an as needed basis. There is no way to determine a cost.

5. How many temporary employees are needed to fill these roles?

Temporary services are on an as needed basis.

6. What are the pay rates or does vendor determine pay rates?

Please look at attachments. The rates are negotiated with a percentage up charge.

7. Are vendors required to bid to fill all positions?

No

8. Are there specific certifications or state registrations required to bid on this venture?

Proposer must be licensed and insured.

9. Are vendors able to acquire state certifications directly following being awarded this contract?

No certifications must be included with proposal.

10. What is the anticipated award date for this contract?

The anticipated award date is sometime in January.

Addendum #2

Sep 8, 2023 11:10 AM

1. Can you please elaborate on what license do we need to submit with the bid response?

A. Licenses: Firms utilizing employee leasing companies, Proposers, both corporate and individual, must be fully licensed and certified for the type of work to be performed in the State of Florida at the time of receipt. The submittal of any Proposer that is not fully licensed and/or certified shall be rejected. B. Sunbiz: Proposers, both corporate and individual, must provide proof that their firm is registered with the Division of Corporations for the State of Florida. C. Business Tax Receipt: Proposer shall comply with Business Tax Receipt requirements for their business location. A copy of the business tax receipt or proof of exemption must be included with the submittal package, if applicable.

2. Do we need to be licensed to do business in the City of Stuart to submit a response to the bid? **Only if your business**

is located in Stuart. 3. Do we need to be licensed to do business in the State of Ohio to submit a response to the bid? **You must be licensed in the State of Florida.**

Addendum #3

Sep 13, 2023 12:25 PM

1. How many awards will be rewarded? If unknown, will there be multiple awards?

It is unknown we like to award to multiple firms to keep our options open. We currently have three different vendors we utilize.

Addendum #4

Sep 13, 2023 3:30 PM

1. If this is not a new venture, what was the previous costs for these services?

The expenditures for these services are about \$50,000 a year.

MARTIN COUNTY BUSINESS TAX RECEIPT

2023 / 2024



EXPIRES: September 30, 2024

Account #: 20102751288

Honorable Ruth Pietruszewski
Martin County Tax Collector

Location: 1650 S KANNER HWY

Business Phone: (772)287-5359

NAICS Code: 561320

State License:

Business Description:

PUBLIC SERVICE (TEMPORARY AGENCY)

Business Name

FAMOSO INC

Business DBA

Owner Name

VORSE, MICHAEL

FAMOSO INC

11211 PROSPERITY FARMS RD STE 210

PALM BEACH GARDENS, FL 33410

This receipt is a local business tax only. This receipt is in addition to and not in lieu of any other license required by law or local ordinance and is subject to regulations of zoning, health, contractor licensing, and other lawful authority.

Printed Date 08/08/2023

Receipt Number

TR-22-00249554

Tax Amount	Transfer Fee	Penalty	Late Penalty	Collection Cost	Total Paid
26.25	0.00	0.00	0.00	0.00	26.25

9/18/23, 11:20 AM

Activity Confirmation from the City of Stuart - Michelle Vorse - Outlook

Activity Confirmation from the City of Stuart

StuartPayments@paymentus.com <StuartPayments@paymentus.com>

Wed 9/6/2023 12:04 PM

To:Michelle Vorse <michelle.vorse@manpower.com>

BE ALERT: The sender of this email is outside of ManpowerGroup.

Please check that you recognize the sender before opening links or attachments. If in doubt, use the Report Spam or Report Phishing buttons at the top of your Outlook toolbar to report a concern.

Dear MANPOWER MANPOWER TEMPORARY SERVICES MANPOWER,

We are pleased to confirm your payment with the City of Stuart. Below is the summary of your payment transaction. Your payment has been received and will be posted to your account. Thank you for your continued relationship with the City of Stuart.

Confirmation number: **3198170298**
Payment date: **Sep 6, 2023, 12:04:09 PM**
Payment amount: **\$70.00**

Payment status: **ACCEPTED**

Contact Information

First name: **Manpower**
Middle name: **MANPOWER TEMPORARY SERVICES**
Last name: **Manpower**

ZIP Code: **34994**
Daytime Phone Number: **(561) 694-2902**
Email: **michelle.vorse@manpower.com**

Account Information

Payment type: **Business Tax Receipts**
Account number: **25558**
Payment method: **Credit Card**
Date due: **Sep 30, 2023**

Payment Method Information

Card type: **Visa**

9/18/23, 11:20 AM

Activity Confirmation from the City of Stuart - Michelle Vorse - Outlook

Card number:

*****0730

Card holder name:

Michelle Vorse Manpower



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Search by Entity Name](#) /

Detail by Entity Name

Florida Profit Corporation
FAMOSO, INC.

Filing Information

Document Number P96000103251
FEI/EIN Number 65-0731604
Date Filed 12/23/1996
State FL
Status ACTIVE

Principal Address

11211 PROSPERITY FARMS RD
C-210
PALM BEACH GARDENS, FL 33410

Changed: 01/22/2003

Mailing Address

11211 PROSPERITY FARMS RD
C-210
PALM BEACH GARDENS, FL 33410

Changed: 01/22/2003

Registered Agent Name & Address

CULLEN, MARK A
C/O THE CULLEN LAW FIRM, P.A.
500 S AUSTRALIAN AVE STE 543
WEST PALM BEACH, FL 33401

Name Changed: 03/28/2001

Address Changed: 01/12/2015

Officer/Director Detail

Name & Address

Title P

VORSE, R. MICHAEL
990 MORSE BLVD
RIVIERA BEACH, FL 33404

Title VP

VORSE, ROBERT W
11744 BANYAN ST.
PALM BEACH GARDENS, FL 33410

Annual Reports

Report Year	Filed Date
2021	02/10/2021
2022	01/24/2022
2023	02/08/2023

Document Images

02/08/2023 – ANNUAL REPORT	View image in PDF format
01/24/2022 – ANNUAL REPORT	View image in PDF format
02/10/2021 – ANNUAL REPORT	View image in PDF format
01/20/2020 – ANNUAL REPORT	View image in PDF format
02/11/2019 – ANNUAL REPORT	View image in PDF format
01/31/2018 – ANNUAL REPORT	View image in PDF format
01/09/2017 – ANNUAL REPORT	View image in PDF format
01/25/2016 – ANNUAL REPORT	View image in PDF format
01/12/2015 – ANNUAL REPORT	View image in PDF format
01/09/2014 – ANNUAL REPORT	View image in PDF format
01/22/2013 – ANNUAL REPORT	View image in PDF format
09/28/2012 – ANNUAL REPORT	View image in PDF format
01/09/2012 – ANNUAL REPORT	View image in PDF format
01/13/2011 – ANNUAL REPORT	View image in PDF format
01/05/2010 – ANNUAL REPORT	View image in PDF format
03/24/2009 – ANNUAL REPORT	View image in PDF format
01/09/2008 – ANNUAL REPORT	View image in PDF format
02/25/2007 – ANNUAL REPORT	View image in PDF format
01/09/2006 – ANNUAL REPORT	View image in PDF format
01/26/2005 – ANNUAL REPORT	View image in PDF format
02/03/2004 – ANNUAL REPORT	View image in PDF format
01/22/2003 – ANNUAL REPORT	View image in PDF format
02/26/2002 – ANNUAL REPORT	View image in PDF format
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04/22/1997 – ANNUAL REPORT	View image in PDF format
12/23/1996 – Domestic Profit Articles	View image in PDF format
12/23/1996 – DOCUMENTS PRIOR TO 1997	View image in PDF format



[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Search

[Filing History](#)

Fictitious Name Detail

Fictitious Name

MANPOWER

Filing Information

Registration Number G05230900249
Status ACTIVE
Filed Date 08/18/2005
Expiration Date 12/31/2025
Current Owners 1
County MULTIPLE
Total Pages 4
Events Filed 3
FEI/EIN Number 65-0731604

Mailing Address

11211 PROSPERITY FARMS RD
SUITE C-210
PALM BCH GARDE, FL 33410

Owner Information

FAMOSO INC
11211 PROSPERITY FARMS RD, SUITE C210
PALM BEACH GARDENS, FL 33410
FEI/EIN Number: 65-0731604
Document Number: P96000103251

Document Images

[08/18/2005 – Fictitious Name Filing](#)

[08/04/2020 -- Fictitious Name Renewal Filing](#)

[07/02/2015 -- Fictitious Name Renewal Filing](#)

[06/09/2010 -- Fictitious Name Renewal Filing](#)

[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Search

[Filing History](#)



REQUEST FOR PROPOSAL

2023-207

TEMPORARY PERSONNEL SERVICES

City of Stuart

121 SW Flagler Avenue

Stuart, FL 34994

RELEASE DATE: August 30, 2023

DEADLINE FOR QUESTIONS: September 15, 2023

RESPONSE DEADLINE: September 27, 2023, 2:30 pm

RESPONSES MUST BE SUBMITTED ELECTRONICALLY TO:

<https://secure.procurenow.com/portal/stuartfl>

City of Stuart
REQUEST FOR PROPOSAL
Temporary Personnel Services

I. Advertisement

II. Introduction.....

III. Instructions To Bidders

IV. General Information

V. ARPA Terms and Conditions.....

VI. Scope of Work

VII. Evaluation Phases

VIII. Vendor Questionnaire.....

Attachments:

A - Price proposal form

B - FEMA_TERMS_AND_CONDITIONS_-1

1. ADVERTISEMENT

Proposals for Temporary Personnel Services will be received by the City of Stuart at the <https://procurement.opengov.com/portal/stuartfl> until Wednesday, September 27, 2023 at 2:30 pm.

The City encourages E-bidding via the City's e-procurement portal hosted by OpenGov at <https://procurement.opengov.com/portal/stuartfl>. If not submitting electronically then an original, three (3) copies and one (1) electronic (PDF format preferred) on a CD or Flash Drive must be submitted in a sealed envelopes/package addressed to Procurement Division, City of Stuart, and marked RFP 2023-207. Submittals received after that date and time will not be accepted or considered and will be retained in the Procurement Office unopened. Submittals received after that date and time will not be accepted or considered and will be retained in the Procurement Office unopened.

A complete bid package can be obtained from the City's e-procurement portal <https://procurement.opengov.com/portal/stuartfl> or by contacting the Procurement Office at 772-288-5320, purchasing@ci.stuart.fl.us. The City of Stuart is not responsible for the content of any bid package received through any 3rd party bid service or any source.

Mail/Overnight/Hand Deliver Submittal Responses to:

Stuart City Hall

Procurement Office

301 SE Ocean Blvd, Suite 204

Stuart, Florida 34994

Mark outside of envelope: RFP2023-207:Temporary Personnel Services

Published: Wednesday, August 30, 2023

2. INTRODUCTION

2.1. Summary

This Request for Proposal (RFP) provides guidelines for the submission of proposals in response to the City of Stuart’s solicitation for firms and individuals to provide temporary personnel services as described herein.

2.2. Contact Information

Alaina Knofla

Procurement Coordinator

301 SE Ocean Blvd, Suite 204

Stuart, FL 34994-2172

Email: aknofla@ci.stuart.fl.us

Phone: [\(772\) 288-5320](tel:(772)288-5320)

Department:

Procurement & Contracting Services Division

2.3. Timeline

Release Project Date	August 30, 2023
Question Submission Deadline	September 15, 2023, 4:00pm

<p>Proposal Submission Deadline</p>	<p>September 27, 2023, 2:30pm Microsoft Teams meeting</p> <p>Join on your computer, mobile app or room device</p> <p>Click here to join the meeting</p> <p>Meeting ID: 262 965 217 947</p> <p>Passcode: 5rexNn</p> <p>Download Teams Join on the web</p> <p>Or call in (audio only)</p> <p>+1 872-242-8065,,156622552# United States, Chicago</p> <p>Phone Conference ID: 156 622 552#</p> <p>Find a local number Reset PIN</p> <p>Learn More Meeting options</p>
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3. INSTRUCTIONS TO BIDDERS

3.1. RULES FOR SUBMISSIONS

The City encourages e-bidding, however if not submitting electronically please provide the following marked in a sealed envelope with RFP name notated including one (1) original, three (3) copies and one (1) electronic copy (PDF format preferred) on a CD or flash drive of their proposal. Please tab all support documents or attachments according to the order established in the following paragraph.

IMPORTANT NOTE:

To expedite the evaluation of responses, it is mandatory that all respondents follow the format and instructions contained herein. The City retains the option to reject any response that does not conform to the stated requirements.

3.2. PROPOSAL FORMAT

Proposers should prepare their proposals using the following format. Proposers shall label, tab and organize proposal submittal documents utilizing the following format as outlined below. All attachments as requested shall be inserted in the back of each corresponding section.

In preparing your proposal, proposer should assume that the City has no previous knowledge of their product or capabilities. Proposals should clearly describe the services, specifying where it meets, exceeds or does not comply with the general specifications.

Letter of Transmittal: The response format shall contain a letter of transmittal. The Letter of Transmittal will summarize in a brief and concise manner the Proposer's understanding of the scope of work and make a positive commitment to timely perform the work within budgetary requirements. An agent authorized to contractually bind Proposer must sign the Letter of Transmittal indicating the agent's title or authority. The transmittal letter shall not exceed two pages in length.

Tab 1 ~ Experience/Knowledge/Qualifications

Provide a statement indicating the respondent's interest in, knowledge of, and resources necessary to provide the services described in this RFP. Proposer must provide details of comparable experience within the past five years, specializing in employment/staffing services. Detail practical experience, including relevant dates. Firms shall provide a brief profile of their company, which should include their history, locations of their corporate and satellite offices and estimated response time for placement of service, location of their project team, corporate structure, ownership interest, and the length of company's existence. Describe how the firm shall provide competent able bodied personnel sufficient to effectively carry out its responsibilities under the Contract. The firm shall utilize only competent personnel who are qualified by experience, skill and education that must be 18 years or older.

The firm must assign a Supervisor and shall identify assigned personnel (to the City account) with a minimum of five (5) years' experience in similar work and provide details of the qualifications and technical experience, including job skills, license, and years with firm, to perform the work. Any change in Firm's assigned staff must have prior approval by the City. Proposers may submit such additional

information as to their qualifications, experience and expertise as they may feel necessary to establish their level of proficiency in this area. The successful proposer will not be permitted to assign its contract with the City, or to subcontract any of the work requirements to be performed.

Tab 2 ~ Servicing Procedures

Describe, in detail, the proposed plan for providing the services identified in this RFP. Describe the communication procedures and coordination of services to be employed throughout the contract term and the plan to establish and maintain clear lines of communication with City staff. Provide details of availability of qualified personnel to perform services, replacement procedures, verification documents, and the handling of payroll processes.

Tab 3 ~ Attachment A- Price Proposal Form

Insert all requested pricing in the attached Price Proposal Form.

Tab 4 ~ Insurance

Provide a statement agreeing to obtain (prior to award) Insurance with coverages as detailed in the RFP. A certificate of insurance indicating that the firm has coverage in accordance with the requirements herein set forth may be furnished by the firm to the City along with their qualification data. A properly completed Accord Form is preferable. The City of Stuart must be named as an additional insured for all General Liability prior to entering into a contract. The Firm shall either cover any sub-contractors on its policy or require the sub-contractors and employee leasing firms to conform to all requirements for insurance contained herein.

Tab 5 ~ References

Provide a minimum of three (3) satisfactory references of similar accounts and size within the past three (3) years and provide details of the following: scope of work, location, dates of service, names, addresses and phone numbers of owners.

Tab 6 ~ Optional Information

Provide any information pertinent to this project that will provide insight to the evaluators about the qualifications, fitness and abilities of the Respondent (please limit this information to two pages).

Tab 7 ~ Addenda (if applicable)

All addenda issued pursuant to this solicitation must be acknowledged and submitted as part of the proposal package.

4. GENERAL INFORMATION

4.1. OVERVIEW

This Request for Proposal (RFP) provides guidelines for the submission of proposals in response to the City of Stuart's solicitation for firms and individuals to provide temporary personnel services as described herein.

4.2. PROPOSERS' COSTS

The City shall not be liable for any costs incurred by Proposers in connection with preparation of a response to this RFP.

4.3. INQUIRIES

The City will not respond to oral inquiries. Bidders shall submit all inquiries regarding this bid via the City's e-Procurement Portal, located at <https://secure.procurenow.com/portal/stuartfl>. Please note the deadline for submitting inquiries. All answers to inquiries will be posted on the City's e-Procurement Portal. Bidders may also click "Follow" on this bid to receive an email notification when answers are posted. It is the responsibility of the bidder to check the website for answers to inquiries.

All proposers are expected to carefully examine the proposal documents. Any ambiguities or inconsistencies should be brought to the attention of the City through written communication with the City prior to opening of the proposals.

Respondents may not contact any member of the selection committee, City employee or City elected official during this solicitation process. All questions or requests for clarification must be routed through the e-procurement portal.

4.4. DELAYS

The City may delay scheduled due dates, if it is to the advantage of the City to do so. The City will notify proposers of all changes in scheduled due dates by written addenda submitted to the City.

4.5. QUALIFICATION SUBMISSION AND WITHDRAWAL

The City prefers electronic submission of bids and proposals. Please submit electronic responses via the City's e-Procurement Portal

<https://secure.procurenow.com/portal/stuartfl>. By way of the e-Procurement Portal, responses will be locked and digitally encrypted until the submission deadline passes.

If you would like to submit a paper proposal please submit to the following address:

City of Stuart City Hall
Procurement Division
121 S.W. Flagler Avenue
Stuart, Florida 34994

The City encourages e-bidding, however if you are not submitting electronically, please mark the outside

of the envelope as follows: RFP 2023-207: Temporary Personnel Services. The envelope shall also include the proposer's return address. Respondents shall submit one (1) original, six (6) copies and one (1) electronic copy (PDF format preferred) on a CD or flash drive of their proposal submittal in a sealed envelope marked as noted above. A proposer may submit the proposal by personal delivery, mail, or express shipping service.

THE CITY MUST RECEIVE ALL PROPOSALS BY
2:30 pm ON Wednesday, September 27, 2023

Due to the irregularity of mail service, the City cautions proposers to assure actual delivery of mailed or hand-delivered proposals directly to the City's Procurement Office, as specified above, prior to the deadline set for receiving proposals. A proposal received by the City Procurement Office after the established deadline will be returned unopened to the proposer.

Electronic Submittal Withdrawal:

Proposers may withdraw their proposal by clicking the un-submit button up until the due date and time.

Paper Submittal Withdrawal:

Proposers may withdraw their proposal submissions by notifying the City in writing at any time prior to the deadline for proposal submittal. Proposers may withdraw their submissions in person or by an authorized representative. Proposers and authorized representatives must provide the letter of withdrawal, picture identification, proof of authorization (in the case of authorized representatives) and provide the City with a signed receipt for the withdrawn proposal. After the deadline, proposals once opened, become a public record of the City and are subject to the provisions of the Florida Public Records Law. As such they are subject to public disclosure in accordance with Chapter 119, Florida Statutes.

4.6. ADDENDA

If revisions become necessary, the City will provide written addenda. It is the responsibility of the proposer to obtain any addenda issued. The City will make every effort to notify registered Proposers by email that an addendum has been made to the RFP. The City shall not be responsible for providing notice of addenda to potential proposers who receive an RFP package from sources other than the City or OpenGov. All addenda issued by the City must be acknowledged within the proposal at the time it is submitted to the City. Failure to acknowledge all addenda may result in disqualification.

Addenda Notification: Bidders are required to register for an account via the City's e-Procurement Portal hosted by OpenGov. Once bidder has completed registration, you will receive addenda notifications to your email by clicking "Follow" on this project. Ultimately, it is sole responsibility of each bidder to periodically check the site for any addenda at <https://secure.procurenw.com/portal/stuartfl>

4.7. EQUAL OPPORTUNITY

The City recognizes fair and open competition as a basic tenet of public procurement and encourages participation by minority and women owned business enterprises.

4.8. DEVELOPMENT COSTS

Neither the City nor their representatives shall be liable for any expenses incurred in connection with the preparation of a response to this RFP. Respondents should prepare their submittals simply and economically, providing a straightforward and concise description of the respondent's ability to meet the requirements of the RFP.

4.9. INSURANCE

Proof of the following insurance will be furnished by the successful bidder by certificate of insurance, which name the City of Stuart its offices, board members, employees, and agents as additional insured on general liability & automobile liability insurance policies. The policies must be specifically endorsed to grant the City the same notification rights that it provides to the first named insured as respects cancellation and nonrenewal. The City by and through risk management department and in cooperation with the contracting department, reserves the rights to review, modify, reject or accept any required policies of insurance, including limits, coverages, or endorsements, herein from time to time throughout the term of this contract. All insurance carriers must have an AM Best rating of at least A:VII or better. When a self-insured retention or deductible exceeds \$5,000, the City reserves the right, but not obligation, to review and request an audited financial statement.

All contractors, including any independent contractors and subcontractors utilized must comply with the following insurance requirements:

Loss Deductible Clause: The City shall be exempt from, and in no way liable for, any sums of money which may represent a deductible in any insurance policy. The payment of such deductible shall be the sole responsibility of the professional and/or subcontractor providing such insurance.

The insurance required by paragraph 5.04A of the General Conditions shall provide coverage for not less than the following amounts or greater where required by Laws and Regulations:

Workers' Compensation: With limits equal to Florida statutory requirements. Employers' liability must include limits of at least \$100,000 each accident, \$100,000 each disease/employee, \$500,000 each disease/maximum. A waiver of subrogation must be provided. Coverage should apply on a primary basis. Should scope of work performed by contractor qualify its employee for benefits under federal workers compensation statute (example, U.S. Longshore & Harbor Workers Act or Merchant Marine act), proof of appropriate federal act coverage must be provided.

If the contractor maintains higher limits than the minimums shown above, the City of Stuart requires and shall be entitled to coverage for the higher limits maintained by the contractor.

Any insurance provided which does not meet the above requirements will not be deemed acceptable under the terms of this contract unless accepted in writing by the City's Risk Management department.

Commercial General Liability: Insurance, Occurrence Form – ISO CG 0001 or equivalent, including Contractual Liability, to cover the hold harmless agreement set forth herein, with limits of not less than:

Each occurrence \$2,000,000
Personal/advertising injury \$1,000,000
Products/completed operations aggregate \$1,000,000
General aggregate \$3,000,000
Fire damage \$100,000 Any 1 fire
Medical expense \$10,000 Any 1 person

The policy shall be endorsed to include the following additional insured language: "The City of Stuart shall be named as an additional insured with respect to Liability arising out of the activities performed by, or on behalf of the Contractor." is to be included. Any cross-liability exclusion should not extend to Additional Insured's. Any subcontractors or independent contractors utilized must list the City of Stuart as additional insured including completed operations.

Business Auto Liability: Must cover any auto (all owned, hired, and non-owned autos) with limits of not less than \$1,000,000 per accident. In the event bidder does not own any automobiles, the City of Stuart will accept proof of hired and non-owned auto liability only. Certificate holder must be listed as additional insured. A waiver of subrogation must be provided. Coverage should apply on a primary basis.

Insurance Requirements: Fifteen (15) days prior to the commencement of any Work under the Contract Documents, a certificate of insurance shall be provided to the City of Stuart for review and approval. The certificate shall provide that: (a) City of Stuart as Owner be named as an additional insured on the commercial general liability, auto liability, and Contractor's Builders' Risk "All Risk" insurance policies; (b) the Contractor's insurance coverage shall be primary; and (c) City of Stuart as Owner and will be given thirty (30) days' notice prior to cancellation or modification of any required insurance and such notice shall be in writing by registered mail, return receipt requested and addressed to the City of Stuart. The Contractor shall be responsible to ensure that all subcontractors comply with all insurance requirements of the Contract Documents.

All coverage shall be maintained without interruption from the date of commencement of the Work and remain in effect at least until final payment and at all times thereafter when Contractor may be correcting, removing, or replacing defective Work in accordance with Paragraph 13.07 of the General Conditions. In addition, with respect to completed operations insurance, and any insurance coverage written on a claims-made basis, such insurance shall remain in effect for at least two (2) years after final payment. Contractor shall furnish Owner and Engineer with evidence satisfactory to Owner of the continuation of such insurance at final payment and again one (1) year thereafter, so that Owner is assured of such continuing coverage.

All insurers must be authorized to do business in Florida and have a Best Key Rating of A- VII.

Certificates of Insurance: The Proposer, upon notice of award, will furnish Certificate of Insurance Forms. These shall be completed by the authorized Resident Agent and returned to the Purchasing Office. This certificate shall be dated and show:

- A. The name of the insured contractor, the specified job by name and job number, the name of insurer, the number of the policy, its effective date, and its termination date.
- B. Statement that the Insurer will mail notice to the City at least thirty (30) days prior to any material changes in provisions or cancellation of the policy.
- C. The City of Stuart and Consultant is to be specifically included as an ADDITIONAL INSURED on General Liability Insurance, Business Automobile Liability Insurance, and Contractor's Builders Risk "All Risk" insurance policies.
- D. The City of Stuart shall be named as Certificate Holder. Please Note that the Certificate Holder should read as follows:
City of Stuart
121 S.W. Flagler Avenue
Stuart, FL 34994
- E. No City Division, Department, or individual name should appear on the certificate. NO OTHER FORMAT WILL BE ACCEPTABLE.
- F. The "Acord" certification of insurance form should be used.

4.10. PUBLIC ENTITY CRIMES

A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit proposals or contract with the City for construction of a public building or public works; may not submit bids for leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity; and may not transact business with any public entity in excess of the threshold amount provided for in s. 287 for CATEGORY TWO for a period of thirty-six (36) months from the date being placed on the convicted vendor list. Questions regarding this statement should be directed to the State of Florida, Bureau of State Procurement (850) 488-8440.

4.11. SUSPENDED VENDOR

An entity or affiliate who has been placed on the State of Florida Suspended Vendor List will not be considered for award. The Suspended Vendor List is available on the State's website at:

http://dms.myflorida.com/business_operations/state_purchasing/vendor_information

4.12. ASSIGNMENT & SUBCONTRACTING

The successful proposer will not be permitted to assign its contract with the City or to subcontract any of the work requirements to be performed.

4.13. PUBLIC RECORDS

Proposals become "public records" and shall be subject to public disclosure consistent with Chapter 119.07 Florida Statutes. Document files may be examined, during normal working hours by appointment. Requested information in this RFP will not be considered confidential and/or proprietary.

All documents and other materials made or received in conjunction with this project will be subject to public disclosure requirements of chapter 119, Florida Statutes. The proposal will become part of the public domain upon opening. Vendors shall not submit pages marked "proprietary" or otherwise "restricted".

4.14. PUBLIC RECORDS LAW: Public Records Relating to Compliance, Request for Records; Noncompliance, & Civil Action

Note: If the Proposer has questions regarding the application of Chapter 119, Florida Statutes, to the Proposer's duty to provide public records relating to this contract, contact the office of the City Clerk as the custodian of Public Records for the City of Stuart, and all the respective departments at 772-288-5306 or mkindel@ci.stuart.fl.us, City of Stuart, City Clerk 121 SW Flagler Avenue, Stuart, Fl. 34994 per F.S. 119.12.

In compliance with F.S. 119.0701 the Proposer shall:

- A. Keep and maintain public records required by the public agency to perform the service.
- B. Upon request from the public agency's custodian of public records, provide the public agency with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.
- C. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Proposer does not transfer the records to the public agency.
- D. Upon completion of the contract, transfer, at no cost, to the public agency all public records in possession of the Proposer or keep and maintain public records required by the public agency to perform the service. If the Proposer transfers all public records to the public agency upon completion of the contract, the Proposer shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Proposer keeps and maintains public records upon completion of the contract, the Proposer shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the public agency, upon request from the public agency's custodian of public records, in a format that is compatible with the information technology systems of the public agency.
- E. A request to inspect or copy public records relating to a public agency's contract for services must be made directly to the public agency. If the public agency does not possess the requested records, the public agency shall immediately notify the Proposer of the request, and the Proposer must provide the records to the public agency or allow the records to be inspected or copied within a reasonable time.

1. If a Proposer does not comply with the public agency's request for records, the public agency shall enforce the contract provisions in accordance with the contract.
2. A Proposer who fails to provide the public records to the public agency within a reasonable time may be subject to penalties under F.S. 119.10.
3. If a civil action is filed against a Proposer to compel production of public records relating to a public agency's contract for services, the court shall assess and award against the Proposer the reasonable costs of enforcement, including reasonable attorney fees, if:
 - a. The court determines that the Proposer unlawfully refused to comply with the public records request within a reasonable time; and
 - b. At least eight (8) business days before filing the action, the plaintiff provided written notice of the public records request, including a statement that the Proposer has not complied with the request, to the public agency and to the Proposer.
 - c. A notice complies with subparagraph 2 above, if it is sent to the public agency's custodian of public records and to the Proposer at the Proposer's address listed on its contract with the public agency or to the Proposer's registered agent. Such notices must be sent by common carrier delivery service or by registered, Global Express Guaranteed, or certified mail, with postage or shipping paid by the sender and with evidence of delivery, which may be in an electronic format.
 - d. A Proposer who complies with a public records request within eight (8) business days after the notice is sent is not liable for the reasonable costs of enforcement.

4.15. TAXES & LICENSES

Proposer shall, at his own expense, pay all licenses, fees and taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description, and comply with all local ordinances, state and federal laws, rules and regulations applicable to business to be carried on under this contract.

- A. Licenses: Firms utilizing employee leasing companies, Proposers, both corporate and individual, must be fully licensed and certified for the type of work to be performed in the State of Florida at the time of receipt. The submittal of any Proposer that is not fully licensed and/or certified shall be rejected.
- B. Sunbiz: Proposers, both corporate and individual, must provide proof that their firm is registered with the Division of Corporations for the State of Florida.
- C. Business Tax Receipt: Proposer shall comply with Business Tax Receipt requirements for their business location. A copy of the business tax receipt or proof of exemption must be included with the submittal package, if applicable. The successful company will be required to register with the City of Stuart business tax division.

4.16. BACKGROUND INFORMATION

As part of the evaluation process, the City reserves the right, to require a Proposer to submit such evidence of his/her qualifications as it may deem necessary, and may consider any evidence available to it as to the qualifications and abilities of the Proposer, including past performance (experience) with the City by the Proposer or any of their Owners.

4.17. REFERENCES/RECORD CHECK

As part of the evaluation process, the City may conduct an investigation of references, including but not limited to, a record check of consumer affairs complaints. Proposer's submission of their RFP constitutes acknowledgment of the process and consent to investigate. City is the sole judge in determining Proposer's qualifications.

4.18. DRUG-FREE WORKPLACE

Preference shall be given to businesses with Drug-Free Work Place (DFW) programs. Whenever two or more proposals which are equal with respect to price, quality, and service are received by the City for the procurement of commodities or contractual services, a proposal received from a business that completes the attached DFW form certifying that it is a DFW shall be given preference in the award process.

4.19. COMPETENCY OF RESPONDENTS

Proposals will be considered only from firms which are regularly engaged in the business of providing the goods and/or services as described in this RFP and who can provide evidence that they have established a satisfactory record of performance to insure that they can satisfactorily execute the services under the terms and conditions stated herein. The term "equipment and organization" as used herein shall be construed to mean a fully equipped and well established company in line with the best business practices in the industry and as determined by the proper authorities of the City.

4.20. PERFORMANCE EVALUATION

Throughout the contract period the vendor(s) performance will be monitored by City staff. If vendor performance fails to meet the standards specified and receives an unacceptable rating, the City may without cause and without prejudice to any other right or remedy, terminate the contract whenever the City determines that such termination is in the best interest of the City. Vendor's receiving an unacceptable rating will be notified by certified mail. Contract termination shall be served by written notice by the Procurement Division.

4.21. REJECTION OF PROPOSALS

The CITY reserves the right to accept or reject any or all proposals, part of proposals, and to waive minor irregularities or variations to specifications contained in proposals, and minor irregularities in the proposal process.

4.22. CONFLICT OF INTEREST

The Proposer covenants that they presently have no interest and shall not acquire any interest, directly or indirectly, which would conflict in any manner or degree with the performance of the services

hereunder. The Proposer further covenants that no person having any such known interest shall be employed or conveyed an interest, directly or indirectly, in the contract.

4.23. CONE OF SILENCE

A Cone of Silence shall be in effect during the Competitive Solicitation beginning upon the advertisement for requests for proposals, requests for qualifications and competitive bids. The Cone of Silence shall continue through the negotiation phase for requests for proposals and requests for qualifications. The Cone of Silence shall terminate at the time the City Commission or City Manager makes final award of a bid or gives final approval of a contract or contract amendment, rejects all bids or responses to the Competitive Solicitation, or takes other action in the Competitive Solicitation. Any person or entity that seeks a contract, contract amendment, award, recommendation, or approval related to a Competitive Solicitation or that is subject to being evaluated or having its response evaluated in connection with a Competitive Solicitation, including a person or entity's representative shall not have any communication with any City Commissioner, the City Manager and their respective support staff or any person or group of persons appointed or designated by the City Commission or the City Manager to evaluate, select, or make a recommendation to the City Commission or the City Manager regarding a Competitive Solicitation. Any action in violation of this section shall be cause for disqualification of the bid or the proposal. The determination of a violation shall be made by the City Manager.

4.24. CONTRACT AWARD

All responsive proposals submitted in response to this solicitation will be evaluated and considered. The recommendation for award by the Selection Committee will be presented to the City Commission at a regularly scheduled open meeting. The City expects to award to multiple vendors. Proposers do not have to bid all categories in order to be considered. They may submit for positions they staff.

The proposer understands that this RFP does not constitute an offer or a contract with the City. A contract shall not be deemed to exist, and is not binding, until proposals are reviewed and accepted by the City and executed by all parties. A sample Contract is attached to this RFP. The City anticipates that the final contract will be in substantial conformance with the Sample Contract; nevertheless, proposers are advised that any contract which may result from the RFP is subject to negotiation and may deviate from the Sample Contract, if in the City's opinion, such deviation is reasonable, justifiable, and serves the best interest of this procurement and the City.

The City reserves the right to reject all proposals, to waive non-material, technical variances in the proposal, to abandon the project or to solicit and re-advertise for other proposals. The City may in its discretion waive any informalities and irregularities contained in a proposal or in the manner of its submittal and award a contract thereafter.

4.25. CONTRACT TERM

At all times during the term of the contract, the successful Proposer shall act as an independent Contractor and at no time shall be considered an agent or partner of the City.

Contract Period: This contract shall be awarded for an initial term of one (1) year subsequent to approval by the proper City authorities. The contract may be renewed for four (4) additional one year periods provided both the successful proposer and the City agree and all terms and conditions remain the same as specified below. Any contract or amendment resulting from this solicitation shall be subject to fund availability and mutual written agreement between the City and the successful proposer. Extension of the contract for additional thirty (30) day periods for the convenience of either party shall be permissible at the mutual consent of both parties.

Option to Extend: The performance period of any contract resulting from this solicitation may be extended upon mutual agreement between the Proposer and the City of Stuart with no change in terms or conditions. Any extension of performance period under this provision shall be in one-year increments. The contract may be renewed for four (4) additional one-year periods, provided both parties are in agreement. Total contract length, including individual one-year extensions, shall not exceed five (5) years. Consideration of price increases at each renewal period will be given provided such escalations are justified, reasonable and acceptable to the City. Any price increases must be documented and submitted for approval by the City of Stuart at least 90 days prior to renewal date. It is also expected that de-escalation of prices will be extended to the City if the market so reflects.

Non Exclusive Contract: Proposer agrees and understands that the contract shall not be construed as an exclusive arrangement and further agrees that the City may, at any time, secure similar or identical services at its sole option.

4.26. CONTRACT AMENDMENT

The City may require additional positions not specifically identified in the contract. The Proposer agrees to provide such services, and shall provide the City prices on such additional services based upon a formula or method which is the same or similar to that used in establishing the prices in this proposal. If the price(s) offered are not acceptable to the City, and the situation cannot be resolved to the satisfaction of the City, the City reserves the right to procure those services from other vendors or to cancel the contract. Furthermore, the City reserves the right to delete or revise items and services under this proposal at any time during the contract period when and where deemed necessary. Deletions may be made at the sole discretion of the City at any time during the contract period. Items revised must be mutually agreed upon in writing by the Proposer.

4.27. STANDARDS/REGULATIONS

The City reserves the right to request documentation of Proposer's compliance with standards and regulations to include, but not be limited to: OSHA, required employee safety & health training, written safety and health programs, provision of required personal protective equipment (PPE), minimum wage requirements, and United States citizenship. Proposer services shall comply with all applicable federal, state and local requirements, including but not limited to, Federal regulations related to temporary employee leasing.

4.28. DELAYS

The City may delay scheduled due dates, if it is to the advantage of the City to do so. The City will notify proposers of all changes in scheduled due dates by written addenda submitted to the City.

4.29. TAXES & LICENSES

Proposer shall, at his own expense, pay all licenses, fees and taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description, and comply with all local ordinances, state and federal laws, rules and regulations applicable to business to be Firms utilizing employee leasing companies, Proposers, both corporate and individual, must be fully licensed and certified for the type of work to be performed in the State of Florida at the time of receipt. The submittal of any Proposer that is not fully licensed and/or certified shall be rejected.

- A. Sunbiz: Proposers, both corporate and individual, must provide proof that their firm is registered with the Division of Corporations for the State of Florida.
- B. Business Tax Receipt Proposer shall comply with Business Tax Receipt requirements for their business location. A copy of the business tax receipt or proof of exemption must be included with the submittal package, if applicable.

4.30. EQUAL OPPORTUNITY

The City recognizes fair and open competition as a basic tenet of public procurement and encourages participation by minority and women owned business enterprises.

4.31. DEFAULT

In the event that the Proposer cannot respond adequately to the needs of the City, the Proposer shall advise the City, as soon as possible, and further advise as to the length of said inability or replacement of personnel. If inability of placement of personnel in a timely manner is frequent, the City may then consider said inability to be a breach of this Contract and may undertake the necessary work through its own services or those of another Proposer. The City shall have the right to deduct the cost incurred in having to provide said services from the payments to be made to the Proposer under this Contract.

4.32. BACKGROUND INFORMATION

As part of the evaluation process, the City reserves the right, to require a Proposer to submit such evidence of his/her qualifications as it may deem necessary, and may consider any evidence available to it as to the qualifications and abilities of the Proposer, including past performance (experience) with the City by the Proposer or any of their Owners.

4.33. MINIMUM QUALIFICATIONS AND EXPERIENCE

This RFP shall be awarded only to a responsive and responsible proposers, qualified to provide the work specified. The proposer should submit the following information with their proposal response package to be considered responsive in order for the City to fully evaluate the firm's qualifications. Failure to fully submit the requested information may result in the proposal response being considered non-responsive.

- A. Proposers firm must have a minimum of three years comparable experience, specializing in employment/staffing services.
- B. Proposer must provide trained personnel with adequate experience and skills to perform the work and provide information related to non-technical, technical, and skilled positions. All temporary personnel must be age 18 years or older.

- C. Proposer must provide a minimum of three (3) satisfactory references of similar accounts and size within the past five (5) years and provide details of the following: scope of work, location, date of service, names, addresses and phone numbers of owners.
- D. Proposer must provide an assigned Supervisor (to the City account) with a minimum of three (3) years' experience in similar work and provide details of their qualifications. This assigned Supervisor will be responsible for overseeing all work performed, including coordination of services.
- E. Firms using employee leasing companies must be in compliance with Chapter 468, Part XI, Florida Statutes and Rule 61G7, Florida Administrative Code; and must provide proof of license from regulating authority.

4.34. CONTRACTOR OBLIGATIONS

Qualified Employees: All temporary employees provided by the proposer shall be qualified to perform the work as outlined in the job description provided herein. The City reserves the right to request immediate replacements for personnel in the event that any personnel from the successful proposer(s) assigned to the City is found to be unqualified for any specific assignment, the City has the right to return such employee at no cost to the City. The City shall be the sole judge of qualification and its decision shall be final.

Employees are Responsibility of Proposer: Proposers will be the legally responsible employer for the temporary personnel during the time they are assigned to work at the City. All employees of the proposer shall be considered to be, at all times, the sole employees of the proposer under its sole direction and not an employee or agent of the City. The proposer shall supply competent and physically capable employees. The City may require the proposer to remove an employee it deems careless, incompetent, insubordinate or otherwise objectionable and whose continued employment on the City's property is not in the best interest of the City. Each employee shall have and wear proper identification. The employees utilized under the resulting contract will be provided with and shall follow all policies and procedures of the City.

Proposer shall;

- A. Make necessary payroll deduction and corresponding tax insurance payments.
- B. Strictly comply with immigration and Naturalization Service reporting by processing the form I-9's as required by federal law.
- C. Supply State Unemployment insurance and Workers Compensation insurance for all temporary employees provided to the City pursuant to this Contract.
- D. Maintain a pool of temporary employees to provide City's temporary employment staffing needs.

Proposer shall provide the following documents to the City's Human Resources Department for prior approval for all temporary employees at the **proposers** expense to include the following:

- A. Results of 10 panel test for pre-employment drug screening
- B. Authorization to work in the US
- C. Statewide criminal check (minimal of 7 years) / background check
- D. Nationwide criminal/Discover (check state criminal records and sexual predator databases for all states)
- E. Positions associated with children services require fingerprinting and criminal records search (recreation aide, recreation leaders)
- F. Education verification

4.35. SERVICING PROCEDURES

All work must be established in advance and with prior approval. The City will contact the awarded Proposer to determine the type of work to be performed. All schedules and the necessary arrangements to implement the scope of work must be made with the review and approval of the supervisor needing the temporary personnel.

Proposer shall respond within four (4) hours after the initial request to review the requirement and develop a time for placement. Prior to order placement, Proposer shall electronically transmit all verification documents as specified in Item 2.6 to the Human Resources Department for prior approval. The Proposer shall endeavor to assign all requested services during standard work week hours and without the necessity of overtime labor. City department will convey the work schedule at time of order placement. Should it be determined that work cannot be completed during the course of standard work week hours, the Proposer shall provide such information to City Project Manager or designee with a request to authorize such overtime labor. Authorization must be received prior to commencement of such work.

Upon completion of services, the City reserves the right to request the Proposer's assigned supervisor to review and provide written acknowledgement/documentation that work performed by their staff has been completed. Supervisors review to be at no additional charge to the City and considered part of the contract award. Supervisor shall document any areas of concern that are above and beyond on their report. The report shall be signed by the Supervisor or their designee and submitted to the City.

4.36. TIMESHEETS, INVOICING AND PAYMENT

Timesheets: The proposer shall provide their employees with time sheets to record work hours. Time sheets will be submitted weekly to the employee's designated supervisor at the City for signature and approval. The City shall approve Proposer's employee time sheets, the City Supervisor must write their name as well as sign the timesheet. A copy of the approved time sheets shall be attached and submitted with Proposer's related invoice. The City will not be responsible for researching, correcting, or completing inaccurate invoices to otherwise render them acceptable.

Invoicing: A weekly invoice shall reflect the type of position, date worked, hourly paid to employee by the Proposer, hourly billable labor rate, hours worked, and City Supervisor. A copy of the approved time sheet signed by the City must accompany invoice.

Payment: Payment will be paid upon completion and acceptance of the work, net 45 days. Invoices will be checked to confirm compliance with timesheet. Payments may also be paid by the Visa Purchasing Card or Automated Clearing House (ACH) electronic network for financial transactions with authorization.

4.37. TEMPORARY TO PERMANENT FEES

In the event that the City employs a temporary employee, temporary to permanent charge shall not be assessed if the temporary employee has worked for the City a minimum of 160 hours. In the event the City employs a temporary employee that has worked less than 160 hours, the fee will not exceed one (1) weeks payment to the successful proposer for the employee. A negative cotinine test must be acquired prior to permanent employment at the City's expense.

4.38. EVALUATION METHOD AND CRITERIA

The City reserves the right to evaluate each response on a separate and individual basis. The City further reserves the right to reject any and all responses submitted, or accept a response deemed most advantageous to the City. While the City desires to achieve a cost effective analysis, the emphasis is on quality, not necessarily the lowest cost. The City's selection committee will evaluate proposals and will select the proposer which meets the best interests of the City. The City shall be the sole judge of its own best interests, the proposals, and the resulting negotiated agreement.

An Evaluation Committee composed of five (5) City staff shall meet to evaluate each response in accordance with the requirements of this solicitation. Each Committee member will rank all proposals based on the criteria below. The top ranked firms may be required to provide a presentation to the selection committee. The selection committee will recommend award to the top ranked firm.

The City's decisions will be final. This criterion shall be utilized in the evaluation of the proposals. The City's evaluation criteria will include, but not be limited to the following:

Evaluation Phases

Selection: Proposals will be evaluated using the above criteria. The City will assign this task to a Selection Committee. The City of Stuart reserves the right to select the most qualified individuals/firms from review of the packages submitted or to interview the most qualified Respondents prior to requesting authorization to negotiate an agreement with the highest ranked respondents. Individuals/firms will be notified in writing if they are selected for interview. Notices for interviews will contain explicit instructions concerning location, date, time and length of interviews.

Terms and Conditions: Any actual or prospective Proposer who disputes the reasonableness, necessity or competitiveness of the terms and conditions of this request for proposals; selection or award recommendation shall file such dispute in writing with the City Manager, not later than close of business on the proposal opening date, as to the terms and conditions, and within ten (10) days of award recommendation. The City reserves the right to reject any or all proposals without recourse, to waive technicalities and informalities or to accept the proposal which in its sole judgment best serves the interest of the City.

5. ARPA TERMS AND CONDITIONS

5.1. ARPA Definitions

The term “Professional”, as used throughout this document shall mean the Professional, Provider, Consultant, SubProfessional, etc., as applicable with respect to the Contract or Agreement.

The term “Contract” as used throughout this document shall mean the underlying contract or agreement, as applicable.

5.2. Compliance with Applicable Law and Regulations

Professional provides services that the City may apply to the State of Florida or the federal government for funds which will be used to pay Professional or reimburse the City for payments made to Professional. This amendment is in accordance with Code of Federal Regulations Section 2 CFR 200. The City and Professional agree that with respect to any services or work performed or provided by, Consultant, Professional or its Subprofessional’s under the Contract arising from or related to the American Rescue Plan Act (ARPA), the provisions set forth in this amendment (including requirements of registering on SAM.gov) (collectively, the “2CRF 200 Requirements”) shall apply. The ARPA Requirements shall only modify the Contract upon the provision by Professional of work or services required as a result of utilizing funds given from American Rescue Plan Act. The terms and conditions of the Contract and the ARPA Requirements should be read to operate in concert, except where directly in conflict. In the event of a conflict between the terms of the Contract and the ARPA Requirements, the ARPA Requirements shall govern and prevail.

Compliance with Applicable Law and Regulations

- A. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.
- B. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) – (Section 1352, Title 31, U.S. Code prohibits recipients of federal funds--whether grants, contracts, cooperative agreements--from using those funds to lobby to obtain, extend, or modify a federal award.) Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a

member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352 . Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

- C. Contract Work Hours and Safety Standards Act 40 U.S.C. 3701-3708. Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5. Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- D. Clean Air Act 42 U.S.C. 7401-7671q and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)
- E. Contracts for more than the simplified acquisition threshold, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.
- F. All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity including the manner by which it will be effected and the basis for settlement.
- G. Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

- H. Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
- I. Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- J. Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR § 401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations

and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.

- K. Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended - Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).
- L. Debarment and Suspension (Executive Orders 12549 and 12689) - A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.
- M. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) - Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.
- N. Subpart C 200.116 Prohibition on certain telecommunications and video surveillance services or equipment.
 - 1. Recipients and sub recipients are prohibited from obligating or expending loan or grant funds to:
 - a. Procure or obtain;
 - b. Extend or renew a contract to procure or obtain; or
 - c. Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications

equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).

- i. For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).
 - ii. Telecommunications or video surveillance services provided by such entities or using such equipment.
 - iii. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.
 2. In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.
 3. See Public Law 115-232, section 889 for additional information.
 4. See also § 200.471.
- O. Domestic preferences for procurements
1. As appropriate and to the extent consistent with law, the non-Federal entity should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). The requirements of this section must be included in all subawards including all contracts and purchase orders for work or products under this award.
 2. For purposes of this section:
 - a. "Produced in the United States" means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States.

- b. "Manufactured products" means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.
- P. 200.321 Contracting with small and minority business, women's business enterprises, and labor surplus area firms.
- 1. The non-Federal entity must take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible.
 - 2. Affirmative steps must include:
 - a. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
 - b. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
 - c. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
 - d. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce; and
 - e. Requiring the prime contractor, if subcontracts are to be let, to take the affirmative steps listed in paragraphs (2)(a) through (e) of this section.

6. SCOPE OF WORK

6.1. Temporary Personnel Services

The City of Stuart solicits qualified and experienced staffing firms to provide the most qualified and able bodied workers to fill the job positions as specified herein. These services are on an as needed basis.

7. EVALUATION PHASES

The City reserves the right to evaluate each response on a separate and individual basis. The City further reserves the right to reject any and all responses submitted, or accept a response deemed most advantageous to the City. While the City desires to achieve a cost effective analysis, the emphasis is on quality, not necessarily the lowest cost. The City's selection committee will evaluate proposals and will select the proposer which meets the best interests of the City. The City shall be the sole judge of its own best interests, the proposals, and the resulting negotiated agreement.

No.	Evaluation Criteria	Scoring Method	Weight (Points)
1.	Experience, knowledge and qualifications <ul style="list-style-type: none"> • Expertise of human resources • Qualifications & experience of the firm relevant to the Scope of Work • Availability of qualified personnel • Ability to meet set standards • Previous contracting experience with the City and other governmental agencies 	Points Based	30 <i>(30% of Total)</i>
2.	Quality of Services <ul style="list-style-type: none"> • The ability to satisfactorily convey, via the completeness and responsiveness of their Proposal, a depth of understanding of the Scope of Work and the firm's capacity to accomplish it successfully • High quality level of services to be provided to City 	Points Based	30 <i>(30% of Total)</i>
3.	References	Points Based	10 <i>(10% of Total)</i>
4.	Fee <ul style="list-style-type: none"> • Percentage of Markup over hourly rate • Any other Costs 	Points Based	30 <i>(30% of Total)</i>

8. VENDOR QUESTIONNAIRE

8.1. Certification*

The Respondent certifies that as a condition of bidding he will hold good his proposal prices for a minimum period of ninety (90) calendar days from the date proposals are opened.

The undersigned Respondent hereby certifies that the terms and conditions, including but not limited to, the scope of work have not been altered or modified in any manner. Any modification to this solicitation by the proposer will result in Proposer's response being found non-responsive and thereby disqualified.

The undersigned Respondent hereby certifies that he has received all the Addenda listed below and has incorporated them into his proposal listed herein. Failure to acknowledge any and all addenda may render the proposal non-responsive, and no further evaluation of the proposal will occur.

I do hereby confirm the above information as valid and true:

Please confirm

*Response required

8.2. Safety Standards Certification*

Please download the below documents, complete and have notarized. An online notarization option will be provided for you when responding.

- [Safety Standards Certificat...](#)

*Response required

8.3. References Form*

Please download the below documents, complete, and upload.

- [Refernces Form.pdf](#)

*Response required

8.4. Schedule of Subcontractors Participation *

Please download the below documents, complete, and upload.

- [Schedule of Subcontractors ...](#)

*Response required

8.5. Sworn Statement Pursuant to Section 287.133(3)(a)*

Please download the below documents, complete, and upload.

- [Sworn Statement Pursuant to...](#)

*Response required

8.6. Drug-Free Workplace Certification*

Please download the below documents, complete, and upload.

- [Drug Free Work Cert.pdf](#)

*Response required

8.7. Public Entity Crimes*

Please download the below documents, complete, and upload.

- [Public Entity Crimes .pdf](#)

*Response required

8.8. Suspended Vendor List*

City of Stuart, FL will verify that your company name is not on this list:

https://www.dms.myflorida.com/business_operations/state_purchasing/state_agency_resources/vendor_registration_and_vendor_lists/suspended_vendor_list

Please identify your legal company name here:

*Response required

8.9. Scrutinized List of Prohibited Companies List*

City of Stuart, FL will verify that your company name is not on this list:

https://www.dms.myflorida.com/business_operations/state_purchasing/state_agency_resources/vendor_registration_and_vendor_lists/suspended_vendor_list

Please identify your legal company name here:

*Response required

8.10. Upload Proposal*

Upload your proposal

*Response required

PRICE PROPOSAL FORM

Respondents are to make no changes to the table below and are to fill the table out completely. Proposer's costs for taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description are included as components of the markup rate.

Item #	Position Descriptions	% of Markup over the hourly rate
1	Groundskeeper	%
2	Laborer I	%
3	Laborer II	%
4	Custodian	%
5	Sanitation Worker	%
6	Office Assistant	%

Company Name _____

The Respondent certifies that as a condition of submitting, firm will hold good his proposal prices for a minimum period of sixty (60) calendar days from the date proposals are opened.

The undersigned Respondent hereby certifies that the terms and conditions, including but not limited to, the statement of work have not been altered or modified in any manner. Any modification to this solicitation by the proposer will result in Proposer's response being found non-responsive and thereby disqualified.

I certify that this Proposal is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting a Proposal for the same materials, supplies, or equipment, and is in all respects fair and made without collusion or fraud. I agree to abide by all conditions of this Proposal and certify that I am authorized to sign this Proposal for the Proposer.

These FEMA Contract Terms are made a part of your Contract with the City:

The term “Contractor”, as used throughout this document shall mean the Contractor, Provider, Consultant, etc., as applicable with respect to the Contract or Agreement.

The term “Contract” as used throughout this document shall mean the underlying contract or agreement, as applicable.

Contractor provides services that the City may require in the event of a hurricane or other disaster. Contractor acknowledges and agrees that in such event, the City may apply to the State of Florida or the federal government for funds which will be used to pay Contractor or reimburse the City for payments made to Contractor. FEMA will only consider reimbursing contracts which contain the requisite FEMA provisions. Contractor desires to be eligible to be awarded disaster work and be compensated through federal funds. The City and Contractor agree that with respect to any services or work performed or provided by Contractor or its subcontractors under the Contract arising or related to a disaster event, the provisions set forth in this Addendum (including Form FHWA-1273) (collectively, the “FEMA Requirements”) shall apply. The FEMA Requirements shall only modify the Contract upon the provision by Contractor of work or services required as a result of a disaster. The terms and conditions of the Contract and the FEMA Requirements should be read to operate in concert, except where directly in conflict. In the event of a conflict between the terms of the Contract and the FEMA Requirements, the FEMA Requirements shall govern and prevail.

A. Contracts to received funding derived from federal grants must comply with federal guidelines. The federal funds appropriated by the Federal Emergency Management Agency (FEMA) will be administered through the State of Florida.

B. In the event of a conflict between the FEMA Requirements listed in this Addendum and other provisions of the Contract, the FEMA Requirements will govern and prevail.

C. Payment. Payment shall be based on the unit rates/prices pursuant to the Contract Fee Schedule. Contractor shall submit invoices covering no more than a 30-day period.

D. Additional Remedies. In addition to any other remedies provided for in the Contract or to which the City may be entitled at law or in equity, in the event of a breach or violation of the Contract by Contractor, Contractor shall be subject to debarment or suspension from consideration for the award of additional contracts from the City, including but not limited to contracts related to disaster relief or recovery, pursuant to the terms and procedures set forth in the City Code.

E. Termination for Convenience. The City may terminate this Contract at its convenience with or without cause upon written notice of termination to Contractor. In the event of such a termination by the City, the City shall be liable for the payment of all Work properly performed prior to the effective date of termination and for all portions of materials, supplies, services, and facility orders which cannot be cancelled and were placed prior to the effective date of termination and other reasonable costs associated with the termination. Notwithstanding the preceding, under no

circumstances shall the City be liable to Contractor for lost profits or overhead for work, materials or services not performed or delivered to the City.

F. Compliance with State and Federal Reporting Requirements. Contractor and its subcontractors shall comply with and the Contract is subject to the requirements and regulations of the Federal Emergency Management Agency and the State of Florida Division of Emergency Management pertaining to reporting.

G. Civil Rights

(Applicable to All FEMA Contracts)

The following requirements will apply to the Contract and any sub-contracts:

(1) Age. In accordance with section 4 of the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §623, the Contractor agrees to refrain from discrimination against present and prospective employees for reason of age.

(2) Disabilities. In accordance with section 102 of the Americans with Disabilities Act, as amended, 42 U.S.C. §12112, the Contractor agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 C.F.R. Part 1630, pertaining to employment of persons with disabilities, and which prohibits discrimination in the areas of employment, public accommodations, transportation, telecommunications and government services.

H. No Obligation by the Federal Government

(Applicable to all FEMA contracts)

(1) Absent the express written consent by the Federal Government, the Federal Government or FEMA is not a party to the Contract and shall not be subject to any obligations or liabilities to the City, Contractor, or any other party (whether or not a party to that contract) pertaining to any matter resulting from the underlying contract.

(2) The Contractor agrees to include the above clause in each subcontract financed in whole or in part with Federal assistance provided by FEMA. It is further agreed that the clause shall not be modified, except to identify the subcontractor who will be subject to its provisions.

I. Access to Records

(Applicable to all FEMA contracts; DHS Standard Terms and Conditions, v. 3.0 XXV)

(1) The Contractor agrees to provide the City, State, FEMA, the Comptroller General of the United States or any of their authorized representatives access to any books, documents, papers

and records of the Contractor which are directly pertinent to the contract for the purposes of making audits, examinations, excerpts and transcriptions.

(2) The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

(3) The Contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.

(4) The Contractor agrees to maintain all books, records, accounts and reports required under the Contract for a period of not less than three (3) years after the date of termination or expiration of the Contract, except in the event of litigation or settlement of claims arising from the performance of the Contract, in which case Contractor agrees to maintain same until the City, the State, FEMA, the Comptroller General, or any of their duly authorized representatives, have disposed of all such litigation, appeals, claims or exceptions related thereto.

J. Procurement of Recovered Materials

(Applicable to all FEMA contracts, 42 USC s. 6962; 2 CFR Part 200, Appendix II, K; 2 CFR s. 200.322)

(1) In the performance of this Contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—

(i) Competitively within a timeframe providing for compliance with the contract performance schedule;

(ii) Meeting contract performance requirements; or (iii) At a reasonable price.

(2) Information about this requirement is available at EPA's Comprehensive Procurement Guidelines web site, <http://www.epa.gov/cpg/>. The list of EPA-designate items is available at <http://www.epa.gov/cpg/products.htm>.

K. DHS Seal, Logo and Flags

(Applicable to all FEMA contracts; DHS Standard Terms and Conditions, v. 3.0 XXV)

The Contractor shall not use the DHS seal(s), logos, crests or reproductions of flags or likenesses of DHS agency officials without specific FEMA approval.

L. Compliance with Federal Law, Regulations, and Executive Orders

(Applicable to all FEMA contracts)

This is an acknowledgement that FEMA financial assistance will be used to fund the Contract only. The Contractor will comply with all applicable federal law, regulations, executive orders, FEMA policies, procedures, and directives as applicable, including but not limited to:

1. The Robert T. Stafford Disaster Relief and Emergency Assistance Act, as amended, 42 USC Sec. 5121, et. seq.
 2. Resource Conservation and Recovery Act
 3. National Historic Preservation Act
 4. Mandatory Standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act
- M. Immigration and Naturalization Act.

(Applicable to all FEMA contracts)

Contractor shall not knowingly employ unauthorized alien workers in violation of 8 USC §1324a(e) [§74A(e) of the Immigration and Nationality Act] and such employment of unauthorized aliens shall be grounds for unilateral termination of the Contract/Agreement.

N. Fraud and False or Fraudulent or Related Acts

(Applicable to all FEMA contracts)

The Contractor acknowledges that 31 USC Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this Contract.

O. Indemnity of Funding Entities.

(Applicable to all FEMA contracts)

Contractor hereby agrees to indemnify and hold harmless the State of Florida, the Government of the United States of America (including but not limited to the Federal Emergency Management Agency and the Federal Highway Administration) and the City and their officers, agents, employees and elected officials from and against any and all liability, claims, damages, demands, expenses, fees, fines, penalties, suits, proceedings, actions and cost of actions, including attorneys' fees for trial and appeal, and for the preparation of same arising out of Contractor's, its officers, agents, employees and subcontractors' acts or omissions associated with this Contract.

P. Performance and Payment Bonds.

(Applicable to all FEMA contracts)

If not already required under the Contract, and if requested by the City, the Contractor shall, prior to the commencement of operations, furnish a Performance and Payment Bond, executed by a surety company authorized to do business in the State of Florida, in the amount of the estimated contract value, which bond shall be conditioned upon the successful completion of all work, labor, services and materials to be provided and furnished under the contract and the payment of all subcontractors, materials and laborers. Said bonds shall be subject to the approval by the City.

Q. Equal Employment Opportunity

(Applicable to All FEMA Construction Contracts)

During the performance of this Contract, the Contractor agrees as follows:

(1) The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. 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. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, or national origin.

(3) The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the Contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(4) The Contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(5) The Contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(6) In the event of the Contractor's noncompliance with the nondiscrimination clauses of this Contract or with any of the said rules, regulations, or orders, this Contract may be canceled, terminated, or suspended in whole or in part and the Contractor may be declared ineligible for

further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions as may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(7) The Contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance: Provided, however, That in the event a Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency the Contractor may request the United States to enter into such litigation to protect the interests of the United States.

R. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion

(Applicable to All FEMA Contracts and Subcontracts; Executive Order 12549, Executive Order 12689, 2 CFR Part 180; 2 CFR Part 3000)

- a. By signing this Addendum, the Contractor is providing the certification set out below.
 - b. The inability of a person to provide the certification set out below will not necessarily result in denial of participation in this covered transaction. The Contractor shall submit an explanation of why it cannot provide the certification set out below. The certification or explanation will be considered in connection with the department or agency's determination whether to enter into this transaction. However, failure of the Contractor to furnish a certification or an explanation shall disqualify such a person from participation in this transaction.
 - c. The Contractor shall provide immediate written notice to the department or agency to whom this proposal is submitted if any time the prospective primary participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
 - d. This Contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such the Contractor is required to verify that none of the Contractor, its principals (defined at 2 C.F.R. § 180.995), or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).
- (2) The Contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

(3) This certification is a material representation of fact relied upon by the City. If it is later determined that the Contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the State, and the City, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

(4) The Contractor agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of the Contract. The Contractor further agrees to include a provision requiring such compliance in its lower tier covered transactions.”

S. Materials and Supplies.

(Applicable to all FEMA contracts)

All manufactured and unmanufactured articles, materials and supplies which are acquired for public use under this Contract have been produced in the United States as required by 41 USC §10a, unless it would not be in the public interest or unreasonable in cost.

T. Clean Air Act and the Federal Water Pollution Control Act

(Applicable to Contracts in Excess of \$150,000)

Clean Air Act

(1) The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.

(2) The Contractor agrees to report each violation to the City and understands and agrees that the City will, in turn, report each violation as required to assure notification to the State, Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

(3) The Contractor agrees to include these requirements in each subcontract exceeding \$100,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

(1) The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.

(2) The Contractor agrees to report each violation to the City and understands and agrees that the City will, in turn, report each violation as required to assure notification to the State, Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

(3) The Contractor agrees to include these requirements in each subcontract exceeding \$100,000 financed in whole or in part with Federal assistance provided by FEMA.

U. Certification Regarding Use of Contract Funds for Lobbying

(Byrd Anti-Lobbying (31 USC s. 1352)--Applicable to contracts in excess of \$100,000. 2 CFR Part 200, Appendix II)(1)

The Contractor certifies, by signing this Addendum, to the best of his or her knowledge and belief, that:

a. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

b. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress,

or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

(2) This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

(3) The Contractor also agrees that he or she shall require that the language of this certification be included in all lower tier subcontracts, which exceed \$100,000 and that all such recipients shall certify and disclose accordingly.

V. Contract Work Hours and Safety Standards Act

(Applicable to all FEMA contracts in excess of \$100,000 that involve the employment of mechanics or laborers; 29 CFR Part 5; 2 CFR Part 22, Appendix II, E)

(1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed

on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1) of this section.

(3) Withholding for unpaid wages and liquidated damages. The City shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (2) of this section.

(4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (1) through (4) of this section.”

W. Davis Bacon Act and Copeland Anti-Kickback Act

(Applicable to Emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port

Security Grant Program, and Transit Security Grant Program construction contracts in excess of \$2,000. Not applicable to other FEMA grant and cooperative agreement programs, including the Public Assistance Program; Davis Bacon Act--40 USC s. 3141-3144 and 3146-3148, 2 CFR Part 200, Appendix II; Copeland Anti-Kickback Act—40 USC s. 3145)

In situations where the Davis-Bacon Act does not apply, neither does the Copeland Anti-Kickback Act.

Compliance with Davis Bacon Act

(1) The Contractor agrees to comply with the requirements of the Secretary of Labor in accordance with the Davis-Bacon Act as amended, and all other applicable Federal, state and local laws and regulations pertaining to labor standards insofar as those acts apply to the performance of this Contract. The Contractor shall maintain documentation that demonstrates compliance with hour and wage requirements of this part. Such documentation shall be made available to the City for review upon request. Current applicable wage rates will be attached to the Contract if applicable.

(2) The Contractor agrees that all contractors engaged under contracts in excess of \$2,000.00 for construction, renovation or repair work financed in whole or in part with assistance provided under this Contract, shall comply with Federal requirements adopted by the City pertaining to such contracts and with the applicable requirements of the regulations of the Department of Labor, under 29 CFR Parts 1, 3, 5 and 7 governing the payment of wages and ratio of apprentices and trainees to journey workers; provided that, if wage rates higher than those required under the regulations are imposed by state or local law, nothing hereunder is intended to relieve the Contractor of its obligation, if any, to require payment of the higher wage. The Contractor shall cause or require to be inserted in full, in all such contracts subject to such regulations, provisions meeting the requirements of this paragraph.

Compliance with Copeland Anti-Kickback Act

(1) Contractor. The Contractor shall comply with 18 U.S.C. § 874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.

(2) Subcontracts. The Contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as the FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all of these contract clauses.

(3) Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. § 5.12.

X. Rights to Inventions Made Under a Contract or Agreement

(Applicable if FEMA award meets the definition of "funding agreement" under 37 C.F.R. § 401.2(a) and the non-Federal entity wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement". Does not apply to the Public Assistance, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program. 37 CFR Part 401; 2 CFR Part 200, Appendix II, F).

The contractor acknowledges that it must comply with the requirements of 37 CFR Part 401 and any implementing regulations issued by FEMA.

Y. Subcontracts.

(Applicable to all FEMA contracts)

FEMA CONTRACT TERMS

PRICE PROPOSAL FORM

Respondents are to make no changes to the table below and are to fill the table out completely. Proposer's costs for taxes on labor, insurance benefits, vacations, holidays, and all manner of other charges, levies or fees of every description are included as components of the markup rate.

Item #	Position Descriptions	% of Markup over the hourly rate
1	Groundskeeper	% 43
2	Laborer I	% 43
3	Laborer II	% 43
4	Custodian	% 43
5	Sanitation Worker	% 43
6	Office Assistant	% 39

Company Name Famoso Inc DBA Manpower

The Respondent certifies that as a condition of submitting, firm will hold good his proposal prices for a minimum period of sixty (60) calendar days from the date proposals are opened.

The undersigned Respondent hereby certifies that the terms and conditions, including but not limited to, the statement of work have not been altered or modified in any manner. Any modification to this solicitation by the proposer will result in Proposer's response being found non-responsive and thereby disqualified.

I certify that this Proposal is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting a Proposal for the same materials, supplies, or equipment, and is in all respects fair and made without collusion or fraud. I agree to abide by all conditions of this Proposal and certify that I am authorized to sign this Proposal for the Proposer.



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
11/13/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Aon Risk Services Central, Inc.
Milwaukee WI Office
10700 Research Drive
Suite 450
Milwaukee WI 53226 USA

CONTACT NAME:
PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): (800) 363-0105
E-MAIL ADDRESS:

INSURED
Famoso, Inc.
dba Manpower Temporary Service
11211 Prosperity Farms Rd, Suite C-210
Palm Beach Gardens FL 33410 USA

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	Philadelphia Indemnity Insurance Company	18058
INSURER B:		
INSURER C:		
INSURER D:		
INSURER E:		
INSURER F:		

COVERAGES

CERTIFICATE NUMBER: 570102687037

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS,

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	Limits shown as requested	
							LIMITS	
A	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			PHPK2521428	03/01/2023	03/01/2024	EACH OCCURRENCE	\$2,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$100,000
							MED EXP (Any one person)	\$5,000
							PERSONAL & ADV INJURY	\$2,000,000
							GENERAL AGGREGATE	\$2,000,000
							PRODUCTS - COM/PROP AGG	\$2,000,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			PHPK2521428	03/01/2023	03/01/2024	COMBINED SINGLE LIMIT (Ea accident)	\$1,000,000
							BODILY INJURY (Per person)	
							BODILY INJURY (Per accident)	
							PROPERTY DAMAGE (Per accident)	
A	UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10,000			PHUB852415	03/01/2023	03/01/2024	EACH OCCURRENCE	\$10,000,000
							AGGREGATE	\$10,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE	
							OTHER	
							E.L. EACH ACCIDENT	
							E.L. DISEASE-EA EMPLOYEE	
							E.L. DISEASE-POLICY LIMIT	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: Project 2023-207, Temporary Personnel Services. The City of Stuart is included as Additional Insured on the General Liability policy with respect to the negligent act(s) or omission(s) of Manpower employees in the performance of assigned services.

CERTIFICATE HOLDER

City of Stuart
121 SW Flagler Ave.
Stuart FL 34994 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Aon Risk Services Central, Inc.

Holder Identifier : StuartFL

Certificate No : 570102687037



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
11/14/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
MARSH USA LLC.
One Towne Square Suite 1100
Southfield, MI 48076
Attn: DetroitGroupCaptive.CertRequest@marsh.com

CONTACT NAME:
PHONE
(A/C No. Ext): **FAX**
(A/C No.):
E-MAIL ADDRESS:

CN104898857-92-23-24

INSURED
Famoso, Inc.
dba Manpower Temporary Service
11211 Prosperity Farms Road, Suite C-210
Palm Beach Gardens, FL 33410

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A : Insurance Company State Of Pennsylvania		19429
INSURER B :		
INSURER C :		
INSURER D :		
INSURER E :		
INSURER F :		

COVERAGES

CERTIFICATE NUMBER:

CHI-010493385-01

REVISION NUMBER: 2

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS		
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE	\$	
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	\$	
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE	\$	
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	80756268 (Does not apply to Monopolistic States [ND, OH, WA, and WY], Puerto Rico, or the Virgin Islands)	03/01/2023	03/01/2024	X PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/>	E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000	
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Re: Project 2023-207, Temporary Personnel Services.

CERTIFICATE HOLDER

City of Stuart
121 SW Flagler Ave
Stuart, FL 34994

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Marsh USA LLC