



BID ADDENDUM

FAILURE TO RETURN THIS BID ADDENDUM IN ACCORDANCE WITH INSTRUCTIONS MAY SUBJECT YOUR BID TO REJECTION

Bid Number: ITS-009440

Bid Opening Date/Time: October 15, 2015 at 2:00pm E.S.T.

Description: IT Supplemental Staffing Providers

Addendum Number: 1

Addendum Date: September, 28, 2015

INSTRUCTIONS:

- Return one properly executed copy of this addendum with bid response or **prior** to the Bid Opening Date/Time listed above.
- The Following Change is made to the Bid Opening Date/Time:
Change from October 5, 2015 to October 15, 2015 at 2:00pm E.S.T.
- The following change is made to Attachment A:
Under the Execution section, the sentence: "Offer valid for one-hundred twenty (120) days from date of bid opening" is replaced with "Offer valid for one-hundred eighty (180) days from date of bid opening."
- The following change is made to Section 7.4 New Vendor Requirements:
The sentence: "New Vendors will be required to meet all criteria and specifications as established in the awarded IFB ITS-009440 included all Attachments" is replaced with "New Vendors will be required to meet all criteria and specifications as established in the awarded IFB ITS-009440 including all Attachments." Attached on Page 3 are the responses to questions submitted regarding the above referenced Invitation for Bid ITS-009440.

- Check **ONE** of the following options:

- Bid has **not** been mailed. **Any changes** resulting from this addendum are included in our bid.
- Bid has already been mailed. **No changes** resulted from this addendum.
- Bid has already been mailed. Changes resulting from this addendum are as follows:

Execute Addendum:

Bidder: _____

Authorized Signature: _____

Name and Title (Typed): _____

Date: _____

Vendor Questions and Answers for IFB ITS-009440

Question Number	Citation	Vendor Question	The State's Response
1		Is this the open enrollment window for the September 2014 bid (#ITS-008549), or was that bid canceled and is this a rebid?	The award for ITS-008549 was canceled. This is NOT a re-bid of ITS-008549 but a new bid solicitation.
2		In 2014 there was a similar bid posted (ITS-008549) which got cancelled after the awards were made. Can you please let us know the reason for cancelling it then and reposting it now asking vendors to accept the NTE rates mentioned in Attachment B-NTE Pricing?	The ITS-008549 Award was canceled due to inconsistencies in the State's evaluation. ITS-009440 is a NEW bid solicitation.
3		Does one NEED to be on the State approved list for the ability to bid on ANY RFP or do some RFP's and call for vendors outside the list?	ITS-009440 is NOT a RFP (Request for Proposal) - It is an IFB (Invitation For Bid). Any vendor is free to submit a response to IFB ITS-009440
4		When is this bid due back?	-All bids are due on or before October 5, 2015 by 2:00 PM EST, See Section 2.3 IFB SCHEDULE and Section 2.3.3
5		Will this approval on (ITS-009440) have any bearing on the current CAI enrollment? Or will State be using both the vehicles as & when the (ITS-009440) is awarded to selected vendors?	ITSS Providers will be managed cooperatively by the State and the MSP with the State having overall management and decision-making authority. (Section 1.0 - 1.1 Intent and Introduction)
6		Is remote (onshore) delivery acceptable?	Yes, Remote work is based on the individual job task, See Section 5.2.2 and Attachment D
7		The categories and rates are broken out specifically in support of SAP and IBM products. What about PeopleSoft? In which category would we associate PeopleSoft developers, PeopleSoft database administrators, PeopleSoft functional analysts or PeopleSoft technical analysts and with what rate structure?	Per Section 2.6: The State has identified three Job Title Categories: Standard, SAP, and IBM Curam.
8		Should we find exceptions to the contract, should we submit a redlined version of suggested changes? Is the state open to receiving responses?	No, Vendors must agree to the States Terms and Conditions for IFB ITS-009440 See – Section 2.5

Question Number	Citation	Vendor Question	The State's Response
9	Attachment E	ATTACHMENT E: E-VERIFY. Does the company need to submit the E-Verify certification during the submission of IFB?	No - Vendors will be required to submit the E-Verify document upon a request of engagement for a contractor by a state agency.
10	Attachment B	ATTACHMENT B: Pricing. Does the company need to submit the company proposed pricing XLS along with the IFB?	No, Vendors must agree to the NTE rates in Attachment B
11	2.3.3	States that vendor must return all pages of this solicitation in their response. Does this mean that we return every page (1-62) of the IFP or only the proposal contents listed under 2.4?	Yes – Vendor must return all the pages of this solicitation in their response
12	2.4	D – completed and signed version of IFB: Vendor Utilization. There is not a signature line so do we just print name and sign at the bottom of the page?	A signature is NOT required on Attachment D - Complete Items A, B and C of Attachment D
13		Is it acceptable for vendors to provide redlined copies of Attachments F and G for consideration?	No
14		How many vendors does the state plan to select as suppliers?	The State has not placed a limit on the number of vendors - See – Section 3.1
15		Is the state desirous of any materials explaining vendors' processes and past performance history or is the intent for only the IFB and its attachments to be submitted?	No, IFB ITS-009440 does not require additional materials, explanation of processes, or past performance history See Section 2.33 and 2.4 Vendors are required to submit only what is required in IFB ITS-009440
16	5.5	This section mentions a mark-up. Will there be a mandatory markup between Hourly Wage Rate and the Hourly Bill Rate vendors will be held to?	Administrative Fees will apply– See Example in Section 5.6
17	5.5	Will the 1.96% MSP fee be on top of the 4% Supplemental Staffing fee?	See Example in Section 5.6

Question Number	Citation	Vendor Question	The State's Response
18	6.1.1	Does this first SLA mean that we need to submit a candidate to 75% of all requirements in the categories we are authorized for or that 75% of the candidates we submit overall must be "qualified"?	75% of the candidates submitted must be considered "qualified for the categories that a vendor selects "Yes" for on Attachment B
19	6.1.1	Is there an objective definition of what the term "qualified" means (such as forwarded on to manager or not rejected by MSP) or this will just be the MSP's judgment?	Qualified – means the candidate meets or exceeds the experience and skills as defined in the assignment request.
20	6.1.5	Does this SLA ">\$0" in a year mean we have to at least earn some amount of revenue from this contract each year?	Yes
21	Attachment B	Is the State aware that the rates listed in Attachment B are below market value? For a specific example, the Hourly Bill Rate listed for a mid-level System Administrator is \$46.14/hr. This would put an hourly wage rate paid to the candidate at around \$28-32/hr with a normal mark-up. Looking at 3 independent compensation reviews on Wage Rates, Dice.com's 2014 salary survey has a mid-level system administrator at an hourly wage rate of \$40.51/hr, Robert Half's 2014 compensation survey has a mid-level system administrator at a hourly wage rate of \$39.24 and ComputerWorld's 2014 has the same at an hourly wage rate of \$42.58/hr.	The rates were based on analysis of the work that the State needs to be performed by temporary IT labor. The analysis included the collection of data based on the years of experience and skill levels those workers need to have. This information was organized into labor titles and cross-walked to the ERI (Economic Research Institute) wage data for the Raleigh area. This wage data is reported by employers in Raleigh as well as data collected by the Bureau of Labor Statistics and other salary surveys. Those surveys listed in Question 21 are samples of the type of surveys, along with others, included by ERI.

Question Number	Citation	Vendor Question	The State's Response
22	2.4	Page 7 requires vendor to submit following forms. a. Completed and signed version of IFB: EXECUTION PAGES, and signed receipt pages of any addenda released in conjunction with this IFB - Do we need to complete and sign?	Yes
23	Attachment B	Completed version of IFB: PRICING NOT TO EXCEED (NTE) RATES Do we need to mark YES for all job categories in which we need to participate? There are no signature required. Please confirm.	Yes – Vendors are to Mark Yes in the block for the Categories you desire to participate in. – No Signature is required on Attachment B
24	Attachment C	IFB: JOB TITLES, SKILL LEVELS, AND TECHNOLOGY SKILL DEMAND Do we need to submit it as it is and it does not require any input from vendor. Please confirm. Do we need to acknowledge that we understand and accept?	Submit as is
25	Attachment D	Completed and signed version of IFB: VENDOR UTILIZATION OF WORKERS OUTSIDE THE U.S. Vendor needs to complete and no signature required. Please confirm.	Refer to Question # 12
26	Attachment E	INSTRUCTIONS TO VENDORS Vendor does not need to complete or do anything in this. Do we need to acknowledge Attachment E or submit as it is provided in the RFP?	Refer to Question # 11
27	Attachment F	F GENERAL CONDITIONS FOR PROPOSALS Vendor does not need to complete or do anything in this. Do we need to acknowledge Attachment F or submit as it is provided in the RFP?	Refer to Question # 11
28	7.4	NEW VENDOR REQUIREMENTS New Vendors will be required to meet all criteria and specifications as established in the awarded IFB ITS-009440 included all Attachments. Can you please provide additional requirements that new vendors need to meet? Do new vendors need to submit additional document/proposal or submit proposal content listed under 2.4 PROPOSAL CONTENTS?	Correction – to 7.4 New Vendor Requirements Should read: New Vendors will be required to meet all criteria and specifications as established in the awarded IFB ITS-009440 including all Attachments – All Vendors are to submit all Attachments per 2.4 Proposal Contents

Question Number	Citation	Vendor Question	The State's Response
29	Attachment G., Section 16) Acceptance Criteria (pg. 54):	Will the State consider adding language to this section that includes a conventional acceptance period for the service deliverables? Proposes language addition in blue : “The State shall have the obligation to notify Vendor, in writing and within ten (10) business days, if any service or service delivery is not acceptable.”	No
30	Attachment B	Does the company/vendor need to submit a separate company/vendor proposed pricing XLS along with the IFB?	Refer to Question # 10 and # 15
31	Attachment D	ATTACHMENT D: "VENDOR UTILIZATION OF WORKERS OUTSIDE THE U.S." , Page 45 Will this applies, if we use freelance recruiters and/or our employee recruiters (our subsidiary in India) to source the consultant for this contract? These recruiters will work in conjunction with recruiters here in USA to identify the right skilled individual for the requirement.	Yes
32	Attachment D	ATTACHMENT D: "VENDOR UTILIZATION OF WORKERS OUTSIDE THE U.S." , Page 45 If we source an individual/consultant for the contract from a third party, are we(as a vendor) obligated to provide the corporate structure of the third party and their utilization of workers outside the US during the bid submission? Or after the bid is allotted?	See Attachment G 6) Subcontracting
33		ATTACHMENT E: Eight point E-Verify, Page 46 Does the company/vendor need to submit the E-Verify certification during the submission of IFB?	Refer to Question # 9

Question Number	Citation	Vendor Question	The State's Response
34		We understand that the purpose of this IFB is to "pre-qualify" vendors who will be added to a statewide contract, at which point they will be asked to provide recommended candidates for specific staffing needs. Alternatively, once on the contract, can vendors be asked to bid (i.e. fixed fee) on specific engagements via a similar task order process (i.e. rather than a more traditional staff augmentation approach)?	Awardees of this contract (ITSj-009440) will be asked to support candidates at the NTE rates established in Attachment B
35	Attachment B, page 22	Are the NTE rates listed hourly? How were the NTE rates determined? Specifically, it appears that in many areas they decreased from the existing contract.	Yes See Section 3.2
36	Attachment B, page 22	What are the differences between the job titles in gray and those in yellow, other than the NTE rates?	Skill Demand (High – Normal)
37	5.0 Requirements pg 13	The background check section includes "all sound screening practices." Specifically, a criminal history/security background check will be performed by the MSP. Are any other additional checks (educational verification, references, credit, DMV, etc.) required and, if so, is it assumed those are to be performed by the vendor rather than the MSP?	See Section 5.2.3 Background Checks The State may request additional or supplemental background checks as deemed necessary by an agency's requirements. The vendor would be expected to perform additional background checks if requested by the agency.
38	5.5 IT Supplemental Staffing Administrative Fee and 5.6 Managed Services Provider Vendor Fee pages 15 and 16	These sections indicate that the fee is calculated on billable hours for ITSS "excluding per diem or other approved expenses on all Task Orders for the period." Does this suggest that expenses and per diem are to be charged by the vendor on top of the NTE rates?	Yes - diem or other approved expenses – should be billed as a separate expense with separate line item on invoice to MSP.

Question Number	Citation	Vendor Question	The State's Response
39		When is the deadline to submit the copies and electronic copy of the IFB?	Refer to Question #4
40	Attachment A - Page 20	ID Number --- is our Company FEIN?	Yes
41	Attachment B - Page 22	Same Job Titles are repeated (twice) but rates are different. For example: Business Analyst -Junior - NTE rate \$45.14 Business Analyst - Junior- NTE rate \$48.30	Refer to Question # 36
42	Attachment C - Page 27 to 36	Do I have to fill or write anything in this section?	Refer to Question # 24
43	Attachments C, E, F, G	Under these attachment section, I don't see anything to filled or signed. So I have to just take printout and attach these section with Bid. Is this correct?	Refer to Question # 11
44	Attachment G - Page 57 --- Section 26) Insurance Coverage	Do I need to attach Insurance copy?	No
45	General question	Our Company is existing vendor. Is there anything different we need to do show that we are an existing vendor?	No Vendors are not required to show existing status – Regardless of a Vendors current status (Existing or New) All Vendors must submit a complete response to this bid - See Section 1.2 on page 5
46	Section 2, Paragraph 2.4	Paragraph states: "Vendors must complete and deliver this IFB and all Attachments to this IFB listed below." Please clarify if vendors are to submit: the entire IFB (Sections 1 -7) with the all the Attachments completed as required or, just the Attachments as listed in the table in 2.4 completed as required.	Refer to Question #11
47	Section 2, Paragraph 2.6 & Attachment B	Please verify the NTE price/s is defined as the hourly bill rate/s plus the IT admin and MSP's fees.	The NTE rates on Attachment B are hourly rates that includes the IT Admin Fee and MSP Fee - See Example under Section 5.6 – Managed Services Provider Vendor Fee - page 16
48	Attachment A first statement below Vendor's authorized signature/table vs Attachment E Item # 3 and Attachment F Item # 14.	Attachment A state's bid must be valid for 120 days after bid opening. Attachments E and F state 180 days. Please advise which is correct.	Bid responses will be valid for 180 days after opening

Question Number	Citation	Vendor Question	The State's Response
49	ATTACHMENT B	If the vendor selects a category are they obligated to submit candidates when there is an opening?	See Section 6.0 Service Level Agreements (SLAs)
50	ATTACHMENT E	Are the vendors required to be registered with the state prior to proposal submission?	No
51	1.0 - Intent, Introduction and Incumbent Vendors on ITS 002441- pg.4	<p><i>In Section 1.0, The State of North Carolina clearly defines intent of contract: improve cycle time, improve quality of IT Supplemental Staff, and achieve hourly rate savings. Current published rate cards for both the Commonwealth of Virginia and the State of South Carolina allow hourly rates that are significantly higher than those "not to exceed" rates published by the State of North Carolina in this proposal :</i></p> <p><i>http://www.vita.virginia.gov/uploaded/Files/VITA_Main_Public/SCM/ITCL_updates/2013_2014/VA_Rate_Card.pdf</i></p> <p><i>http://www.mmo.sc.gov/webfiles/ITSUB/Position_Categories.pdf). The rates supported by other State Government IT Organizations, as well as, private sector organizations in the Raleigh/RTP geographic area create a highly competitive IT hiring environment with current market rates that exceed those published in Attachment B, pg.22. Positive gains in staffing cycle time and quality of IT supplemental staff can only be supported by a highly competitive rate/compensation structure.</i></p> <p><i>Is there opportunity for the State of North Carolina to immediately reconsider the not-to -exceed rates of this proposal to best support its' stated intent of contract?</i></p>	No

Question Number	Citation	Vendor Question	The State's Response
52	5.5- IT Supplemental Staffing Administrative Fee- pg.15	<i>In our professional experience with Managed Service Provider (MSP) clients, administrative fees are significantly lower (3% on average). Administrative fees above market standards will reduce available compensation and can negatively impact an ITSS provider's ability to recruit and retain qualified talent for State assignments. Is there opportunity for the State of North Carolina to immediately reconsider the current total Administrative Fee of 5.96% (4% State of North Carolina and 1.96% CAI)?</i>	No
53	6.1 Service Level Agreements, pg. 18	Are all published SLA's effective immediately upon contract award? Will there be an initial grace period or vendor revenue benchmark to allow vendors to establish baseline service levels within the contract before MSP review?	Yes - SLA's will be effective upon award. No
54	Attachment B	In Attachment B,(as shown below) the rates for each role are listed as "Not to Exceed" and are inclusive of the IT Admin Fee and the MSP Fee. Can you provide an example of the calculation used to determine the vendor's net rate?	Refer to Question # 47
55	Attachment B	The rates provided in Attachment B are lower than the existing rates for contractors we have on assignment with the State. Will their rates be grandfathered until their current PO ends?	The State will honor the rates on current Purchase Orders for current active assignments under ITS-002441.
56		Is there exception pricing for incumbents applying for their existing role when their PO expires? IE – An expert level PM's PO ends and the job is reposted. The incumbent's current bill rate is \$100 under ITS-002441. Under ITS-009440 the top bill rate for the role is \$85.55.	No

Question Number	Citation	Vendor Question	The State's Response
57	Attachment B	We have a question regarding the Not-To-Exceed Rates. We feel the rates are very low. Can these be revised? e.g. To validate this statement, please look at pricing on Page 43 on CAI's Virginia contract at http://vaitcl.compaid.com/Portals/77/Documents/Virginia/MSA_and_Addendum_Bundle_v4.pdf	Refer to Question # 51
58		CAI originally had rates similar to NTE rates proposed in this RFP (which did not work). If those lower rates worked, why was addendum with higher rates, as per Page 43 in the link above, issued? We feel Richmond VA area rates and Raleigh RTP NC area rates to be similar in nature. E.g. Programmer title rates for VA range between 54.25 and 123.90, compared to 48.26 to 68.26 range specified in this RFP. We recommend NC State staff speak with VA State staff (not CAI staff, who may have alternate motives) responsible for similar contract, and their experience with lower rates, and their need to revise those rates to higher rates, to get a more accurate understanding.	The Fixed Rate Card the State used in ITS-008549 were NOT NTE Rates and the rates were not from CAI. The Award for ITS-008549 was canceled due to inconsistencies in the State's evaluation and was not canceled due to the rates. (Refer to Question 2) ITS-009440 is a NEW bid solicitation.
59	1.1 CAI ROLE	Is CAI, or any of its affiliate/sister company/subsidiary, allowed to compete on this contract, or will CAI role strictly be limited to that of a MSP?	No, the CAI (Computer Aid, Inc.) role is strictly limited to that of the MSP.
60	ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING, pg. 23	The not to exceed rate for a .Net developer (Standard Software Developer / Programmer Expert Normal) is \$63.80. The vendor will receive \$61.00 per hour. The prevailing wage, (see www.flcdatacenter.com Software Developer title for Raleigh-Cary NC), a vendor must pay this .Net programmer is \$53.22 per hour (not including employment taxes, insurance, other costs, overheads etc.). At this \$61.00 per hour rate, a vendor is going to lose money on this person, if it chooses not to violate prevailing wage laws. Will the State of North Carolina increase the not to exceed rates so vendors will not lose money?	Refer to Question # 51

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61	ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING, pg. 22	The not to exceed pricing says it includes the IT ADMIN Fee & MSP Fee. For a Standard Business Analyst Junior Normal the not to exceed rate is \$45.14. If you back out the IT ADMIN FEE (4%) and MSP FEE (1.96%) the vendor will be paid \$42.45 per hour. Is this correct?	Refer to Question # 47
62	ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING, pg. 22	The not to exceed rates are below what the current market place. They are not in line with surveys taken by companies like Robert Half. Will the State of North Carolina eliminate the not to exceed rate card and let the vendors come with their own pricing?	No
63	3.2.3.3 MARKET RATES	RFP states "The rates for the not-to-exceed pricing are established by the State from the market rates provided by CAI." We do not believe that the CAI data is accurate. We strongly urge the State to do further analysis and verification. We feel these rates are significantly lower than the market rates.	Refer to Question # 21
64	ATTACHMENT B: Incumbent Consultants	<p>We have consultants currently working with State agencies in NC, thru NC Short-Term ITS-002441 / CAI PeopleFluent, as well as thru other contractual vehicles. When this contract goes into effect, should the NC state agencies desire to continue services of these consultants, will the rates of these consultants be required to change to rates specified in this RFP</p> <p>If yes, are NC IT Managers prepared for the outcome that they will lose over 90% of current consultants, considering significant pay cuts that will need to be enforced to comply with the RFP's NTE rates.</p>	Refer to Question # 55

Question Number	Citation	Vendor Question	The State's Response
65	6.1 SERVICE LEVEL AGREEMENTS	<p>Attrition – The goal of the State of North Carolina is to obtain highly qualified consultants at a fair market value. The goal is also to retain those resources. Using the example of a Standard Developer / Programmer Expert High the not to exceed rate is \$68.26. The vendor will receive \$64.40 per hour. For that same resource other State Governments are paying \$80 per hour.</p> <p>Again, will the State of North Carolina increase the not to exceed rate to match the market place, so that we can meet attrition SLA requirement?</p>	Refer to Question # 51
66	3.2 Proposal Evaluation Process	How many vendors will be selected?	Refer to Question # 14
67	3.2 Proposal Evaluation Process	What factors determine whether a company will be more likely to be selected? Size, Time in business?	The State intends to Award the contract to all Vendors that meet the criteria in Section 3.2 regardless of size or time in business. - See Section 3.3 Award of Contract
68	3.2 Proposal Evaluation Process	Is there a threshold for number of previous placements that automatically qualifies a potential vendor?	Refer to Question 67
69	5.3 Meetings	Will there be training/seminars on execution once the awards have been made?	On line training will be made available through the MSP/VMS
70	Attachment B	Is there an updated chart for NTE rates?	No
71	2.4, page 7	If the State determines that the Not to Exceed Rates for certain skill categories are not adequate to engage candidates within specific skill categories, will the State put in place an "Exceptional Pricing" policy where vendors are able to submit candidates at rates above the Not to Exceed Rates for those skills? For example the "Exceptional Pricing" policy may restrict the mark-up that a vendor can use (such as rate cannot exceed wage times 1.5) but lifts the restriction on the Not to Exceed Bill Rate. Most client organizations need the ability to be flexible on Not to Exceed Rates if the market rates for candidates are not aligned with the fixed Not to Exceed Rates.	See - Attachment G 36) Price Adjustments for Term Contracts

Question Number	Citation	Vendor Question	The State's Response
72	ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING	Contractors currently working at the State under ITS-002441 may be at rates higher than the Not to Exceed Rates. Will their current rates be honored through the end of their current POs?	Refer to Question # 55
73	ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING	Contractors currently working at the State under ITS-002441 may be at rates higher than the Not to Exceed Rates. When their current POs end, is it possible to extend those contractors at their current rates (which are above the Not to Exceed Rates)?	Refer to Question # 55
74	3.2 PROPOSAL EVALUATION PROCESS	Not to Exceed Rates appear to be well below market rates in North Carolina across nearly all of the skill categories and skill levels. These rates will ensure that the State has a very difficult time procuring and retaining the skilled contractors the State needs and is accustomed to engaging. How did CAI determine that the Not to Exceed Rates are reflective of North Carolina market rates?	Refer to Question 21
75	Attachments	Can you provide editable Attachments A, B, and D so that we can complete them electronically or do you want us to hand write our responses on those Attachments?	No ITS-009440 is available in PDF format only
76	IFB Section – NA	How many vendors are anticipated for a contract award?	The State has not established an anticipated number. Award of contract will go to any Vendor who meet the criteria in Section 3.2 - Refer to Question #14
77	Section 6.0	What factors determine when vendors are measured on a quarterly or as needed basis?	See Section 5.3 Meetings
78	IFB Section – NA	Is the VMS provider a vendor providing candidates under this contract?	No
79	Attachment B	Is a vendor required to select all the job titles under a specific category or can they select only those they wish to fill?	A Vendor must be able to provide all Job Titles/Skill Level/Skill Demands within the Category selected.
80	1.0 (Quantity of Services)	Is it possible for the State Agency to provide further clarification on Fiscal Years 2012-2014 spend? Specifically, can the State Agency provide ITSS role allocation by Job Title referenced in Attachment B? (Example: 10% Business Analyst, 40% DBA, etc.)	No

Question Number	Citation	Vendor Question	The State's Response
81	RFP Section: 2.4 - Proposal Contents	Will the Technical Proposal contain only Attachments or additional information like Technical Approach, Staffing Management Plan, etc.?	Refer to Question # 11 and # 15
82	RFP Section: 3.2 - Proposal Evaluation Process (Page No. 9)	The Evaluation Criteria for the RFP has not been clearly outlined in the RFP. Is it possible for the State to share the various factors against which a response will be evaluated?	ITS-009440 is NOT an RFP (Request for Proposal) – IT is an IFB (Invitation for Bid) document See Section 3.0 Evaluation Process
83	RFP Section: 2.4 - Proposal Contents	Are the bidders expected to submit one consolidated proposal or separate Price and Technical proposals need to be submitted?	No, IFB ITS-009440 does not require bidders to submit a separate proposal for price or technical. See Section 2.3.3 Proposal Submittal
84	RFP Section: 2.3.3 - Proposal Submittal	Are the bidders expected to attach a copy of the entire RFP along with the Response? If yes, will the attached RFP pages include (unfilled) Attachments A through G?	Refer to Question #11
85	IFB Section 1.1	What is the ideal number of vendors that will comprise the winning list of ITSS vendors?	Refer to Question # 14
86	IFB Section 7.0	Is the Open Enrollment period intended to enable existing vendors to expand coverage of labor categories or is it intended to expand the supplier list for the State?	Yes, the intent is for existing vendor to change categories and to add new vendors, refer to Section 7.2
87	IFB Section 7.0	How does open enrollment relate to the previously stated goal (RFP: ITS 008549) of reducing the number of contract vendors for IT Supplemental Staffing?	Refer to Question # 86
88	Attachment B	What data inputs were used to determine the NTE rates that vendors will adhere to?	Refer to Question # 74

Question Number	Citation	Vendor Question	The State's Response
89		Over the past year, this request has changed from an RFP to an IFB, greatly changing the structure, requirements, contractual obligations, and the information vendors are required to submit. We wish to clarify that the only information required is requested in IFB # 2.4 Proposal Contents . It states that vendors (regardless of past status) "must complete and deliver this IFB and all Attachments to this IFB listed below." This includes Attachments A – G. Other than Attachment A, Attachment B, and Attachment D, it seems we do not have to respond to any other information, other than to include it with Attachments A, B and D. Are we understanding this correctly?	Refer to Question # 11
90	Attachment C, Page 27	Do we need to sign or in any way acknowledge Attachment C, or just submit it?	Refer to Question # 24
91	Attachment E, Page 46	Do we need to sign or in any way acknowledge Attachment E, or just submit it?	Refer to Question # 26
92	Attachment F, Page 47	Do we need to sign or in any way acknowledge Attachment F, or just submit it?	Refer to Question # 27
93	N/A	Other than completion of Attachments A - F, is there any other information we can, should or are required to submit (Executive Summary, Company Narrative, Staff Bios, Recruiting Process, etc.)?	Refer to Question # 11
94	Attachment B, Page 21	If the State would like to extend an existing resource whose contract pre dates ITS-009440, will those resources be granted rate exceptions to extend at current rates?	No
95	Attachment B, Page 21	If a vendor has a strong candidate for the requisition that exceeds the rate cap, will the state consider those resources?	No
96	Attachment B, Page 21	Will exceptions to the rate cap be made? If yes, how will those exception scenarios be communicated?	No

Question Number	Citation	Vendor Question	The State's Response
97	Section 2.4 Proposal Contents, Page 7	Does the state want a copy of the entire IFB with the various pages within the Attachments filled out?	Yes, Refer to Question #11 and See Section 2.3.3
98	Section 2.4 Proposal Contents, Page 7	Where on the attachment does the State want a signature?	Refer to Question #11 and #12
99	Section 2.4 Proposal Contents, Page 7	It appears that these attachments have nothing to fill out, is that correct?	No
100	Attachment B Not-To-Exceed Pricing, Page 22-26	In General if a job category is not listed within a niche software (i.e. Tester for SAP and/or Curam), how is that pricing established?	Refer to Question # 7
101	Attachment B Not-To-Exceed Pricing, Page 22-26	Moving forward will the State add additional job categories that are not currently listed?	See Section 7.0
102	Attachment B Not-To-Exceed Pricing, Page 22-26	Is there any flexibility in the pricing?	No
103	Section 4- MSP operating model	Currently, the MSP selects top 5 resumes from vendors to submit to the hiring managers à How can the State ensure the neutrality of the MSP, the transparency, fairness in this process for not missing the good candidates to the State's projects? The MSP may not be able to have enough knowledge about the state's projects, knowledge to evaluate the resumes, or not have enough time/personnel to prescreen and talk to ALL of the submitted resumes to have an accurate/fair evaluation.	The MSP screening of candidates is dictated by the screening criteria established (by the State) in each individual assignment requisition entered into the VMS (PeopleFluent).
104	Section 4- MSP operating model	Do you allow the MSP's affiliate staffing companies (sister or mother companies) to bid for the requisitions? If yes, how can the State ensure the fairness and transparency and neutrality of the MSP and the general process?	Refer to Question # 59
105	5.5 Admin Fee	Please reduce the admin fee. The current total fee paid to the State and MSP is too high, leading to difficulties in finding good candidates to the state's projects. On many other states, total admin fees are less than 2%	This is not a question

Question Number	Citation	Vendor Question	The State's Response
106	Attachment B-NTE rates	Do you mean that we will not be awarded the categories we don't agree with the provided NTE rates or if we propose higher NTE rates?	Yes
107	2.4 Proposal contents	Please confirm all we need to submit to the State are the attachments listed in the table under 2.4?	Refer to Question 11, 12 and See Section 2.3.3 and 2.4
108	Attachment B	It states vendor's can indicate whether we agree to provide staffing for categories. There are only three categories listed under the Category heading – Standard, SAP and IBM Cúram. However, the Vendor selection box on the right seems to include each Job Title, does this mean if we supply a job title we have to agree to supply all skill levels and demands or can we choose to supply certain skill levels and demands?	Refer to Question # 79
109		Are the vendor proposals just comprised of the responses to attachments A-G? Do vendors respond in some way to Attachment C?	Refer to Question #107
110		Will all vendors that agree to the terms and conditions, SLAs, and rate cards be awarded the contract?	Yes, See Section 3.3 Award of Contract
111		What will happen to existing resources whose bill rates exceed the rates stipulated here?	Refer to Question # 55
112		Can you please confirm that if the vendor places a Standard Project Manager Expert Normal at a bill rate of \$78/hr., the vendor gets \$73.35/hr. of the bill rate and the remaining money covers the IT Supplemental Staffing Administrative Fee and the Managed Services Provider Vendor Fee?	Refer to Question # 47
113		What is status of the IT Staffing Solicitation done few months ago in which vendors were limited to 5-10?	Refer to Question # 1