

CITY OF KNOXVILLE
REQUEST FOR PROPOSALS

Uniforms Purchase

**Proposals to be Received by 11:00:00 a.m., Eastern Time
December 6, 2016**

Submit Proposals to:
City of Knoxville
Office of Purchasing Agent
City/County Building
Room 667-674
400 Main Street
Knoxville, Tennessee 37902

**City of Knoxville
Request for Proposals**

Uniform Purchase

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Knoxville Fire Department	
Knoxville Area Transit (KAT)	
Public Service Department	
Parks and Recreation Department	
Engineering Department	

City of Knoxville
Request for Proposals
Uniform Purchase

I. Statement of Intent

The City of Knoxville is requesting proposals from responsible firms to provide online purchase of approved garments for City employees; a store front in addition to the online catalog is desirable but not required. Five City departments will be making purchases at the outset of the contract, but other City departments may decide to make such purchases over the term of the contract. The City reserves the right to grant awards to one or more vendors in order to ensure availability of all necessary and desired garments; awards shall be made for fixed price agreements, with no guarantee of quantities to be ordered. Duration of contract is to be for one (1) year with two optional one-year renewals.

II. RFP Time Line

Availability of RFP November 11, 2016

Deadline for questions to be submitted (in writing) to the
Purchasing Agent November 29, 2016

Proposals Due Date December 6, 2016

This timetable is for the information of submitting entities. These dates are subject to change. **However, in no event shall the deadline for submission of the proposals be changed except by written modification from the City of Knoxville Purchasing Division.**

III. Background

In previous years, the City has competed out pricing for uniforms for separate City departments, requiring a local storefront to accommodate garment fittings. This process has met with varying degrees of success, most often resulting in employees having to leave work for fittings and again to pick up their garments.

The City has determined that a web-based, online catalog for placing orders will make most efficient use of employee time.

IV. General Conditions

4.1 The following data is intended to form the basis for submission of proposals to provide an uniforms for purchase by the City of Knoxville.

4.2 This material contains general conditions for the procurement process, the scope of service requested, contract requirements, instructions for submissions of proposals, and

submission forms that must be included in the proposal. The RFP should be read in its entirety before preparing the proposal.

4.3 All materials submitted pursuant to this RFP shall become the property of the City of Knoxville.

4.4 To the extent permitted by law, all documents pertaining to this Request for Proposals shall be kept confidential until the proposal evaluation is complete and a recommendation submitted to City Council for review. No information about any submission of proposals shall be released until the process is complete, except to the members of the Evaluation Committee and other appropriate City staff. All information provided shall be considered by the Evaluation Committee in making a recommendation to enter into an agreement with the selected consultant.

4.5 Any inquiries, suggestions or requests concerning interpretation, clarification or additional information pertaining to the RFP shall be made **in writing and be in the hands of the Assistant Purchasing Agent by the close of the business day on November 29, 2016.** Questions can be submitted by letter, fax (865-215-2277), or email to jmcclelland@knoxvilletn.gov. The City of Knoxville is not responsible for oral interpretations given by any City employee, representative, or others. The issuance of written addenda is the only official method whereby interpretation, clarification, or additional information can be given. If any addenda are issued to this Request for Proposals, the Purchasing Division will post them to the City's website at www.knoxvilletn.gov/purchasing. Submitting organizations are strongly encouraged to view this website often to see if addenda are posted. Failure of any proposer to receive such addendum or interpretation shall not relieve such Proposer from any obligation under his proposal as submitted. All addenda so issued shall become part of the Contract Documents.

4.6 The City of Knoxville reserves the right to (a) accept or reject any and/or all submissions of proposals; (b) to waive irregularities, informalities, and technicalities; and (c) to accept any alternative submission of proposals presented which, in its opinion, would best serve the interests of the City. The City shall be the sole judge of the proposals, and the resulting negotiated agreement that is in its best interest, and its decision shall be final. The City also reserves the right to make such investigation as it deems necessary to determine the ability of any submitting entity to perform the work or service requested. Information the City deems necessary to make this determination shall be provided by the submitting entity. Such information may include, but is not limited to, current financial statements by an independent CPA, verification of availability of equipment and personnel, and past performance records.

4.7 Included in the Contract Documents is an affidavit that the undersigned has not entered into any collusion with any person with respect to this proposal. The proposer is required to submit this affidavit with their proposal submission.

4.8 Regarding the Equal Business Opportunity Program contracting, the appropriate Form I or Form II **must** be submitted with the proposal. Successful proposers who include Form I with their proposals, stating their intent to use MOB or WOB subcontractors for any part of the contract, will be required to submit Form III, Statement of Payments to MOB/WOB

Subcontractor(s) & Supplier(s). Contractors will use Form III to report the amount(s) they have paid to MOB and/or WOB subcontractors on June 30th and December 31st of each year during the life of the contract and with the final payment. Failure to submit this reporting data may result in a delay of payments. Final payment may not be released by the City until Form III is submitted.

4.9 Subsequent to the Evaluation Committee's review and the Mayor's recommendation of a firm(s), Knoxville City Council approval may be required before the final contract may be executed.

4.10 All expenses for making a submission of proposal shall be borne by the submitting entity.

4.11 Any submission of proposals may be withdrawn up until the date and time for opening of the submissions. **Any submission not so withdrawn shall, upon opening, constitute an irrevocable offer for a period of 120 days to the City of Knoxville for the services set forth in the Request for Proposals until one or more of the submissions have been duly accepted by the City.**

4.12 Prior to submitting their proposals, proposers are to be registered with the Purchasing Division by setting up a Vendor Self-Service Account. Instructions for registering on-line are available at www.knoxvilletn.gov/purchasing. **Proposals from un-registered proposers may be rejected.**

4.13 **NO CONTACT POLICY:** After the posting of this solicitation to the Purchasing Division's website, any contact initiated by any proposer with any City of Knoxville representative concerning this proposal is strictly prohibited, unless such contact is made with the Purchasing Division representative listed herein or with said representative's authorization. Any unauthorized contact may cause the disqualification of the proposer from this procurement transaction. Proposals must include a notarized No Contact/No Advocacy Affidavit (to be found in the "Submission Forms" section of this document).

4.14 **INCLEMENT WEATHER:** During periods of inclement weather, the Purchasing Division will enact the following procedures with regard to solicitations and weather delays:

- If City offices are closed due to inclement weather on the date that bids/proposals/qualifications/letters of interest are due into the Purchasing Office, all solicitations due that same day will be moved to the next operational business day.
- The City of Knoxville shall not be liable for any commercial carrier's decision regarding deliveries during inclement weather.

V. Scope of Service

5.1 Web-based Catalog: The successful vendor or vendors shall provide a web-based, online catalog for order placement. Website must be capable of limiting each employee's views to group/department-approved garments in that employee's confirmed sizes. Furthermore, each group/department shall have tiered/ranked garments.

Website shall accommodate levels of authority and access, with each participating department having a Departmental Administrator who can approve/limit/change employee allowances, track individual

spend, create/print reports, and change employee's rank/status and authorized sizes.

5.2 Local Fittings: The City will entertain proposals that offer local fittings and re-fittings within a reasonable response time following vendor notification of such a need; fittings do not necessarily need to be performed by the full-time account representative. The full-time account representative must be available five days per week during standard business hours, but does not have to be physically located within the city of Knoxville.

Proposers should be aware, however, that the City may allocate a greater number of points to proposals that offer a quicker fitting/re-fitting response time or which offer an account representative who is located with the city of Knoxville.

5.3 Account Representative: Local storefront is desirable but not essential, as most fittings and re-fittings will take place in City facilities. Vendor must provide a full-time account representative to the City. This representative must be available five days per week during standard business hours to conduct fittings and re-fittings as necessary and to coordinate the ordering process; representative must be available at locations and times determined by the City. Account representative shall also be available for consultation, website training, or meetings as requested. Account Representative services to the City shall be provided at no charge to the City.

5.4 Account Set Up: As part of the proposal evaluation process, top-ranked vendors will be notified to bring garments comparable to the items listed in Appendix A to the City for inspection and review. Upon award, vendor(s) shall set up approved garments in the web-based catalog for purchase.

However, other City departments may decide later in the contract period to purchase garments from the awarded vendor(s); in such an event or events, the vendor(s) will be provided with a list of garments worn by said department(s), and vendor(s) shall bring comparable garments to the City for review and approval. Approved garments will be set up in the web-based catalog for purchase.

Upon contract execution, the following "account set up" actions must take place in the order shown. As other City departments decide to purchase off the contract(s), vendor(s) will be required to follow the same set up procedures:

1. Approved garments will be made available online for employee purchase
2. Vendor will promptly conduct on-site fittings to ascertain employee sizes

5.5 Pricing: All contracted pricing shall remain firm and fixed for the period of one year following contract execution. During the remaining years of the term of the Agreement and any renewal terms thereof, the Contractor may adjust the contract price in accordance with the increase or decrease, if any, in the cost of living, using as a basis of such adjustment the "Revised Consumer Price Index for All Urban Consumers – South Region 1982-1984 = 100 - All Items" ("Index") for the final month of the initial contract period, published by the Bureau of Labor Statistics of the United States Department of Labor, excepting that the maximum annual increase shall not exceed **3.5%**.

The increase in the pricing may occur after Vendor(s) has given the City written notice of such change and the City approves the calculation. It shall be the Vendor's responsibility to effect the price

changes on the website, and failure of the Vendor to effect such a change shall not constitute a liability or debt on the part of the City.

5.6 Body of Proposal: Proposals may include information the proposer deems necessary and appropriate, but the **following items must be included**. Responses must be numbered and in the order provided below:

1. Please explain in detail your company's stocking policies.
2. Please explain your company's system for post-order notifications and item tracking ("where is it now?").
3. Please address the issue of optimum dates for ordering, and how these dates may affect new hires (if at all).
4. Provide information regarding response time for customer service, especially with regard to fittings/re-fittings.
5. Provide information regarding turn-around time for order fulfillment, to include items that must be embellished (embroidered, patches applied, other artwork applied, etc.).
6. Is your website capable of labeling garments as union-made and/or U.S.-made, where appropriate?
7. When a new employee has been fitted for approved garments by the Account Representative, what party has the responsibility for inputting the new employee/sizes into the City's website account – the vendor or the Departmental Administrator?
8. How configurable are your reports, and in what formats are they available? Please provide samples in your proposal.
9. How long will historical data be available to the City?
10. Please state your warranty or quality guarantee.
11. If the City has multiple departments participating in this contract, each will have a Departmental Administrator. Please confirm that the Department Administrators will have the ability to approve/limit/change employee allowances, track individual spend, create/print reports, and change employee's rank/status and authorized sizes. Please confirm that the vendor can assist in these functions, if necessary.
12. Can rank-related garments be permanently coded for production with rank-related insignia and other embellishments, with one price for all?
13. Can allotments/allowances be set to automatically renew, or does the system require manual renewals? If so, who manages the renewals, the Vendor or the departmental administrators?

14. Please state your return policy; address the issue of embellished garments.
15. Can employee's purchase items with City-provided purchasing cards? Please furnish detailed information about website security.
16. In cases where the employee's allotment/allowance has been expended, can the employee complete the purchase with his or her personal credit card at the same price?
17. Please describe website training you will provide for Departmental Administrators.

VI. Contract Requirements

Submitting entities must be willing to sign a contract with the City which will include certain provisions, among which are the following:

- 6.1 The contract shall consist of (1) the RFP; (2) the proposal submitted by the contractor to this RFP; and (3) the contract. In the event of a discrepancy between the contract, the RFP and the submitted proposal, the contract will prevail.
- 6.2 The contract will be administered by the participating City of Knoxville departments making uniform purchases.
- 6.3 Invoices. Invoices for services will be submitted to the City in accordance with the contract terms.
- 6.4 Independent Contractor. The relationship of contractor to the City will be that of independent contractor. The contractor will be solely and entirely responsible for its acts and for the acts of its agents, employees, servants and subcontractors done during the performance of the contract. All services performed by the contractor shall be provided in an independent contractor capacity and not in the capacity of officers, agents, or employees of the City.
- 6.5 Assignment. The contractor shall not assign or transfer any interest in this contract without prior written consent of the City of Knoxville.
- 6.6 Indemnification and Hold Harmless. The successful proposer will be required to sign a contract with the City which contains the following indemnification clause. This indemnification clause will not be altered in any way. Failure to agree with this indemnification clause in the contract may result in the City moving to the next responsible responsive proposer.

Contractor shall defend, indemnify and hold harmless the City, its officers, employees and agents from any and all liabilities which may accrue against the City, its officers, employees and agents or any third party for any and all lawsuits, claims, demands, losses or damages alleged to have arisen from an act or omission of Contractor in performance of this Agreement or from Contractor's failure to perform this Agreement using ordinary care and skill, except where such injury, damage, or loss was caused by the sole negligence of the City, its agents or employees.

Contractor shall save, indemnify and hold the City harmless from the cost of the defense of any claim, demand, suit or cause of action made or brought against the City alleging liability referenced above, including, but not limited to, costs, fees, attorney fees, and other expenses of any kind whatsoever arising in connection with the defense of the City; and Contractor shall assume and take over the defense of the City in any such claim, demand, suit, or cause of action upon written notice and demand for same by the City. Contractor will have the right to defend the City with counsel of its choice that is satisfactory to the City, and the City will provide reasonable cooperation in the defense as Contractor may request. Contractor will not consent to the entry of any judgment or enter into any settlement with respect to an indemnified claim without the prior written consent of the City, such consent not to be unreasonably withheld or delayed. The City shall have the right to participate in the defense against the indemnified claims with counsel of its choice at its own expense.

Contractor shall save, indemnify and hold City harmless and pay judgments that shall be rendered in any such actions, suits, claims or demands against City alleging liability referenced above.

The indemnification and hold harmless provisions of this Agreement shall survive termination of the Agreement.

6.7 Termination. The City may terminate this Agreement at any time, with or without cause, by written notice of termination to the Contractor.

If the City terminates this Agreement, and such termination is not a result of a default by the Contractor, the Contractor shall be entitled to receive as its sole and exclusive remedy the following amounts from the City, and the City shall have no further or other obligations to the Contractor: the amount due to the Contractor for work executed through the date of termination, not including any future fees, profits, or other compensation or payments which the Contractor would have been entitled to receive if this Agreement had not been terminated.

The City may, by written notice of default to the Contractor, terminate the whole or any part of this Agreement if the Contractor fails to perform any provisions of this Agreement and does not cure such failure within a period of ten (10) days (or such longer period as the Purchasing Agent may authorize in writing) after receipt of said notice from the Purchasing Agent specifying such failure. If this Agreement is terminated in whole or in part for default, the City may procure, upon such terms and in such manner as the Purchasing Agent may deem appropriate, supplies or services similar to those terminated.

6.8 Insurance. When applicable and prior to the commencement of the contract, contractor must, at its sole expense, obtain and maintain in full force and effect for the duration of the Agreement and any extension hereof at least the following types and amounts of insurance for claims which may arise from or in connection with this Agreement. Contractor shall furnish the City of Knoxville with properly executed certificates of insurance which shall clearly evidence all insurance required by the City. All insurance must be underwritten by insurers with an A.M. Best rating of A-VIII or better. Such insurance shall be at a minimum the following:

- A. **Commercial General Liability Insurance;** occurrence version commercial general

liability insurance, and if necessary umbrella liability insurance, with a limit of not less than two million dollars each occurrence for bodily injury, personal injury, property damage, and products and completed operations. If such insurance contains a general aggregate limit, it shall apply separately to the work/location in this Agreement or be no less than \$3,000,000.

Such insurance shall:

(a.) Contain or be endorsed to contain a provision that includes the City, its officials, officers, employees, and volunteers as additional insureds with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations. The coverage shall contain no special limitations on the scope of its protection afforded to the above-listed insureds. Proof of additional insured status up to and including copies of endorsements and/or policy wording will be required.

(b.) For any claims related to this project, Contractor's insurance coverage shall be primary insurance as respects the City, its officers, officials, officers, employees, and volunteers. Any insurance or self-insurance programs covering the City, its officials, officers, employees, and volunteers shall be excess of Contractor's insurance and shall not contribute with it.

(c.) At the sole discretion of the City, dedicated limits of liability for this specific project may be required.

- B. **Automobile Liability Insurance;** including vehicles owned, hired, and non-owned, with a combined single limit of not less than \$1,000,000 each accident. Such insurance shall include coverage for loading and unloading hazards. Insurance shall contain or be endorsed to contain a provision that includes the City, its officials, officers, employees, and volunteers as additional insureds with respect to liability arising out of automobiles owned, leased, hired, or borrowed by or on behalf of Contractor.
- C. **Workers' Compensation Insurance.** Contractor shall maintain workers' compensation insurance with statutory limits as required by the State of Tennessee or other applicable laws and employers' liability insurance with limits of not less than \$500,000. Contractor shall require each of its subcontractors to provide Workers' Compensation for all of the latter's employees to be engaged in such work unless such employees are covered by Contractor's workers' compensation insurance coverage.
- D. **Other Insurance Requirements.** Contractor shall:
- Prior to commencement of services, furnish the City with original certificates and amendatory endorsements effecting coverage required by this section and provide that such insurance shall not be cancelled, allowed to expire, or be materially reduced in coverage except on 30 days' prior written notice to the City Attorney of Knoxville; P.O.

Box 1631; Knoxville, Tennessee 37901. Proof of policy provisions regarding notice of cancellation will be required.

- Upon the City's request, provide certified copies of endorsements and policies if requested by the City in lieu of or in addition to certificates of insurance. Copies of policies will only be requested when contracts are deemed to be extremely or uniquely hazardous, include a dollar amount that is significant to the overall budget of the City or a City Department, or the coverage(s) may not follow standard insurance forms. A policy will only be requested after the City's Risk Manager has reviewed the contract and proof of coverage has been provided. Should the certificate of insurance refer to specific coverage wording or endorsements(s), proof of such policy wording or endorsement(s) will be required.
- Replace certificates, policies, and endorsements for any such insurance expiring prior to completion of services.
- Maintain such insurance from the time services commence until services are completed. Failure to maintain or renew coverage or to provide evidence of renewal may be treated by the City as a material breach of contract.
- If Contractor cannot procure insurance through an insurer having an A.M. Best rating of A-VIII, Contractor may, in the alternative, place such insurance with insurer licensed to do business in Tennessee and having A.M. Best Company ratings of no less than A. Modification of this standard may be considered upon appeal to the City Law Director.
- Require all subcontractors to maintain during the term of the Agreement Commercial General Liability insurance, Business Automobile Liability insurance, and Workers' Compensation/Employer's Liability insurance (unless subcontractor's employees are covered by Contractor's insurance) in the same manner as specified for Contractor. Contractor shall furnish subcontractors' certificates of insurance to the City without expense immediately upon request.
- Large Deductibles; Self-Insured Retentions. Any deductibles and/or self-insured retentions greater than \$50,000 must be disclosed to and approved by the City of Knoxville prior to the commencement of services. Use of large deductibles and/or self-insured retentions may require proof of financial ability as determined by the City.
- Waiver of Subrogation Required. The insurer shall agree to waive all rights of subrogation against the City, its officers, officials, and employees for losses arising from work performed by Contractor for the City. Proof of waiver of subrogation up to and including copies of endorsements and/or policy wording will be required.
- Occurrence Basis Requirement. All general liability policies must be written on an occurrence basis, unless the Risk Manager determines that a claims made basis is reasonable in the specific circumstance. Use of policies written on a claims made basis must be approved by the City. Risk Manager and retroactive dates and/or continuation

dates must be provided to the City prior to commencement of any work performed. Professional Liability and Environmental Liability (Pollution Coverage) are most commonly written on a claims made basis and are generally acceptable in that form.

6.9 Ethical Standards. Attention of all firms is directed to the following provisions contained in the Code of the City of Knoxville: Chapter 24, Article II, Section 24-33 entitled “Debts owed by persons receiving payments other than Salary;” Chapter 2, Article VIII, Division 11. the Contractor hereby takes notice of and affirms that it is not in violation of, or has not participated, and will not participate, in the violation of any of the following ethical standards prescribed by the Knoxville City Code:

A. Section 2-1048. Conflict of Interest.

It shall be unlawful for any employee of the city to participate, directly or indirectly, through decision, approval, disapproval, recommendation, preparation of any part of a purchase request, influencing the content of any specification or purchase standard, rendering of advice, investigation, auditing or otherwise, in any proceeding or application, request for ruling or other determination, claim or controversy or other matter pertaining to any contract or subcontract and any solicitation or proposal therefore, where to the employee’s knowledge there is a financial interest possessed by:

- (1) the employee or the employee’s immediate family;
- (2) A business other than a public agency in which the employee or member of the employee’s immediate family serves as an officer, director, trustee, partner or employee; or
- (3) Any person or business with whom the employee or a member of the employee’s immediate family is negotiating or has an arrangement concerning prospective employment.

B. Section 2-1049. Receipt of Benefits from City Contracts by Council Members, Employees and Officers of the City.

It shall be unlawful for any member of council, member of the board of education, officer or employee of the city to have or hold any interest in the profits or emoluments of any contract, job, work or service, either by himself or by another, directly or indirectly. Any such contract for a job, work or service for the city in which any member of council, member of the board of education, officer or employee has or holds any such interest is void.

C. Section 2-1050. Gratuities and Kickbacks Prohibited.

It is unlawful for any person to offer, give or agree to give to any person, while a city employee, or for any person, while a city employee, to solicit, demand, accept or agree to accept from another person, anything of a pecuniary value for or because of:

- (1) An official action taken, or to be taken, or which could be taken;
- (2) A legal duty performed, or to be performed, or which could be performed; or
- (3) A legal duty violated, or to be violated, or which could be violated by such person while a city employee.

Anything of nominal value shall be presumed not to constitute a gratuity under this section.

Kickbacks. It is unlawful for any payment, gratuity, or benefit to be made by or on behalf of a

subcontractor or any person associated therewith as an inducement for the award of a subcontract or order.

D. Section 2-1051. Covenant Relating to Contingent Fees.

(a) Representation of Contractor. Every person, before being awarded a contract in excess of ten thousand dollars (\$10,000.00) with the city, shall represent that no other person has been retained to solicit or secure the contract with the city upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except for bona fide employees or bona fide established commercial, selling agencies maintained by the person so representing for the purpose of securing business.

(b) Intentional Violation Unlawful. The intentional violation of the representation specified in subsection (a) of this section is unlawful.

E. Section 2-1052. Restrictions on Employment of Present and Former City Employees.

Contemporaneous employment prohibited. It shall be unlawful for any city employee to become or be, while such employee, an employee of any party contracting with the particular department or agency in which the person is employed.

For violations of the ethical standards outlined in the Knoxville City Code, the City has the following remedies:

- (1) Oral or written warnings or reprimands;
- (2) Cancellation of transactions; and
- (3) Suspension or debarment from being a Contractor or subcontractor under city or city-funded contracts.

The value of anything transferred in violation of these ethical standards shall be recoverable by the City from such person. All procedures under this section shall be in accord with due process requirements, included but not limited to a right to notice and hearing prior to imposition of any cancellation, suspension or debarment from being a Contractor or subcontractor under a city contract.

6.10 Firms must comply with the President's Executive Order No. 11246 and 11375 which prohibit discrimination in employment regarding race, color, religion, sex or national origin. Firms must also comply with Title VI of the Civil Rights Act of 1964, Copeland Anti-Kick Back Act, the Contract Work Hours and Safety Standards Act, Section 402 of the Vietnam Veterans Adjustment Act of 1974, Section 503 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, all of which are herein incorporated by reference.

6.11 Firms shall give consideration to the inclusion of minority firms or individuals in this project, and shall advise the city in this proposal of their efforts to do so.

6.12 Firms shall give consideration to the use of environmentally sustainable best practices, and shall advise the city in this submittal of qualifications of their efforts to do so.

6.13 Federal, State, and Local Requirements. Each submitting entity is responsible for full compliance with all laws, rules and regulations which may be applicable.

6.14 Licenses. Before a contract is signed by the City, the submitting entity, if selected, **must** provide the City Purchasing Division with a copy of its valid business license **or** with an affidavit explaining why it is exempt from the business licensure requirements of the city or county in which it is headquartered. If a contract is signed, the contractor's business license shall be kept current throughout the duration of the contract, and the contractor shall inform the City of changes in its business name or location. The contractor must be a licensed professional as required by the state of Tennessee, see T.C.A. Sections 62-2-101 et. seq., for any services in this contract requiring such licensure.

6.15 Funding. The City's performance and obligation to pay under this contract is subject to funding contingent upon an annual appropriation.

6.16 Governing Law and Venue. This Agreement shall be governed by and construed in accordance with the substantive laws of the State of Tennessee and its conflict of laws provisions. Venue for any action arising between the City and the Contractor from the Agreement shall lie in Knox County, Tennessee.

6.17 Subcontracts to the Agreement. Contractor shall not enter into a subcontract for any of the services performed under this Agreement without obtaining the prior written approval of the City.

6.18 Amendments. This Agreement may be modified only by a written amendment or addendum that has been executed and approved by the appropriate officials shown on the signature page of the Agreement.

6.19 Captions. The captions appearing in the Agreement are for convenience only and are not a part of the Agreement; they do not in any way limit or amplify the provisions of the Agreement.

6.20 Severability. If any provision of the Agreement is determined to be unenforceable or invalid, such determination shall not affect the validity of the other provisions contained in the Agreement. Failure to enforce any provision of the Agreement does not affect the rights of the parties to enforce such provision in another circumstance, nor does it affect the rights of the parties to enforce any other provision of this Agreement at any time.

6.21 No Benefit for Third Parties. The services to be performed by the Contractor pursuant to the Agreement with the City are intended solely for the benefit of the City, and no benefit is conferred hereby, nor is any contractual relationship established herewith, upon or with any person or entity not a party to the Agreement. No such person or entity shall be entitled to rely on the Contractor's performance of its services hereunder, and no right to assert a claim against the City or the Contractor, its officers, employees, agents, or contractors shall accrue to the Contractor or to any subcontractors, independently retained professional consultant, supplier, fabricator, manufacturer, lender, tenant, insurer, surety, or any other third party as a result of this Agreement or the performance or non-performance of the Contractor's services hereunder.

6.22 Non-Reliance of Parties. Parties explicitly agree that they have not relied upon any earlier or outside representations other than what has been included in the Agreement. Furthermore, neither party has been induced to enter into this Agreement by anything other than the specific written terms set forth herein.

6.23 Force Majeure. Neither party shall be liable to the other for any delay or failure to perform any of the services or obligations set forth in this Agreement due to causes beyond its reasonable control, and performance times shall be considered extended for a period of time equivalent to the time lost because of such delay plus a reasonable period of time to allow the parties to recommence performance of their respective obligations hereunder. Should a circumstance of force majeure last more than ninety (90) days, either party may by written notice to the other terminate this Agreement. The term "force majeure" as used herein shall mean the following: acts of God; strikes, lockouts or other industrial disturbances; acts of public enemies; orders or restraints of any kind of the government of the United States or of the State or any of their departments, agencies or officials, or any civil or military authority; insurrections, riots, landslides, earthquakes, fires, storms, tornadoes, droughts, floods, explosions, breakage or accident to machinery, transmission pipes or canals; or any other cause or event not reasonably within the control of either party.

6.24 EEO/AA. The City of Knoxville is an EE/AA/Title VI/Section 504/ADA/ADEA Employer.

6.25 By submitting a proposal, the submitting entity agrees to all terms and conditions established in this RFP, including its contract requirements.

VII. Instructions to Submitting Entities

All submissions of proposals shall comply with the following instructions. These instructions ensure that (1) submissions contain the information and documents required by the City RFP and (2) the submissions have a degree of uniformity to facilitate evaluation.

7.1 General

Submission forms and RFP documentation may be obtained on or after November 11, 2016, at no charge from:

City of Knoxville Purchasing Division
City/County Building
400 Main Street, Room 667
Knoxville, Tennessee 37902

between 8:30 a.m. and 4:30 p.m. (Eastern Time), Monday through Friday or by calling 865/215-2070. Forms and RFP information are also available on the City web site at www.knoxvilletn.gov/purchasing where it can be read or printed using Adobe Acrobat Reader software.

7.2 Submission Information

Proposals shall include nine (9) hard copies (one original and eight duplicates—**mark the original as such**) and one electronic copy of the proposal (.pdf format on CD only—**mark the storage device with the company name**); the electronic version shall be an exact duplicate of the original, and the electronic version will be the official document exhibited in the contract. **Electronic submissions must be included with the sealed submissions; do not email your submission.**

Proposals will be received until 11:00:00 a.m. (Eastern Time) on December 6, 2016. Each proposal must be submitted in a sealed envelope addressed to:

City of Knoxville Purchasing Division
City/County Building
400 Main Street, Room 667
Knoxville, TN 37902

IMPORTANT NOTE: Each mailing envelope or carton containing a proposal or multiple copies of the proposal must be sealed and plainly marked on the outside “Uniforms.” Proposers are reminded that the Purchasing Division receives many bids and proposals for any number of solicitations; **unlabeled submissions are extremely difficult to match to their appropriate solicitations and therefore may be rejected.**

Any proposals received after the time and date on the cover sheet will not be considered. It shall be the sole responsibility of the submitting entity to have the proposal delivered to the City of Knoxville Purchasing Division on or before that date.

Late proposals will not be considered. Proposals that arrive late due to the fault of United States Postal Service, United Parcel Service, DHL, FEDEX, any delivery/courier service, or any other carrier of any sort are still considered late and shall not be accepted by the City. Such proposals shall remain unopened and will be returned to the submitting entity upon request.

7.3 Format

The City is committed to reducing waste. Submissions of qualifications must be typed on 8.5 x 11 inch wide white paper, printed on both sides. **DO NOT BIND** the document; instead, staple or binder clip the submission together and place in a sealed envelope (see Paragraph 7.2). Pages must be consecutively numbered. A table of contents must be included in the proposal immediately after the title page, and each of the following numbered sections must be tabbed.

Proposals shall be structured as follows. Numbered items listed below should have a numbered tab page:

1. Title Page
2. Table of Contents
3. Submission Forms:
 - A. Form S-1
 - B. Non-Collusion Affidavit
 - C. Iran Divestment Act Certification of Noninclusion

- D. Form I or II from Equal Business Opportunity Program
- 4. Body of Proposal: Information which addresses issues outlined in Section V

NOTE: The Submission Form S-1, the Non-Collusion Affidavit, the Iran Divestment Act Certification of Noninclusion, and the Equal Opportunity Business Program (EBOP) packet are provided in these solicitation documents.

7.4 Evaluation of Proposals

All qualified submissions received by the deadline will be analyzed by the Evaluation Committee according to the criteria outlined in these specifications. Failure to comply with the provisions of the RFP may cause any proposal to be ineligible for evaluation. Each submittal of proposals will be initially analyzed and judged according to the evaluation criteria below. The maximum score is 100 points.

The City reserves full discretion to determine the capability of proposing entities. Proposers, if asked, will provide, in a timely manner, any and all information that the City deems necessary to make such a decision. In addition to materials provided in the written responses to this RFP, the Committee may request additional material, information, references, a site visit, or a live test demonstration from the submitting entity or others.

The Evaluation Committee may or may not decide to interview any or all proposing entities at a time and date determined by the City in order to address questions and more fully ascertain how the solution to this project satisfies the evaluation criteria. Firms and/or teams responding to this Request for Proposals shall be available for interviews with the Evaluation Committee. Discussions may be conducted with responsible submitting entities for purposes of clarification to assure full understanding of and conformance to the RFP requirements. Selection shall be based on the firms' qualifications applicable to the scope and nature of the services to be performed per this request for proposals. Determination of firms' qualifications shall be based on their written responses to this Request for Proposals and information presented to the Evaluation Committee during oral interviews, if any.

In addition to materials provided in the written responses to this Request for Proposals, the Committee may request additional material, information, or references from the submitting entity or others.

Provided it is in the best interest of the City of Knoxville, the firm or team determined to be the most responsive to the City of Knoxville, taking into consideration the evaluation factors set forth in this Request for Proposals, will be selected to begin contract negotiations. The firm or team selected will be notified at the earliest practical date and invited to submit more comprehensive information if necessary. If no satisfactory agreement can be reached with the "most responsive firm," the City may elect to negotiate with the next best and most responsive firm or team.

VIII. Evaluation Criteria

An evaluation team composed of representatives of the City will evaluate proposals on a variety of

quantitative and qualitative criteria. Upon receipt of proposals, the City will review to determine whether the proposal is acceptable or non-acceptable based on the criteria outlined below.

The criteria, and their associated weights, upon which the evaluation of the proposals will be based includes, but is not limited to, the following:

30 points - Website: Functional Capabilities; Flexibility; Interface

30 points - Pricing

20 points - Garments: Quality and Availability

20 points - Vendor Services: Implementation and Ongoing Support and Service; Training

Submission Forms

**CITY OF KNOXVILLE
REQUEST FOR PROPOSALS
Uniform Purchase**

Submission Form S-1

**Proposals To Be Received by 11:00 a.m., Eastern Time, September 30, 2013, in
Room 667-674, City/County Building, Knoxville, Tennessee.**

Proposals shall include nine (9) hard copies (one original and eight duplicates—**mark the original as such**) and one electronic copy of the proposal (.pdf format on CD only—**mark the storage device with the company name**); the electronic version shall be an exact duplicate of the original, and the electronic version will be the official document exhibited in the contract. **Electronic submissions must be included with the sealed submissions; do not email your submission.**

Please complete the following:

Legal Name of Proposer: _____

Address: _____

Telephone Number: _____

Fax Number: _____

Contact Person: _____

Email Address: _____

Signature: _____

Name and Title of Signer _____

Note: Failure to use these response sheets may disqualify your submission.

NON-COLLUSION AFFIDAVIT

State of _____

County of _____

_____, being first duly sworn, deposes and says that:

- (1) He/She is the _____ of _____, the firm that has submitted the attached Proposal;
- (2) He/She is fully informed respecting the preparation and contents of the attached Proposal and of all pertinent circumstances respecting such Proposal;
- (3) Such Proposal is genuine and is not a collusive or sham Proposal;
- (4) Neither the said firm nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly or indirectly, with any other vendor, firm or person to submit collusive or sham proposal in connection with the contract or agreement for which the attached Proposal has been submitted or to refrain from making a proposal in connection with such contract or agreement, or collusion or communication or conference with any other firm, or, to fix any overhead, profit, or cost element of the proposal price or the proposal price of any other firm, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against the City of Knoxville or any person interested in the proposed contract or agreement; and
- (5) The proposal of service outlined in the Proposal is fair and proper and is not tainted by collusion, conspiracy, connivance, or unlawful agreement on the part of the firm or any of its agents, representatives, owners, employees, or parties including this affiant.

(Signed): _____

Title: _____

Subscribed and sworn to before me this _____ day of _____, 20__.

NOTARY PUBLIC

My Commission expires _____

IRAN DIVESTMENT ACT of 2014

Certification of Noninclusion

NOTICE: Pursuant to the Iran Divestment Act of 2014, Tenn. Code Ann. § 12-12-106 requires the State of Tennessee Chief Procurement Officer to publish, using creditable information freely available to the public, a list of persons it determines engage in investment activities in Iran, as described in § 12-12-105. Inclusion on this list makes a person ineligible to contract with the state of Tennessee; if a person ceases its engagement in investment activities in Iran, it may be removed from the list. The State of Tennessee currently uses the State of South Carolina's list, available here:

[https://www.tn.gov/assets/entities/generalservices/cpo/attachments/List_of_persons_pursuant_to_Tenn. Code Ann. 12-12-106, Iran Divestment Act-July.pdf](https://www.tn.gov/assets/entities/generalservices/cpo/attachments/List_of_persons_pursuant_to_Tenn._Code_Ann._12-12-106,_Iran_Divestment_Act-July.pdf)

By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each bidder is not on the list created pursuant to T.C.A. § 12-12-106.

Vendor Name (Printed)	Address
By (Authorized Signature)	Date Executed
Printed Name and Title of Person Signing	

NOTARY PUBLIC:

Subscribed and sworn to before me this _____ day of _____, 2_____.

My commission expires: _____

EQUAL BUSINESS OPPORTUNITY PROGRAM

Contracting Component

SECTION I

EQUAL BUSINESS OPPORTUNITY PROGRAM "GOOD FAITH EFFORT PLAN"

The City of Knoxville strongly encourages contractors to employ minority owned businesses and women owned businesses as subcontractors whenever feasible. This is viewed favorably by the City of Knoxville. In fact, the City's goal for minority and women owned business participation is 10 percent of the contract amount.

Prime contractors will consider all competitive sub-bids and quotations received from minority owned businesses (MOB) and women owned businesses (WOB). When a subcontract is not awarded to the MOB/WOB submitting the lowest bid, the prime contractor must document the reason(s) the award was not made in writing. If the Contractor terminates an agreement and/or subcontract with a MOB/WOB, then the contractor is required to strongly consider selection of another MOB or WOB as a replacement.

GOOD FAITH EFFORTS

1. Soliciting through all reasonable and available means.
 - a. Advertising
 - b. Written notices to all certified MOB's and WOB's who have the capability to perform the work or provide the service.
 - c. Solicitation of interest must be within sufficient time to allow MOB's and WOB's to respond to the solicitation.
 - d. Faxes, direct mailings, and telephone requests.
2. Providing interested MOB's and WOB's with adequate information about plans, specifications, and requirements of the contract in a timely manner to assist them in responding to a solicitation.
3. Negotiating in good faith with interested MOB's and WOB's.
 - a. It is the **bidder's/proposer's** responsibility to make opportunities available to MOB's and WOB's subcontractors and suppliers and to select opportunities consistent with the available

MOB/WOB business subcontractors and suppliers. Evidence of such negotiations includes the names, addresses, and telephone numbers of MOB's and WOB's considered.

- (1) A description of the specifications for the work selection for subcontracting
 - (2) Evidence why agreements could not be reached for MOB's and WOB's to perform the work.
4. Effectively using the services of available minority, women contractor groups, local minority and women business assistance offices, small business groups, and other organizations on a case-by-case basis to provide assistance in the recruitment and placement of minority/women business.

SECTION II

MOB/WOB SUBMITTAL TIME FRAME

The Contractor will submit the following forms with the **bid/proposal**:

1. "Statement of Intent for MOB/WOB Utilization" (Form I Attached)

This form will be submitted by the bidder/proposer if he/she plans to subcontract any portion(s) of the work with a MOB and/or a WOB. This form illustrates the areas the Contractor has identified as potential MOB and/or WOB subcontract opportunities and the dollar value associated with these opportunities. The purpose of "Form I" is to measure the Contractor's "**Good Faith Efforts.**" It does not commit the prime to subcontracting these areas only to MOB and WOB firms or release the prime from negotiating with MOB/WOB firms for subcontract opportunities.

OR

2. "Statement of Intent of Performing Work Without Subcontracting" (Form II Attached)

This form will be submitted if the bidder/proposer does not plan to subcontract any portion(s) of the work and if there are not any sufficient material purchases in which MOB/WOB firms can be utilized. The bidder/proposer must certify that this has been a typical practice on projects of similar scope and dollar value. By submittal of Form II, the Contractor certifies that:

- (1) He/she does not typically subcontract on projects of similar scope and dollar value.
- (2) He/she will not enter into any subcontract for duration of the project, and if he/she does decide to subcontract any portion of the work, he/she will: notify the City immediately of the decision to subcontract and adhere to the provision of "**Good Faith Efforts**" in filling that subcontract opportunity.

The Purchasing Division may request the apparent low bidder/proposer to provide additional information to clarify the bidder's/proposer's responsiveness and intent in this regard.

These documents will be received by the Purchasing Division upon submission of a proposal/bid. Additionally, prime contractors who submit Form I stating their intent to use MOB or WOB subcontractors for any part of the contract are required to report the amount(s) they have paid to these subcontractors on June 30th and December 31st of each year. Failure to submit this reporting data may result in a delay of payments. At the time of the final request for payment, the prime shall submit a Statement of Final Payments to MOB and WOB Subcontractors and Suppliers (Form III attached). Final payment will not be released by the City until Form III is submitted.

SECTION III

DEFINITIONS

Minority: A person who is a citizen or lawful admitted permanent resident of the United States and who is a member of one (1) of the following groups:

- a. Black American, which includes persons having origins in any of the Black racial groups of Africa;
- b. A Hispanic American, which includes persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race;
- c. Native American, which includes persons who are American Indians or Alaska Native;
- d. An Asian-Indian American, which includes persons whose origins are from Indian, Pakistan or Bangladesh.

- e. An Asian Pacific Islander, which includes persons whose origins are from Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, the U. S. Trust Territories of the Pacific and Northern Marinas.

Minority Owned Business (MOB), Women Owned Business (WOB): A business which is at least (51%) owned and controlled by minority group members or European American female(s). A MOB/WOB is bonafide only if the minority group interests are real and continuing and not created solely to meet the MOB/WOB requirement. In addition, the MOB/WOB must perform satisfactory work or services to provide supplies under the contract and not act as a mere conduit. In short, the contractual relationship must be bonafide. Certification of minority owned businesses and women owned businesses is provided by City Community Relations Office.

Owned and Controlled: A business which is (1) a sole proprietorship legitimately owned by an individual who is a minority or European American female; (2) a partnership or joint venture controlled by minorities or European American females, and in which at least (51%) of the beneficial ownership interests legitimately are held by minorities or European American females; or (3) a corporation or other entity controlled by minorities or European American females, and in which at least 51% of the voting interests and 51% of the beneficial ownership interests are legitimately held by minorities or European

American females. In addition, these persons must control the management and operation of the business on a day-to-day basis.

Subcontractor: Any named person, firm, partnership, or corporation which supplies any work, labor, services, supplies, equipment, materials, or any combination of the foregoing contract with the contractor on a public contract.

FORM I

STATEMENT OF INTENT OF MOB/WOB UTILIZATION (TO BE SUBMITTED WITH THE BID/PROPOSAL)

We, _____, do certify that on the
(Bidder/Proposer)

(Project Name)

(_____) (Dollar Amount of Bid)

MOB/WOB's will be employed as subcontractor(s), vendor(s), supplier(s), or professional service(s). The estimated **dollar value** of the amount that we plan to pay the MOB or WOB subcontractor(s), vendor(s), supplier(s), or professional service(s) is \$_____.

MOB/WOB Utilization

Description of Work	MOB Amount	WOB Amount	Name of MOB/WOB

The undersigned understands that they are to report the annual amount disbursed to these MOB(s) /WOB(s) on June 30th of each year. Moreover, the undersigned understands that he/she is required to report the total amount disbursed to MOB(s)/WOB(s) for this project at the completion of the project and that payments may be withheld until these reporting requirements are met.

DATE: _____ COMPANY NAME: _____

SUBMITTED BY: _____
(Authorized Representative)

TITLE: _____

ADDRESS: _____

CITY/STATE/ZIP CODE: _____

TELEPHONE NO: _____

FORM II

STATEMENT OF INTENT TO PERFORM WORK WITHOUT SUBCONTRACTING (TO BE SUBMITTED WITH BID/PROPOSAL)

We, _____, hereby certify that it is our
(Bidder/Proposer)

intent to perform 100 % of the work required for the _____
_____ contract.
(Name of Project)

In making this certification, the **Bidder/Proposer** states that:

1. It is a normal business practice of the bidder/proposer to perform all elements of this type contract with its own work forces without the use of subcontracts.

AND

2. If it is necessary to subcontract some portion of the work at a later date, the **bidder/proposer** will comply with all requirements of the "**Good Faith Efforts**" in providing equal opportunity to MOB/WOB Firms to subcontract the work.

The undersigned hereby certifies that he/she has read the terms and agrees to the terms of this statement.

Signature and title of authorized official of the company and the date must be properly executed on this document and a list of previous projects of similar scope and dollar value as stated in Section II attached or the bid may be deemed non-responsive.

DATE: _____ COMPANY NAME: _____

SUBMITTED BY: _____
(Authorized Representative)

TITLE: _____

ADDRESS: _____

CITY/STATE/ZIP CODE: _____

TELEPHONE NO: _____

FORM III

**STATEMENT OF PAYMENTS TO MOB/WOB SUBCONTRACTOR(S) & SUPPLIER(S)
(TO BE SUBMITTED ON JUNE 30 AND DECEMBER 31 OF EACH YEAR FOR THE
LIFE OF THE CONTRACT AND TO BE WITH FINAL PAYMENT REQUEST)**

Project: _____ Contract#: _____

Contractor's
Name: _____

Cert. #	MOB	WOB	Name of Firm / Address & Phone#	Total Amount Paid	Contact Person

I hereby certify that this statement is true and that above payments have been made.

Contractor: _____

Address: _____

By: _____

Subscribed and sworn to before me this _____ day of _____ 20____

Notary
Public: _____

My Commission Expires: _____

Appendix

Approved Uniform Lists for Participating Departments

Knoxville Fire Department, Knoxville Area Transit (KAT), Public Service Department,
Parks and Recreation Department, and Engineering Department

Vendors invited for interviews/website demonstrations will be expected to bring garments comparable to the garments listed for Committee review.

IMPORTANT NOTICE: Any brand name stated below is descriptive, **not** restrictive, and is included to indicate type and quality desired. Bids on brands of like nature and quality will be considered.

**APPROVED UNIFORM LIST
Knoxville Fire Department**

STYLE #	MANUFACTURER	DESCRIPTION
6002	Fechheimer	SS Med. Blue Command Shirt Firewear
6022	Fechheimer	LS Med. Blue Command Shirt Firewear
7002	Flying Cross	SS Med. Blue Command Shirt 100% Cotton
7022	Flying Cross	LS Med. Blue Command Shirt 100% Cotton
41060	5.11	SS Navy Polo Mens & Ladies
42056	5.11	LS Navy Polo Mens & Ladies
71182	5.11	SS White Polo Mens & Ladies
72360	5.11	LS White Polo Mens & Ladies
85R7800	Flying Cross	SS White Command Shirt Mens
33W7800	Flying Cross	LS White Command Shirt Mens
176R7800	Flying Cross	SS White Command Shirt Ladies
126R7800	Flying Cross	LS White Command Shirt Ladies
40016	5.11	Tactical Utili T-Shirts SS 3 Pack (White or Dark Navy)
5190P	Hanes	Navy T-Shirt w/Pocket
5180	Hanes	Navy T-Shirt w/o Pocket
72321	5.11	Navy Fleece Job Shirt
700	Fechheimer	Navy Sweater
710	Fechheimer	Navy Sweater w/Windstopper
2410	Tru-Spec	Navy H2O Proof 3-In-1 Parka
48001	5.11	Navy 3 in 1 Parka w/ or w/o High Vis. Marking
48017	5.11	Navy 5 in 1 Jacket w/ or w/o High Vis Marking
48016	5.11	Response Jacket
400/402	Workrite	Midnight Navy Trousers Nomex
401	Workrite	Mdinight Navy Trousers Nomex Ladies
74302	5.11	Navy Tactical Station Wear Pants 100% Cotton Twill
74398	5.11	Navy Tactical Firefighting Stationwear Pants 100% Cotton Twill
74251	5.11	Navy Tactical Pants 100% Cotton Canvas Mens
64302	5.11	Navy Trousers 100% Cotton Twill Ladies
64303	5.11	Navy Trousers Cargo 100% Cotton Twill Ladies
64355	5.11	Navy Trousers Canvas 100% Cotton Ladies
H48200	Fechheimer	Navy Trousers Polyester Blend
H48200W	Fechheimer	Navy Trousers Polyester Blend
38200	Fechheimer	Navy Trousers Dress or Class "A" Polyester
38200W	Fechheimer	Navy Trousers Dress or Class "A" Polyester
38169	Fechheimer	Navy Command Jacket Ike Style
38804	Fechheimer	Navy Dress Coat Double Breasted (Class A)
		Rain Jacket
		Rain Pants
		Navy Shorts Sleepwear Cotton

appearance and quality of those on the list.

With approval. Substitutions may be allowed on uniform pants and shirts if they meet or exceed NFPA compliance (100% Cotton or "Firewear" type/style

*Socks on list may be substituted with socks of equal or superior quality and meet the requirements of NFPA.

*ANY OTHER SUBSTITUTIONS OR ITEMS TO BE ADDED MUST BE APPROVED BY CHIEF SHARP AND/OR DEPUTY CHIEF MORRIS.

BADGE INFORMATION

Assistant Chief Coat Badge, Model #S153 format:

- A. ASST. CHIEF
- C. CITY OF KNOXVILLE
- D. Three Upright Bugles (#C176)
- E. FIRE DEPT.
- G. TENN

Metal Finish: Gol-Ray

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Blue

Solid Back

Attachment: Pin & Safety Catch

Shape: Flat

Assistant Chief Cap Badge, Model #M11A format:

- A. ASST. CHIEF
- C. CITY OF KNOXVILLE
- D. Three Upright Bugles (#C176)
- E. FIRE DEPT.
- G. TENN

Metal Finish: Gol-Ray

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Blue

Solid Back

Attachment: Screw Post

Shape: Flat

Captain Coat Badge, Model #S153 format:

- A. CAPTAIN
- C. CITY OF KNOXVILLE
- D. Two Upright Bugles (#C182)
- E. FIRE DEPT.

G. Numbers as follows: **USE YOUR CORRECT BADGE NUMBER**

Metal Finish: Gold

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Blue

Shell Back

Attachment: Pin and Safety Catch

Shape: Flat

Captain Cap Badge, Model #M11A format:

A. CAPTAIN

C. CITY OF KNOXVILLE

D. Two Upright Bugles (#C182)

E. FIRE DEPT.

G. TENN

Metal Finish: Gold

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Blue

Shell Back

Attachment: Screw Post

Shape: Flat

Master Coat Badge, Model #S153 format:

A. MASTER

C. CITY OF KNOXVILLE

D. Two Upright Bugles (#C182)

E. FIRE DEPT.

G. Numbers as follows: **USE YOUR CORRECT BADGE NUMBER**

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Pin and Safety Catch

Shape: Flat

Master Cap Badge, Model #M11A format:

A. MASTER

C. CITY OF KNOXVILLE

D. Two Upright Bugles (#C182)

6377	FlexFit	Navy Ballcap (Summer & Winter)
07GV8D8	Fechheimer	White Cap (Chief Officers)
07G02D0	Fechheimer	White Cap (Captains)
07N0ZC0D	Fechheimer	Navy Cap (Firefighters, Sr FF, Mstr FF)
		Navy Socks
		White Boot Socks
59047	5.11	6" Crew Sock Black
834-6087	Thorogood	Black Boot 8" Mens
834-6086	Thorogood	Black Boot 6" Mens
524-6087	Thorogood	Black Boot 8" Ladies
534-6086	Thorogood	Black Boot 6" Ladies
804-6369	Thorogood	14" Power Waterproof HV Structural Bunker Boot
834-6130	Thorogood	Black Oxfords
6050	Tiger	Black Belt
5121U	Duty Man	BW Velcro Waist Belt
59405	5.11	1 3/4" Operator Belt
59409	5.11	1 1/2" Trainer Belt
41VTOBK	Blackhawk	Instructors Belt
90063-45095	Broome	Black Tie Clip-on
314	Ringers	Rescue Gloves
APG30	Hatch	Gloves
L2 200-01		Glove Leash - Black
	Burlane	Name Tag
	Blackington	Collar Rank Insignia Various Single & Crossed Bugles
		Badges (See Pages 3 - 6)
DK440		Badge Holder Plain
DK612		Wallet w/Badge Holder
90513	Streamlight	Survivor LED Charger/Holder w/
56970	Streamlight	Vantage LED Helmet Light
SWMP3S	Smith & Wesson	Fireman Knife
SWFRS	Smith & Wesson	Fireman Knife
SW911	Smith & Wesson	Knife - S & W First Response
68244		4aa Propolymer Lux LED Light
56876	5.11	Responder 72 Backpack
56871	5.11	Responder 24 Backpack
56877	5.11	Red 2400 Bag
PBG081	Premier Emblem	Navy Gear Bag
3000	AHUS Athletic	Red Turnout Bag
ZT57		Cuff Key 4 Punch Pin
804-6378		Rubber Helmet Bands
		Body Specs Safety Glasses 04900-099-00287

*Name embroidery on Items

*With approval. Boots with zippers may be substituted if they meet or exceed the

E. FIRE DEPT.

G. TENN

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Screw Post

Shape: Flat

Senior Coat Badge, Model #S153 format:

A. SENIOR

C. CITY OF KNOXVILLE

D. One Upright Bugle (#C180)

E. FIRE DEPT.

G. Numbers as follows: **USE YOUR CORRECT BADGE NUMBER**

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Pin and Safety Catch

Shape: Flat

Senior Cap Badge, Model #M11A format:

A. SENIOR

C. CITY OF KNOXVILLE

D. One Upright Bugle (#C180)

E. FIRE DEPT.

G. TENN

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Screw Post

Shape: Flat

Firefighter Coat Badge, Model #S153 format:

A. FIREFIGHTER

C. CITY OF KNOXVILLE

D. Number as follows: **USE YOUR CORRECT BADGE NUMBER**

E. FIRE DEPT.

G. TENN

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Pin and Safety Catch

Shape: Flat

Firefighter Cap Badge, Model #M11A format:

A. FIREFIGHTER

C. CITY OF KNOXVILLE

E. FIRE DEPT.

G. TENN

Metal Finish: Rhodium

Lettering Enamel: Hard

Font: Block (Standard)

Lettering Color: Black

Shell Back

Attachment: Screw Post

Shape: Flat

KAT OPERATOR UNIFORMS

POLY COTTON TWILL WOMENS TROUSERS W/FLEX WAISTBAND
PORT AUTHORITY S/S EASY CARE SHIRT
PRO FEET PERFORMANCE LOW CUT 6 PACK
QUARTER BOOT
RECON ANKLE SOCKS
RECON TRAINER
REDBACK BLACK LEATHER RESCUE BOOT
REEBOK JORIE ATHLETIC OXFORD
REEBOK RAPID RESPONSE ATHLETIC OXFORD
RIDGE COOL MAX DUTY SOCK
ROCKPORT MENS PRO WALKER ATHLETIC OXFORD
ROCKY PRO CELL LEATHER CHUKKA
ROCKY SLIP STOP OXFORD
ROCKY SLIP STOP OXFORD
ROCKY TMC ATHLETIC OXFORD BLK
ROCKY WOMENS TMC ATHLETIC
S/S DELUXE 50/50 PIQUE POLO
S/S DELUXE 50/50 PIQUE POLO
S/S DELUXE 50/50 PIQUE POLO
Safariland's Buckleless Inner Trouser Belt
SCREENPRINTED RAIN JACKET W/DETACHABLE HOOD
SHOES OXFORD STYLE WOMENS
SIGNATURE DUTY JACKET
SLEEVELESS V NECK VEST
SPIEWAK VIZGUARD DUTY REVERSIBLE RAINCOAT
STREET PRO GEAR BAG
SWEATER W/ELBOW PATCHES
TACT SQUAD BOMBER JACKET
TACTICAL BACKPACK
TACTICAL S/S POLO
THOROGOOD ASR OXFORD
TOMMIE COPPER VITALITY FULL FINGER GLOVE
TOMMIE COPPER WOMEN'S JOURNEY COMPRESSION SHIRT
TOMMIE COPPER WOMEN'S LIBERATE COMPRESSION SHIRT
TOMMIE COPPER WOMEN'S RISE ABOVE COMPRESSION
TIGHTS
TOMMIE COPPER WOMEN'S VITALITY FULL FINGER GLOVE
TOMMIE COPPERS MEN'S FAST TRACK COMPRESSION
RUNNING TIGHTS
UA CHETCO TAC
UA INFIL GTX WP DUTY BOOT
UA TACTICAL MID GTX QUARTERBOOT
UA VALSETZ RTS
UA VALSETZ RTS SIDE ZIP

UA VALSETZ SIDE ZIP DUTY BOOTS
UA VALSETZ VENOM LOW
UNDER ARMOUR CHARGED COTTON NO SHOW SOCK
UNDER ARMOUR COLD GEAR LITE BOOT SOCK BLACK
UNDER ARMOUR CUSHION BOOT SOCK
UNDER ARMOUR MENS VALSETZ TACTICAL BOOT
UNDER ARMOUR WOMENS VALSETZ TACTICAL BOOT
UNIFORM DRESS SOCKS
UNIFORM DRESS SOCKS
UNITED UNIFORM SAFETY VEST
V FLEX COTTON TWILL BALL CAP
VEA BREATHABLE WATERPROFF TWO TONE RAIN PANTS
VELCRO TIE W/BUTTON
WINTER BLACKOUT GLOVE
WM01 2168 MENS ALPHAFORCE OXFORD
WOMENS 75/25 POLY/WOOL TROUSERS
WOMEN'S GRABBERS PLAIN TOE OXFORD
WOMEN'S L/S POLY/COTTON SHIRT
WOMENS L/S NAVIGATOR SHIRT
WOMENS NEW DIMENSION 4 PKT TROUSER
WOMENS NEW GENERATION STRETCH TROUSER
WOMENS POLY LASTIC TROUSER
WOMENS POLYESTER TROUSERS
WOMENS RECOVERY COMPRESSION DRESS CREW SOCKS
WOMEN'S REEBOK 8IN SIDE ZIP DUTY BOOT
WOMEN'S REEBOK ATHLETIC COMP TOE OXFORD
WOMEN'S REEBOK ATHLETIC OXFORD
WOMEN'S REEBOK ATHLETIC OXFORD
WOMEN'S REEBOK WATERPROOF COMP TOE SPORT HIKER
BOOT
WOMEN'S S/S DAC/COT UNIFORM SHIRT
WOMENS S/S NAVIGATOR SHIRT
WOMENS SENTRY PLUS TROUSER
WOMENS STEALTH FORCE 8.0 WP SIDEZIP DUTY BOOT
WRINKLE RESISTANT 100% COTTON WORK PANT
YAKTRAX PRO BLACK

Must be able to provide a wide range of sizes, particularly plus-sized in both men and women's clothing.

All shirts, jackets, caps, and sweaters must have KAT logo, embroidered or KAT patch. Oxford shirts should bear patch.

PUBLIC SERVICE UNIFORMS

DR SCHOLL'S MASSAGING GEL WORK INSOLES MEN
GALLS CUSHIONED BOOT SOCKS
100PCT COTTON BOOT/TUBE SOCKS
THE LIBERATOR BOOT SOCK
3-PACK LAWPRO BOOT SOCKS (BLACK WITH GREY TOE)
PRO FEET PERFORMANCE LOW CUT 6 PACK
UA TAC FRIEND OR FOE CAP
CHILL ITS 8935CT EVAP. CLASS HEADWEAR RANGER HAT W/ CT
CORNERSTONE ANSI SAFETY CAP ORANGE
5P TWILL ARMSTRONG BALLCAP
ACRYLIC WATCH CAP WITH THINSULATE
MESH BACK POLY/COTTON BALL CAP
TACTICAL STRETCH FIT BEANIE
V FLEX COTTON TWILL BALL CAP
VISOR 100% COTTON
THREE SEASON JACKET
PREMIUM FOUR-WAY BLACK BOTTOM BOMBER JACKET
3 SEASON JACKET
HI VIZ BOMBER JACKET
LAW PRO LINED WINDBREAKER
RED KAP INSULATED TWILL COVERALL
RED KAP S/S SPEEDSUIT
CLASSIC THREE-WAY BLACK BOTTOM BOMBER
HI-VIS ANSI CLASS III ZIP-FRONT HOODED FLEECE JACKET
LEATHER TROUSER BELT
5.11 TDU BELT 1.5IN PLASTIC BUCKLE
ANSI 3 HI-VIS REFLECTIVE RAIN PANT
ANSI 3 HI-VIS REFLECTIVE RAIN JACKET
RED KAP 65/35 L/S WORK SHIRT
MENS INDUSTRIAL S/S WORK SHIRT
CLASSIC LIGHTWEIGHT CREW NECK SWEATSHIRT
PREMIUM WICKING CREW NECK SWEATSHIRT
GALLS 11IN DUTY BOOT SOCK (10-13)
511 TACTICAL MENS DUTY SOCK
5.11 MENS LEVEL 1 9IN SOCKS
MENS POLY/COTTON L/S EASY CARE SHIRT
LADIES POLY/COTTON L/S EASY CARE SHIRT
PORT AUTHORITY S/S EASY CARE SHIRT
WRANGLER MENS L/S CANVAS SHIRT
WRANGLER MENS S/S CANVAS SHIRTS
I.C.E. PERFORMANCE POLO
PORT AUTHORITY LADIES SILK TOUCH S/S SPORT SHIRT
SPORTSHIRT 100% COTTON PIQUE
PORT AUTHORITY S/S PIQUE KNIT POLO
SPORTSHIRT 100% COTTON PIQUE

PORT AUTHORITY L/S PIQUE KNIT POLO
MENS ICE LONG SLEEVE POLO SHIRT
WOMENS ICE SHORT SLEEVE POLO SHIRT
SHIRT L/S 65/35 NAVY
SHIRT L/S 65/35 NAVY
ORIGINAL 574 L/S WORKSHIRT
DICKIES SHORT SLEEVE WORK OUT SHIRT
ANSI CLASS II LIGHTWEIGHT ZIP HOODIE
OCCUNOMIX CLASSIC LIGHTWEIGHT HOODIE CLASS 2
PREMIUM ANSI CLASS 3 HOODIE SWEATSHIRT
WOMENS SS WORK SHIRT
PERFORMANCE S/S POLO
511 1/4 ZIP JOB SHIRT
5.11 Tactical Pants
511 TACTICAL SHORTS
WRINKLE RESISTANT 100% COTTON WORK PANT
DUTYPRO POLYESTER UNIFORM TROUSERS
WRANGLER MENS CANVAS FUNCTIONAL SHORT
WRANGLER MENS CANVAS PLAIN WORK PANT
511 TAC LITE PANTS
WOMENS TACLITE PRO PANT
GALLS G-TAC TACTICAL PANT
CLASSIC WICKING ANSI S/S SHIRT
100% COTTON L/S POCKET TEE SHIRT
50% COTTON 50% POLY L/S POCKET TEE SHIRT
100% COTTON L/S POCKET TEE SHIRT
ENHANCED VISIBILITY DOUBLE KNEE WORK PANT
LIGHTWEIGHT TACTICAL TROUSERS
MENS PLEATED POLY/WOOL PANTS
MENS NVY 100%POLY PANT OS1
WOMENS LIGHTWEIGHT TACTICAL TROUSERS
REDKAP INDUSTRIAL CARGO PANT KHAKI 40
INDUSTRIAL CARPENTER JEAN

PARKS AND RECREATION

All with City Parks & Recreation Logo:

Short Sleeve & long sleeve cotton or blend T-shirts

Moisture-wicking or tri-blend short-sleeve T-shirts

Lightweight jackets

Fleece pullovers

Cotton polos (long & short sleeve)

Long-sleeve button up shirts

Sweatshirts (hooded & non-hooded)

ENGINEERING

Want to allow same shirts and pants as Public Service EXCEPT the following:

TR190 – 5.11 Tactical Shorts

TU883 – Dickies Indigo Carpenter Jeans

TR473 – Wrangler Functional Work Shorts