

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**



Request for Proposal

**Bulloch County Board of Commissioners
Workforce Development Study**

ANNOUNCEMENT

The Bulloch County Board of Commissioners is accepting proposals from qualified professional consultants to perform a **Workforce Development Study**. Prospective firms shall submit all documents necessary to support the proposal.

Proposal Submission Deadline: The deadline for receipt of proposals is **3:00 p.m. on Thursday, December 7, 2023**. Proposal submissions shall include all information necessary to respond to the questions in this Request for Proposals, as well as all required documents as indicated in this RFP.

Proposal Submission Instructions: Vendors are responsible for the actual delivery of submittals during normal business hours to **Bulloch County Board of Commissioners, Attention: Faye Bragg, Purchasing Manager, 115 North Main Street, Statesboro, Georgia 30458**. An ORIGINAL PROPOSAL and any supporting documents, along with one (1) digital copy (on USB flash drive or similar), must be submitted in a sealed clearly marked envelope. The sealed envelope shall contain the wording: ***Workforce Development Study Proposal, Attention: Faye Bragg, Purchasing Manager.*** Faxed or emailed proposals will not be accepted.

Submissions will not be publicly opened, but their receipt will be recorded as received as of the due date and time. The content of all proposals will be kept confidential until after the selection is made. Proposals will be reviewed to ensure conformity with the specifications and other criteria, as well as for content. The County Manager may, at his option, request any or all vendors to make an oral presentation at a later date. Upon the completion of the evaluation, the County Manager or his designee will recommend selection of a proposal to the Board of Commissioners for final approval.

The Bulloch County Board of Commissioners is an equal opportunity procurer.

Questions: All questions concerning this RFP shall be directed to Cindy Mallett, Human Resources Director, in writing. (Email is preferable.) The email address for questions is **hr@bullochcounty.net**. Questions must be received no later than 3:00 p.m. on Thursday, November 16, 2023. Bulloch County's responses to questions that are considered appropriate to the RFP will be posted online (**www.bullochcounty.net**) no later than November 20, 2023.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

The contact persons for this project are as follows:

Project Management: Cindy Mallett, Human Resources Director
cmallett@bullochcounty.net

Procurement Process: Faye Bragg, Purchasing Manager
fbragg@bullochcounty.net

1.0 TERMS AND CONDITIONS

Disqualification: Proposals may be disqualified for: a) receipt of the proposal after the stated deadline; b) any irregularities; c) failure to complete proposal information fully and correctly, or d) *failure to comply with the restrictions to bidders*. If in the opinion of the Bulloch County Board of Commissioners, the vendor is not in a position to perform the contract, the bid may be disqualified. The County reserves the right to waive any minor informality or irregularities.

Restrictions to Bidders: *No employee of Bulloch County shall have a financial interest either directly or indirectly in the purchase of or contract for any goods or services, nor in any firm, corporation, partnership, limited liability company, or any other legal entity furnishing any goods or services to Bulloch County or any of its departments. For the purposes of this provision, an indirect financial interest includes, but is not necessarily limited to, the financial interest of an employee's spouse.*

Lawsuits/Bribery: Prospective vendors shall disclose any record of pending lawsuits, criminal violations and/or convictions, etc., conflicts of interest, or contract defaults.

Liability: The County is not liable for any cost incurred in the preparation of the Proposal. Nor is the County bound by any information provided unless reduced to writing and distributed as a written addendum.

Reservations: The County reserves the right to reject any or all proposals, to award in whole or in part and to waive minor immaterial defects in proposals. Negotiations may be necessary to complete the contract.

Clarification of submittals: The County reserves the right to seek clarification or further explanation of any point in a respondent's proposal, or to obtain additional information.

Exceptions: Conditional proposals or those that take exception to the specifications will be considered only at the discretion of the County.

Indemnification: The Contractor agrees to indemnify, hold harmless, and defend the County, its officials, and employees (hereinafter collectively "the indemnitees") from and against any and all claims, damages, liabilities, suits, proceedings, costs, and expenses of litigation (including, without limitation, reasonable attorney's fees) related to or arising in any way out of the performance of this Agreement, unless such is attributable to the sole negligence of the indemnitees. The indemnity obligation of the Contractor will survive the expiration or termination of this Agreement.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

Correction or withdrawal of proposals, cancellation of awards: Correction or withdrawal of proposals before or after opening, or cancellation of awards or contracts may be permitted only to the extent that the vendor can show by clear and convincing evidence that a mistake of non-judgmental character was made, or where the award or cancellation is in the best interest of the County.

County Obligations: Bulloch County has a standing policy to disqualify or withhold compensation to vendors, contractors and professional consultants doing business with the county if there are existing obligations to Bulloch County for any liens, ad valorem taxes, licenses or other financial remittances due to the county.

Licensure: All vendors submitting a proposal must be licensed to conduct business in the State of Georgia.

Insurance Requirements: Contractor shall purchase from and maintain with a company or companies authorized to do business in the state of Georgia the following types of insurance:

- A. Statutorily required workers' compensation insurance.
- B. Commercial general liability insurance with an endorsement naming the County and its officials, officers, and employees as additional insureds, and with limits of not less than \$1,000,000.00 per occurrence and \$2,000,000.00 aggregate.
- C. Motor vehicle liability insurance with limits of not less than \$1,000,000.00 for bodily injury to or death of one person in any one accident, and not less than \$2,000,000.00 because of bodily injury to or death of two or more persons in any one accident; and not less than \$250,000.00 because of injury to or destruction of property.
- D. Professional liability insurance (i.e., errors and omissions insurance) in an amount not less than \$1,000,000.00 per occurrence.

Business Associate Requirements: In the unlikely event that any services performed during this project require the parties to use and/or disclose protected health information (PHI), a Business Associate Agreement will be executed before the disclosure of any such PHI.

Project Schedule: ***The project should be completed by September 30, 2024.*** One ninety (90) day extension may be granted at the discretion of the County Manager if the extension shall be in the best interest of the county. The proposed starting date shall occur upon receipt by the successful vendor of notice to proceed.

Forms: The vendor shall complete and submit all required forms and attachments.

Delivery of Proposals: Bidders will be responsible for the delivery of their bids in a timely manner. Reliance upon U.S. Mail or other carriers is at the bidder's risk. Late bids will not be considered.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

Award: All proposals will be evaluated, and the project awarded based on the county's evaluation of the proposer's responsiveness, qualifications, approach to the project, and cost. The proposer to whom the award is made will be notified. The County reserves the right to reject the award to a vendor who has previously failed to perform properly, or to complete on-time contracts of a similar nature.

2.0 BACKGROUND

2.1 Community Profile

Located northwest of Savannah, Georgia, the current resident population of Bulloch County is estimated at 83,059 residents, with the county seat of Statesboro having an estimated resident population of 33,399. Bulloch County's population has grown thanks to multi-sector economic growth and a university enrollment boom that has been occurring since 1985. Statesboro is home to Georgia Southern University, having an enrollment of approximately 21,000 students. It is estimated that there are nearly 39,000 in the labor force in Bulloch County.

Bulloch County hosts several major employers including Wal-Mart Distribution, Briggs and Stratton, Cardinal Glass, Georgia Southern University, and, as of 2024, Aspen Aerogels. Also coming in nearby Bryan County in 2025 will be The Hyundai Motor Group where three Tier I suppliers have now located in Bulloch County. Collectively, these organizations will provide well over 10,000 jobs in the regional economy, making southeastern Bulloch County "ground zero" for new workforce housing. By 2030, Bulloch's population may swell to over 98,000 residents, with 5,000+ residents locating in Bulloch County south of Brooklet near the Bryan County line.

This growth presents both opportunities and challenges for Bulloch County and our workforce. Additional staffing will be required to keep up with population growth. In addition, the geographic shift – with growth largely occurring in the southeastern portion of the County – may require relocation and/or duplication of essential services to best serve our customers. Finally, regional job growth will lead to even more competition in the labor market, making it more challenging to recruit and retain employees to perform essential tasks.

2.2 Organizational Profile

Bulloch County's budgeted full-time employee count has increased by 35% since FY2017. Currently, there are 508 authorized full-time positions, spread across multiple departments and functional areas, and over 100 part-time FTEs working primarily in seasonal positions. Several hundred seasonal employees are hired each year to work in short-term assignments at Splash in the Boro Water Park or to support elementary school-aged after-school and summer camp programming, among other roles.

Employee pay rates are generally believed to be competitive with other public entities in the region. The County engaged in a comprehensive compensation and classification study in 2019 and, working with the same consultant, updated the plan as of July 2023. Employees received across-the-board pay increases of 4% in 2021, 6% in 2022, and 8% in July 2023.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

The County offers a substantial benefits packet for full-time staff, including self-insured health and dental coverage with very affordable employee premiums that have not increased for the 12th consecutive year. In addition, the employee retirement plan was recently converted from a 401(a) defined contribution plan to a defined benefit pension plan.

Bulloch County recently adopted an updated set of values and strategic initiatives (shown below) which are intended to support and inform programming and decision-making in all facets of the organization.

SERVICE MISSION					
Expect Excellence					
VALUES					
Accountability	Quality	Transparency	Adaptability		
Equity	Safety	Integrity	Professionalism		
STRATEGIC INITIATIVES					
	Enhance Service Delivery		Manage Growth and Change		Encourage Innovation
	Promote Engagement		Prioritize Safety		Foster Stewardship

2.3 Target Date for Completion

The desired target date for completion of this project is September 30, 2024.

2.4 Purpose and Objectives

The selected consultant will, working collaboratively with County staff, evaluate the current and future needs of the County’s workforce; assess the strengths, weaknesses, threats, and opportunities impacting our current and future workforce; and design a plan for implementing initiatives to strengthen our workforce, capitalize on our human assets, and effectively plan for future needs.

This workforce development study project aims to develop a comprehensive strategy for the effective management of human resources within the organization over the next five years. The project will focus on analyzing current and future workforce needs, identifying skill gaps, and implementing strategies to ensure a well-aligned, skilled, and agile workforce to meet the organization's evolving objectives.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

The County will provide staff support and assistance. The County Manager, Assistant County Manager, and Human Resources Director will actively participate in the project as needed. In addition, the selected consultant will be empowered to collaborate with department heads, other staff, and/or members of the Board of Commissioners as needed.

It should be kept in mind that the County will be engaging with a consultant to prepare a Master Facilities Plan during the project period. The Consultant for this engagement may find opportunities to collaborate and/or share intelligence with the consultant on that project to align strategies and outcomes.

3.0 BASIC SCOPE OF WORK AND DELIVERABLES

The three requirements that follow are intended to represent the minimum or basic scope of work and deliverables required under this contract. Additional or supplemental tasks and work elements may be added in accordance with Section 4.0 below or as recommended by the selected consultant. Any such additional tasks must be agreed upon by the County and will be negotiated before final contract approval. After the negotiation process and before proceeding with work tasks, the selected consultant will work with County staff to prepare a final scope and schedule for inclusion in a written agreement governing the project.

Comprehensive written reports will be required. In addition, the consultant may be asked to make one or more presentations to stakeholder groups (e.g., County Commissioners, department heads) summarizing the findings and outcomes of the study.

3.1 Current Workforce Analysis Report: Report # 1

The Consultant shall conduct reviews, interviews, and other activities necessary to evaluate and analyze the county's current workforce, including skills, competencies, performance, and demographics and to offer actionable recommendations for improvement. This assessment may include, but may not be limited to, the following:

- Review of overall organizational structure;
- Evaluation of the skills and competencies of the existing workforce, including both technical and soft skills, to identify strengths and potential skills gaps;
- Review of performance and productivity to assess individual and team contributions to the organization's overall success;
- Identification of training and development needs for existing and future staff;
- Evaluation of employee engagement to understand the level of satisfaction and commitment that currently exists in the workforce;
- Analysis of workforce demographics to understand the diversity in age, gender, ethnicity, education level, and/or other demographic factors represented within the organization;
- Comparison of the County's workforce data against industry standards and best practices.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

The outcome of this phase of the project should be documented in a comprehensive report that summarizes data, observations, and recommendations for enhancing the overall effectiveness of the workforce, addressing skills gaps, and improving overall structure, strategy, and performance.

3.2 Future Workforce Needs Forecast: Report #2

The Consultant shall conduct reviews, interviews and other evaluations necessary to evaluate and forecast the county's future workforce needs, in alignment with anticipated community and organizational growth, organizational values and strategic objectives, and the organization's desire to be an employer of choice in the regional job market. This portion of the project may include, but may not be limited to, the following:

- Review of community growth projections, shifting population centers, and changing demographics to understand the impact on workforce demands;
- Analysis of future staffing needs in key departments based on projected growth, market trends, and upcoming project or initiatives;
- Evaluation of Information Technology (IT) support needs and recommendations (including the possibility of bringing this currently outsourced function "in house") to ensure employees have access to professional, experienced IT support who will assist with the procurement, selection, deployment, and maintenance of hardware and software needed to perform job functions;
- Identification, if applicable, of recommended structural reorganization or realignment;
- Development of a succession strategy to assist the organization in identifying potential leaders and outlining steps for their development to create a talent pipeline for critical roles and ensure organizational continuity;
- Identification of external factors that could influence workforce needs, such as changing regulations, emerging technologies, and economic trends;
- Evaluation of labor market conditions including talent availability, wage trends, and competition for applicants;
- Assessment of the impact of technology, including automation and artificial intelligence, on job roles and workforce requirements.

The findings in this phase of the project should be documented in a comprehensive report that summarizes data, observations, and recommendations to address forecasted workforce needs and to recruit and retain a competent, engaged, and satisfied workforce.

3.3 Establishment of Workforce Performance Metrics: Report #3

The Consultant will develop and recommend key performance indicators (KPIs) to measure the effectiveness of workforce development initiatives. KPIs should be designed to be easy to monitor and to provide meaningful feedback toward workforce development objectives.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

4.0 POTENTIAL ADDITIONAL PROJECT ACTIVITIES

In addition to the basic scope of work as outlined above, proposers are invited and encouraged to submit proposed pricing for additional project components that may be included, at the discretion of the County and subject to final negotiation with the selected consultant. To the extent such activities are not already included in the proposer's bid for the Basic Scope of Work, proposers may include, in their response to this RFP, pricing for any or all the additional deliverables shown below.

4.1 Training and Development Program

Recommend a tailored training and development program to enhance the capabilities of the existing and prospective workforce and to prepare them for future challenges and demands.

4.2 Talent Acquisition and Recruitment Strategy

Develop and recommend comprehensive recruitment and talent acquisition strategies to attract top talent in alignment with the County's long-term goals, reducing time-to-fill and improving applicant compatibility with available jobs.

4.3 Diversity and Inclusion Strategy

Assess the County's diversity and inclusion efforts and propose initiatives to foster a more inclusive environment for the existing and future workforce.

4.4 Technology Integration Recommendation

Assess the impact of emerging technologies on job roles and recommend strategies for integrating technology to enhance workforce efficiency, meet customer expectations, and improve overall service.

4.5 Workforce Flexibility Proposal

Explore options for workforce flexibility, including remote work, job-sharing, staggered scheduling, etc., to adapt to the changing needs of the community and staff and improve work-life balance for employees.

4.6 Other Recommendations

Other studies, analyses, or reports (not otherwise included above) that, in the opinion of the proposer, would be relevant to the overall goals of this project and/or provide meaningful, actionable guidance relative to the County's workforce.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

5.0 PROPOSAL REQUIREMENTS

Proposal submissions should include, at a minimum, the information requested below. Please do not add any marketing material unless it is relevant to explaining your project approach. Bulloch County may, in its sole discretion, request clarification of the information submitted, or may reject any proposal that does not meet RFP requirements.

5.1 Information Required from Proposers

Please provide a concise written response to each item below. Extraneous illustrations, supplemental attachments, and superfluous explanations are not necessary.

1. What are your firm's specific abilities and expertise related to this type of project? Please provide examples of similar projects, outcomes, and notable achievements.
2. Please describe your interest in and understanding of the project; indicate any concerns regarding scope of work, scheduling, etc.
3. Please provide a list/matrix of key project personnel with roles and responsibilities.
4. Please provide a list/matrix of key subconsultants, if any, with roles and responsibilities.
5. Are there any pending legal or ethical charges against the firm? Please describe.
6. How would you approach the analysis of our current workforce to identify strengths, weaknesses, and skills gaps?
7. How do you measure the effectiveness of workforce development initiatives, and what performance metrics do you typically use?
8. How would you ensure that workforce planning aligns with our organizational goals, our community's needs, and our overall growth strategy?
9. Please describe how client communications will be handled. How do you ensure effective communication and collaboration with key stakeholders throughout the project?
10. Do you have experience in working with local government clients? How does your approach to the overall project differ when working with a local government organization rather than a private entity?
11. How do you ensure confidentiality and data security when dealing with sensitive employee information during the project?
12. What is your approach to knowledge transfer and ensuring that our internal teams can sustain the workforce planning efforts after the project concludes?
13. Please submit a proposed project schedule showing the sequence and projected timing of tasks and deliverables.
14. Please include a blank or voided copy of your organization's recommended consultant agreement template for review.
15. Please provide contact information for three client references, preferably in the public/local government sector, for which you have performed similar projects.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

5.2 Required Components of Proposal

In addition to the responses to items 1 through 15 above, each proposal submitted must include the forms and documents listed below.

- Non-Collusion Affidavit (Appendix A)
- Bidder Declaration (Appendix A)
- Contractor E-Verify Affidavit and Agreement (Appendix A)
- Price Proposal (Appendix A)
- Insurance certificate showing required minimum coverage (final certificate and endorsements due following project award)

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

6.0 RFP Schedule

The County anticipates, but may deviate from if deemed necessary, the following schedule for the selection process:

<i>RFP Schedule</i>		
<i>Activity</i>	<i>Date</i>	<i>Action</i>
RFP Issued	Thursday November 9, 2023	Begin circulation of RFP
Vendor questions deadline	3:00 p.m. on Thursday November 16, 2023	Vendor questions about RFP submitted via email to hr@bullochcounty.net
Vendor questions answered	Monday November 20, 2023	Answers to questions posted at www.bullochcounty.net
Proposal Submission Deadline	3:00 p.m. on Thursday December 7, 2023	Submit one (1) original copy and one (1) electronic copy to: Bulloch County BOC Attn: Faye Bragg, Purchasing Manager 115 North Main Street Statesboro, Georgia 30458
Evaluation	December 6-31, 2023	County staff review of proposals
Interviews (if needed)	January 8-10, 2024	Need for interviews TBD
Selection	January 16, 2024	Staff recommendation presented to Board of Commissioners for approval
Final Negotiations/Notice to Proceed	January 16-22, 2024	Project begins
Target Project Completion	September 30, 2024	If needed, a 90-day extension may be granted at the discretion of the County Manager

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

7.0 Proposal Evaluation and Award

All proposals received by the deadline shall be subject to evaluation by a selection committee of County staff. Proposals must be complete and responsive to all sections of the RFP. Proposals that do not fulfill all requirements or that omit any of the proposal contents as described in the RFP may be rejected.

Oral interviews, either in person or virtually, may be required for the purpose of further evaluation or understanding one or more proposals. Selected County staff will evaluate all submitted proposals and, if applicable, proposer interviews.

The selection committee will recommend one consultant based on evaluation of the proposers' responsiveness, qualifications, approach to the project, and cost. Final approval of the committee's recommendation will be made by the Bulloch County Board of Commissioners before commencement of the project.

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

**APPENDIX A
MANDATORY PROCUREMENT FORMS**

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

**BULLOCH COUNTY, GEORGIA
NON-COLLUSION AFFIDAVIT**

The following affidavit is to accompany the proposal:

STATE OF:

COUNTY OF:

Owner, Partner or Officer of Firm:

Company Name, Address, County and State:

The undersigned, being of lawful age, being first duly sworn, on oath says that he/she is the agent authorized by the vendor to submit the attached proposal. In making such representation, affiant further states for himself/herself and on behalf of vendor, that they have not been a party to any collusion among vendors in restraint of competition by agreement to submit a bid or proposal at a fixed price or to refrain from proposing; or with any office of Bulloch County or any of their employees as to quantity, quality or price in the prospective contract; or any discussion between vendors and any official of Bulloch County or any of their employees concerning exchange of money or other things of value for special consideration in submitting a sealed bid for:

FIRM NAME _____

SIGNATURE _____

TITLE _____

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

NOTARY PUBLIC _____

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

**BULLOCH COUNTY, GEORGIA
BIDDER DECLARATION**

The Bidder understands, agrees and warrants:

That the Bidder has carefully read and fully understands the full scope of the specifications.

That the Bidder has the capability to successfully undertake and complete the responsibilities and obligations in said specifications.

That this bid shall be valid for 60 days.

That this bid may be withdrawn by requesting such withdrawal in writing at any time prior to January 16, 2023, but may not be withdrawn after such date and time for a period of 60 days.

That Bulloch County reserves the right to reject any or all bids and to accept that bid which will, in its opinion, best serve the public interest. Bulloch County reserves the right to waive any technicalities or informalities in the bidding.

That by submission of this bid the Bidder acknowledges that Bulloch County has the right to make any inquiry or investigation it deems appropriate to substantiate or supplement information supplied by the Bidder.

If a partnership, a general partner must sign.

If a corporation the authorized corporate officer(s) must sign, and the corporate seal must be affixed to this proposal.

BIDDER:

Name Title

Name Title

AFFIX CORPORATE SEAL (if applicable)

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

NOTARY PUBLIC _____

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

CONTRACTOR E-VERIFY AFFIDAVIT AND AGREEMENT

By executing this affidavit, the undersigned contractor verifies its compliance with O.C.G.A. § 13-10-91, stating affirmatively that the individual, firm, or corporation which is contracting with Bulloch County, Georgia has registered with and is participating in a federal work authorization program* [any of the electronic verification of work authorization programs operated by the United States Department of Homeland Security or any equivalent federal work authorization program operated by the United States Department of Homeland Security to verify information of newly hired employees, pursuant to the Immigration Reform and Control Act of 1986 (IRCA), P.L. 99-603], in accordance with the applicability provisions and deadlines established in O.C.G.A. § 13-10-91.

The undersigned further agrees that, should it employ or contract with any subcontractor(s) in connection with the physical performance of services pursuant to this contract with Bulloch County, Georgia, contractor will secure from such subcontractor(s) similar verification of compliance with O.C.G.A. § 13-10-91 on the Subcontractor Affidavit provided in Georgia Department of Labor Rule 300-10-01-.08 or a substantially similar form. Contractor further agrees to maintain records of such compliance and provide a copy of each such verification to Bulloch County, Georgia at the time the subcontractor(s) is retained to perform such service. Call 1-(888)464-4218 with questions.

Federal Work Authorization E-verify Company ID#

Date of Authorization

Company Name

By: _____
Authorized Officer or Agent

Date

(Contractor Name)

Title of Authorized Officer or Agent of Contractor

Printed Name of Authorized Officer or Agent

Workforce Development Study
Name of Project

Bulloch County, Georgia
Name of Public Employer

SUBSCRIBED AND SWORN BEFORE ME ON THIS
THE ____ DAY OF _____, 20__.

Notary Public

My Commission Expires:

* As of the effective date of O.C.G.A. § 13-10-91, the applicable federal work authorization program is the "EEV/Basic Pilot Program" operated by the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security, in conjunction with the Social Security Administration (SSA).

**CONTRACT NO. 24-01-HR-WDS
REQUEST FOR PROPOSAL:
WORKFORCE DEVELOPMENT STUDY**

PRICE PROPOSAL

The Bidder proposes the following lump-sum, not-to-exceed price (including all fees, licenses, taxes, mark-ups, and direct or indirect costs) for the Basic Scope of Work

BASIC SCOPE OF WORK Section 3.0	LUMP-SUM COST (\$)
BASIC - Includes Current Workforce Analysis, Future Workforce Needs Forecast, and Establishment of Workforce Performance Metrics	

The Bidder proposes the following lump-sum, not-to-exceed prices for each potential additional project activity (i.e., add alternate) by category. Please list prices for each, or:

- For any deliverable below that the vendor has included in the lump sum above, state “No additional Charge.”
- For any deliverable below that the vendor does not propose to perform, state “No Bid”

POTENTIAL ADDITIONAL PROJECT ACTIVITIES Section 4.0	LUMP-SUM COST (\$)
Training and Development Program	
Talent Acquisition and Recruitment Strategy	
Diversity and Inclusion Strategy	
Technology Integration Recommendation	
Workforce Flexibility Proposal	
Other (list):	
Other (list):	

I affirm that I am authorized on behalf of the vendor to present the lump-sum price proposal(s) above.

By: _____
(Name of person authorized to sign)

(Title)

(Corporate Seal)

Business address: _____

E-mail address: _____

Phone number: _____