



REQUEST FOR PROPOSAL (RFP)

ATTENTION: This is not an order. Read all instructions, terms and conditions carefully.

PROPOSAL NO.: RFP- 0280	RETURN ORIGINAL COPY OF PROPOSAL TO:
Issue Date: September 6, 2022	KENTUCKY COMMUNITY AND
Purchasing Officer: Bekka Korosec	TECHNICAL COLLEGE SYSTEM
Phone: (859) 256-3391	PURCHASING DIVISION
Schedule Name: Consulting Services for Compensation/Class Plan/Equity Study	300 North Main St.
	Versailles, KY 40383

IMPORTANT: PROPOSALS MUST BE RECEIVED BY: September 30, 2022 4:00 PM Local Time

1. It is the intention of the Request for Proposal (RFP) to enter into competitive negotiation as authorized by KRS 45A.085.
2. Proposals for competitive negotiation shall not be subject to public inspection until negotiations between the purchasing agency and all offerors have been concluded and a contract awarded to the responsible offeror submitting the proposal determined in writing to be the most advantageous to the KCTCS, price and the evaluation factors set forth in the advertisement and solicitations for proposals considered.
3. An award of contract may be made upon the basis of the initial written proposals received without written or oral discussions.
4. Contracts resulting from this RFP must be governed by and in accordance with the laws of the Commonwealth of Kentucky.
5. The KCTCS reserves the right to request proposal amendments or modifications after the proposal receiving date.
6. The contents of the successful proposal shall become part of any contract awarded.

NOTICE

1. Any agreement or collusion among offerors or prospective offerors which restrains, tends to restrain, or is reasonably calculated to restrain competition by agreement to bid at a fixed price or to refrain from offering, or otherwise, is prohibited.
2. Any person who violates any provisions of KRS 45A.325 shall be guilty of a felony and shall be punished by a fine of not less than five thousand dollars nor more than ten thousand dollars, or be imprisoned not less than one year nor more than five years, or both such fine and imprisonment. Any firm, corporation, or association which violates any of the provisions of KRS 45A.325 shall, upon conviction, be fined not less than ten thousand dollars nor more than twenty thousand dollars.

AUTHENTICATION OF BID AND STATEMENT OF NON-COLLUSION AND NON-CONFLICT OF INTEREST

I hereby swear (or affirm) under the penalty for false swearing as provided by KRS 523.040:

1. That I am the offeror (if the offeror is an individual), a partner, (if the offeror is a partnership), or an officer or employee of the bidding corporation having authority to sign on its behalf (if the offeror is a corporation);
2. That the attached proposal has been arrived at by the offeror independently and has been submitted without collusion with, and without any agreement, understanding or planned common course of action with, any other vendor of materials, supplies, equipment or services described in the Request for Proposal, designed to limit independent bidding or competition;
3. That the contents of the proposal have not been communicated by the offeror or its employees or agents to any person not an employee or agent of the offeror or its surety on any bond furnished with the proposal and will not be communicated to any such person prior to the official opening of the proposal;
4. That the offeror is legally entitled to enter into contracts with the Kentucky Community & Technical College System, and is not in violation of any prohibited conflict of interest, including those prohibited by the provisions of KRS 45A.330 to .340, 164.390, and
5. That I have fully informed myself regarding the accuracy of the statement made above.

SWORN STATEMENT OF COMPLIANCE WITH CAMPAIGN FINANCE LAWS

In accordance with KRS 45A.110(2), the undersigned hereby swears under penalty of perjury that he/she has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky and that the award of a contract to a bidder will not violate any provision of the campaign finance laws of the Commonwealth of Kentucky.

CONTRACTOR REPORT OF PRIOR VIOLATIONS OF KRS CHAPTERS 136, 139, 141, 337, 338, 341 & 342

The contractor by signing and submitting a proposal agrees as required by 45A.485 to submit final determinations of any violations of the provisions of KRS Chapters 136, 139, 141, 337, 338, 341 and 342 that have occurred in the previous five (5) years prior to the award of a contract and agrees to remain in continuous compliance with the provisions of the statutes during the duration of any contract that may be established. Final determinations of violations of these statutes must be provided to the KCTCS by the successful contractor prior to the award of a contract.

CERTIFICATION OF NON-SEGREGATED FACILITIES

The contractor, by submitting a proposal, certifies that he/she is in compliance with the Code of Federal Regulations, No. 41 CFR 60-1.8(b), that prohibits the maintaining of segregated facilities.

BIDS and RFPs MAY ALSO BE VIEWED AT OUR WEBSITE: http://systemoffice.kctcs.edu/Vendor_Information.

All Request for Proposals and contracts are subject to General Terms and Conditions of KCTCS. You may download/print a copy of these from our website or you may request a copy be mailed to you by contacting KCTCS Procurement to Payment Services at 859-256-3483.

SIGNATURE REQUIRED: This proposal cannot be considered valid unless signed and dated by an authorized agent of the offeror. Type or print the signator's name, title, address, phone number and fax number in the spaces provided. Offers signed by an agent are to be accompanied by evidence of his/her authority unless such evidence has been previously furnished to the issuing office.

Company Name

Authorized Signature

Date

Address

Typed or Printed Name

City, State, Zip

Title

Phone Number

Email

1. KCTCS OVERVIEW

The Kentucky Community and Technical College System, the largest institution of higher education in the Commonwealth, is composed of 16 comprehensive two-year colleges with more than 70 campuses throughout the state that serve approximately 80,000 students and nearly 5,000 businesses each year in credit programs leading to certificate, diploma, and associate degrees, pre-baccalaureate education for transfer to four-year institutions, and non-credit programs, customized business and industry training, professional continuing education, and personal enrichment opportunities.

Key areas of emphasis include increased access to postsecondary education and educational attainment, community and economic development, workforce education and training, adult education and literacy, agriculture and rural development, nursing and allied health professions, emerging technologies and high-growth, high-wage occupations, online education, global partnerships and international education, firefighter and emergency medical professionals, and homeland security education and training. For more information consult our website at www.kctcs.edu

2. STATEMENT OF INTENT AND PURPOSE

The Kentucky Community and Technical College System (KCTCS) issues this Request for Proposals for the purpose of providing professional consulting services for KCTCS relating to an employee compensation/classification plan.

A compensation philosophy is critical to attracting and retaining employees, and critical to creating the foundation of a fair and inclusive workplace for all Kentucky Community and Technical College System (KCTCS) employees. KCTCS seeks to closely review and examine equity in pay across the system, job classification, salary structures, and provide a comprehensive job family model and pay structure that will provide visibility to career paths for KCTCS employees to foster equitable, consistent compensation practices across the system. This will enable KCTCS to recruit, retain and inspire the talent required to fulfill our mission.

Most large organizations have a career framework and compensation structure. Today's workforce expects this level of clarity and transparency. This includes the accurate definition of duties, responsibilities, and authority level of jobs to eliminate inconsistent pay practices and the inconsistent use of job titles, contributing to unclear career paths for current employees and potential applicants.

KCTCS seeks a qualified contractor that specializes in compensation structure, career framework and pay equity studies to include:

- Definition of a career framework to include job function, sub function, career band & career level
- Comprehensive job catalog/job descriptions
- Market analysis
- Job Classification
- Pay Equity study to reduce/eliminate compression issues between employee groups and individual employees to include age, years of service, level of education, gender, race/ethnicity and geographical and economic factors.
- Perform a diagnostic evaluation of KCTCS's 2022 Compensation Plan and compare to individual's pay

- KCTCS expects recommendations for changes that will ensure KCTCS provides compensation that is appropriate to job responsibilities; ensures progression and promotion within the institution; and eliminates the risk that bias, stagnation, compression, and other pay issues do not erode workplace morale.
- Define standardized pay ranges and consistent job functions to foster equity from one unit to another unit.
- Review current policies to ensure they properly support the proposed career framework and compensation structure.
- Provide recommendations for best practices to maintain a competitive class and comp. system.
- Propose a salary methodology recommendation for newly hired employees.

Research Questions:

In addition to the objectives listed above, the successful contractor will include research into several areas that affect compensation and, unknowingly, could create impacts that more greatly affect the pay of one group of employees as compared to another. These questions are not all-inclusive, and the contractor will expect to work with KCTCS leadership team to determine draft a final list of factors to be considered once the contract is awarded. Contractor must determine the following at least:

- From a faculty perspective review 10, 11 and 12 month contract pay practices.
- Review our pay practices for non-exempt employees. KCTCS does not currently utilize an hourly rate for non-exempt, but we “back” into that rate through an annualized salary.
- Annualized salaries vs. hourly rates.
- Review our overtime practices to determine differences in gender or race.
- How flexible are employees’ schedules and work hours? (i.e., remote work or an alternate work schedule).
- Does schedule flexibility correlate with gender or race/ethnic sorting?
- Is there evidence (internal or external to KCTCS) that an increase in schedule flexibility would encourage more hours worked?
- Similarly, is there evidence that less variable schedules would encourage more hours worked?
- What childcare options are available to KCTCS employees?
- Does elder or other family-related care play a role in hours worked, or the type of position selected (full-time versus part-time positions; overtime hours)?
- Is there evidence (internal or external to KCTCS) that an increase in access to childcare would encourage more hours worked?
- What other child (or elder) care options would be welcomed by employees?
- How does the recruitment process affect who applies to KCTCS jobs?

The successful Contractor will have access to the following quantitative data sources:

- Personnel and other employee records, including payroll.
- Current job catalog and job descriptions.
- HR systems of record.
- Auditor’s data from prior study.

- Contractor selected focus groups comprised of employees and/or contractor arranged interviews with employees and other key stakeholders.

The Consultant selected for this Project will be responsible for the following:

- Review and analyze the existing compensation program, including the current compensation pay plan, pay practices, pay philosophy, and our current labor market cities.
- Review and analyze other related information as needed such as organizational charts, budgets, job descriptions, FLSA designations, etc.
- Make recommendations for changes, if needed, to the existing compensation plan and/or classification structure that would address any identified inequities.
- Provide recommendations, if needed, to address any internal inequities, pay compression, and market adjustments.
- Provide progress summaries to KCTCS leadership team on a regular basis throughout the project.
- Meet with key stakeholders, as determined by the KCTCS leadership team/Vice President Talent, Inclusion and Workplace Culture, during the process. This could include the KCTCS Cabinet, KCTCS President Leadership Team, College Human Resource Directors Division Managers, and/or informal leaders in the organization.
- Work with the KCTCS leadership team/Vice President Talent, Inclusion and Workplace Culture and team to develop an implementation plan for any pay equity recommendations, compensation philosophy, job catalog, job descriptions and market analysis as well as an employee communications plan to explain the project, process, and any adjustments.
- Provide a comprehensive final report for the KCTCS leadership team outlining methodologies, findings, conclusions, recommendations, and fiscal impacts.
- Provide an Executive Summary for KCTCS Board of Regents and other interested parties.

Milestones and Deliverables:

- The Contractor is responsible for the overall design and implementation of the study, which includes the following:
 - Contractor will develop a design report that details all technical analysis required for the study, including overall research strategy, data sources, analysis methodologies, required sample sizes, regression models and data collection methods.
 - Contractor will also review available data from administrative/KCTCS sources to determine what items used for the analysis.
 - The design report shall also describe how results measured reliably, as well as how results will be transparent and replicable.
 - Contractor will submit a draft design report to KCTCS leadership before finalizing the research plan.
 - Upon approval of the design report, Contractor may begin data collection.
 - Contractor will be responsible for developing data collection materials, including but not limited to:
 - Questionnaires.
 - Focus group discussion points.
 - Key informant interview questions.
 - Qualitative and quantitative data collection plans are reviewed and approved by KCTCS Leadership.

Contractor shall be responsible for conducting all data analysis and developing the final deliverables and a compensation study recommendation. The Contractor will submit a draft recommendation to KCTCS leadership team for review and approval. The final recommendation shall also include a separate executive summary document. The executive summary should focus on key findings and lessons learned from the study, while using accessible language and data visualizations/infographics that help to illustrate key messages.

Contractor shall submit a data documentation package that includes all data analysis files and raw data to KCTCS leadership team. Any files required for replicability shall be included in the data package.

Presentation of the compensation study is reviewed and approved by KCTCS leadership team. The contractor shall prepare a final presentation of the compensation study for KCTCS leadership team and/or KCTCS Board of Regents. Multiple presentations may be required.

Deliverables and timelines associated with each milestone:

- Monthly updates first Monday of each month during contract period
- Preliminary report brief by February 28th, 2022
- Draft of final compensation recommendations by March 3, 2023
- Presentation of final compensation recommendations for the March 2023 Board of Regents meeting

Offeror Requirements:

The Contractor must demonstrate extensive and recent experience in the following areas:

- Experience in designing and conducting evaluations of compensation, human capital, diversity and inclusion, organizational effectiveness, or similar sector.
- Experience with quantitative research methods, preferably including the use of administrative data from multiple data sources and systems.
- Experience with qualitative research methods, including focus groups and/or key informant interviews.
- Experience working with Personally Identifiable Information.
- Team member(s) require designing and conducting evaluations of compensation, human capital, diversity and inclusion, organizational effectiveness, or similar sector [Name of team member(s) who meet the requirement] [Explain how the proposed team member(s) meet the qualification requirement].
- Experience with quantitative research methods.
- Experience with qualitative research methods Experience working with personally identifiable information.

KCTCS is willing to consider part of work conducted virtually (through web and teleconference and sharing of electronic files).

Additional information:

- KCTCS has 3,800 full time employees and approximately 3,000 part-time employees.
- KCTCS has multiple job classifications/unique positions.
 - Banded Job Codes 206

- Fire Commission (only) Job Codes 25
- Versailles Office/System Office Job Codes 198
- Non-Banded Titles 6
- Faculty Titles 13
- KCTCS has current organizational charts and job descriptions/classification specifications for all jobs
- KCTCS has two salary schedules (faculty and staff)
- KCTCS has multiple pay grades for both staff and faculty.
- Within KCTCS we have multiple units, eighteen in total.

3. ADDITIONAL RELATED PRODUCTS OR SERVICES

KCTCS reserves the right to add additional related services based on the original offer. Upon mutual consent of KCTCS and the Offeror on pricing, performance, etc., said additional services may be added to the contract. KCTCS reserves the right to remove services to the contract if it is in the best interest of KCTCS to do so. Any contract changes will be incorporated as a written modification to the contract.

4. EXTENSION TO OTHER INSTITUTIONS

The offeror should be willing to extend the provision of services, under the resulting contract to any other public institution of higher education of the Commonwealth of Kentucky. Such extension will be under terms and conditions substantially the same as those in the resulting contract except that pricing will be negotiated based on then current rates for the specific level of services required.

5. EVENTS BEYOND CONTROL

Anything herein to the contrary notwithstanding, KCTCs shall not be liable or responsible for any failure to furnish the services set forth in this RFP and the contract, occasioned by strike or other work stoppage, federal, state or local government action, breakdown or failure of apparatus, equipment or machinery employed in supplying services, any temporary stoppage for the repair, improvement, or enlargement thereof, or any act or condition beyond its reasonable control.

6. SUBMISSION OF OFFER

Offerors desiring to respond to this Request for Proposal should submit in one of the following manners:

- **By Mail:**
 - One original paper copy of proposal with signature page.
 - All proposal materials must be sealed (clearly marked with RFP#) and mailed to the KCTCS Procurement to Payment Services, Kentucky Community and Technical College System, 300 North Main Street, Versailles, Kentucky 40383. Mail submissions must be received by KCTCS personnel by September 30, 2022 @ 4:00pm EST. No exceptions will be made for delayed mail services.

OR

- **In Person:**
 - One original paper copy of proposal with signature page.
 - All proposal materials must be sealed (clearly marked with RFP#) and delivered to the KCTCS Procurement to Payment Services, Kentucky Community and Technical College System, 300 North Main Street, Versailles, Kentucky 40383. Hand delivered

submissions must be received by KCTCS personnel by September 30, 2022 @ 4:00pm EST. No exceptions will be made for delayed mail services.

Any proposal received after 4:00 pm EST will not be considered for an award of a contract. In accordance with KRS 45A.085, there will be no public opening. However, after contract award, the solicitation file will become a public record. No pre-proposal conference is planned.

7. SCHEDULE OF EVENTS

Issue Date for RFP	September 6, 2022
Deadline for Written Questions	September 14, 2022 @ 4:00pm EST
RFP Due Date	September 30, 2022 @ 4:00pm EST
Offeror Presentations	*To be Scheduled is needed

If an oral interview session is scheduled, it will be held via Microsoft Team invitation from KCTCS. All costs associated with the Offeror's required oral presentation will be solely the responsibility of the respective Offeror. Promises and commitments made by Offerors during oral presentations and demonstrations will be considered a part of the Offeror's proposal. Virtual oral presentations will be recorded for reference by KCTCS.

8. OFFEROR QUALIFICATIONS

KCTCS will consider proposals from qualified outside Offerors who are capable of meeting the terms and conditions stated herein. The Offeror must be ordinarily engaged in the business of providing these services and have sufficient experience, financial and human resources to provide the services specified in this proposal.

The Offeror may be required to submit sufficient financial information, such as audited financial statements and Dunn & Bradstreet ratings, to allow KCTCS to evaluate the Offeror's ability to meet the responsibilities of the contract.

The Offeror must submit with the proposal, references of other successful programs similar in nature to this request and offered at other organizations. Proposal should include no less than three (3) client references which may be contacted by KCTCS. At least one of those references should be an institute of Higher Education, preferably a community college or equivalent. Each reference provided should include contact information as well as information that will assist the RFP evaluators in determining the relative value of that reference being comparable to our organization. KCTCS reserves the right to request additional information, which will aid in the further evaluation of any Offeror's fitness to provide a successful or comprehensive program and experience.

9. GENERAL

The resulting contract between KCTCS and the Offeror shall consist of (1) the Request for Proposal (RFP) and any amendments thereto, and (2) the Offeror's proposal submitted in response to the RFP. In the event of a conflict in language between the two documents referenced above, the provisions and requirements set forth and/or referenced in the RFP shall govern. In the event that an issue is addressed in one document that is not addressed in the other document, no conflict in language shall be deemed to occur. However, KCTCS reserves the right to clarify any contractual relationship in writing with the concurrence of the Offeror, and such written clarification shall govern in case of conflict with the applicable requirements stated in the RFP or the Offeror's proposal. In all other matters not affected by the written

clarification, if any, the RFP shall govern. KCTCS reserves the right to award one or multiple contracts from this RFP, at the sole discretion of KCTCS.

Payment will be made within thirty (30) days upon receipt of a proper, correct invoice and documentation of completion of work.

10. MULTIPLE PROPOSAL SUBMISSIONS

Unless otherwise specified, Offerors are to only submit one version of their response based on the criteria outlined within this RFP. Not complying with this requirement will result in rejection of all Offeror submissions.

KCTCS reserves the right to audit the offeror relative to its ability to perform the required services.

11. RIGHT TO REQUEST ADDITIONAL INFORMATION

Prior to an award, KCTCS must be assured that the selected Supplier has all of the resources to successfully perform under the contract. This may include, but is not limited to, adequate number of personnel with required skills, availability of appropriate equipment in sufficient quantity to meet the on-going needs of KCTCS, financial resources sufficient to complete performance under the contract, and experience in similar endeavors. If, during the evaluation process, KCTCS is unable to assure itself of the Supplier's ability to perform, if awarded, KCTCS has the option of requesting from the Supplier any information deemed necessary to determine the Supplier's responsibility.

12. OFFEROR TERMS & CONDITIONS

Proposals submitted that include any additional Offeror terms or conditions or contain terms and conditions in conflict with the Statutes of the Commonwealth of Kentucky may be rejected. Offerors should refrain from imposing conditions that would modify the terms and conditions of the solicitation or limit the bidder's liability to KCTCS on the contract awarded on the basis of such Invitation.

13. CONTRACT CHANGES

The contract, and any amendments thereto, awarded through this solicitation shall be managed by KCTCS and any modifications thereto must be mutually agreeable to both parties and executed in writing. Such modification or change of any provision in the resulting contract shall be made between the Offeror and KCTCS Procurement to Payment Services and incorporated as a written amendment to the KCTCS contract on KCTCS letterhead. Local modifications made between Offeror and individual KCTCS colleges shall not be construed as an amendment to the contract and shall not be considered binding.

14. ENTIRE AGREEMENT

The resulting contract will represent the entire agreement between the parties with respect to the subject matter thereof and will supersede all prior negotiations, representations or agreements, either written or oral, between the parties hereto relating to the subject matter hereof and shall be independent of and have no effect upon any other contracts. A record of formal contract negotiations between the contractual parties will be prepared by KCTCS and will become a permanent part of the contract file.

15. PREPARATION OF PROPOSALS

Offeror is expected to examine all specifications, terms, conditions, and instructions in this Request for Proposal. Failure to do so will be at the Offeror's risk.

Offeror will furnish the information required by this RFP. The Offeror will sign the RFP and print or type name, firm, address, and telephone number and date. Erasures or other changes must be initialed by the person signing the offer. An offer signed by an agent is to be accompanied by evidence of his or her authority unless such evidence has been previously furnished to the issuing office. The signer shall further

certify that the proposal is made without collusion with any other person, persons, company or parties submitting a proposal; that it is in all respects fair and in good faith without collusion or fraud, and that the signer is authorized to bind the principal offeror.

The proposal should be prepared simply and economically, providing a straightforward concise description of the Offeror's capabilities to satisfy the requirements of the RFP. Emphasis should be on completeness and clarity of content. Each copy of the proposal should be bound in single volume where practical. All documentation submitted with the proposal should be bound in the single volume except as otherwise specified.

Any proposal containing terms and conditions not in conformity with Kentucky law may be Rejected at the sole discretion of KCTCS.

Offeror shall include with their presentation all accompanying documentation, forms, etc. in which the Offeror would propose KCTCS to complete, agree, or sign in the event a contract is awarded from this solicitation to the Offeror. This includes enrollment documentation, authentication forms, etc.

KCTCS reserves the right to reject any proposal based on this documentation, in the event it directly conflicts or is non-conforming with the laws of the Commonwealth of Kentucky and/or KCTCS Policies and Business Procedures.

16. PROPOSAL INSTRUCTIONS

Proposals must include all information requested. Failure to submit all information may result in a lower ranking of the proposal. Any proposals that are substantially incomplete or lack key information may be rejected.

NOTE: Please keep proposals to a maximum of 35 pages.

- A. Proposals must address each of the requirements noted in this document in the same order as listed to be considered responsive. Proposals should reference each identified requirement explaining how the proposer's solution meets the specified requirement.
- B. Narratives should provide a concise description of capabilities to satisfy the requirements of this RFP. Emphasis should be on clarity, brevity and completeness of response.
- C. Where practical, each copy of the proposal should be bound or contained in a single volume. All documentation submitted with the proposal should be contained in that single volume.

A complete proposal will consist of the following. Number the sections of your response to relate to these criteria:

1. Overview and Philosophy – Provide a general overview of the Offeror’s organization and experience as it relates to the services requested within this RFP. Include a narrative history of the organization and explain the added value that your organization provides and distinguishes it from all others.
2. Proposed Services – Describe in detail your strategic plan and strategies for assisting KCTCS with assessing a study and recommendations for equity, compensation, and classification. Describe in your response any additional services you will provide that are included in the fee at no additional cost. Please provide examples/exhibits of reports that would be available. Explain any optional services that your company could provide that are not part of the base fee for mandatory services. Discuss ways the firm can provide legislative or legal research assistance.
3. Evidence of Successful Performance and Implementation Schedule – Demonstrate competence through explaining the experience your firm has with developing an equity/compensation/classification study for higher educational institutions. Provide a detailed plan and schedule for the implementation of the connectivity service. Discuss any innovative or proprietary mechanisms the Offeror may bring to bear on this project as well as any technology used to fulfill the services. Discuss the development of equity and other considerations such as geographic location differentials.
4. Staffing – Describe the staff involved in the management of the organization as well as staffing resources available to complete the requirements of the proposal. Include training opportunities for KCTCS personnel.
 - Provide a resume for each team member, as well as complete the staffing rubric below. One team member may satisfy multiple qualification requirements. Each resume should be formatted in an equivalent manner and contain the following content:
 - Brief overview of professional career
 - Professional background highlighting relevant projects or services they completed and role(s) in each project or services
 - Educational background
 - Professional activities and certifications
5. Client portfolio – Describe the current scope of higher education institutions and employers who are currently utilizing your platform and share any relevant outcomes.
6. Qualifications – Provide detailed information including:
 - History
 - Ownership and principal officers
 - Financial status
 - Experience pertinent to this request
 - Office and locations that would provide direction services and a full description of other resources that will be utilized to fulfill the services in this offer
 - Major claims or lawsuits, if any, pending against the firm or its principals that may impact deliverables. Evidence of Errors and Omissions insurance of at least \$1 million in liability limit, provided by a carrier acceptable to KCTCS.
 - Detail any criminal investigation, indictment, prosecution or other proceeding that has ever been brought against your firm (provide attachment if necessary). Also, describe

any civil litigation pending or concluded within the last three years against your firm that may impair the firm's ability to provide the requested services (provide attachments if necessary).

- Disclose any potential conflicts of interest with representing KCTCS in this matter, including any potential conflicts of interest of employees assigned to this project. KCTCS reserves the unqualified right to disqualify an entity or cancel any contract for any potential conflict of interest issues raised initially and/or during the life of any contract awarded.

7. References – Include no less than three (3) client references and their contact information which may be contacted by KCTCS.

8. Fees - Provide a schedule or other method of proposed charges for services listing fees for specific services, potential ad-on expenses, and overhead costs.

- List all costs for all the services requested in this RFP. Include a list of any additional activities and techniques that might be useful to incorporate into the Pay Equity Study process and the cost for adding such services.
- An hourly rate at which KCTCS would be billed for any services that the KCTCS might request outside the scope of the items listed in this RFP.

Financial statements of current balance sheets, statements of income and statement of changes in financial positions may be requested by KCTCS. Offeror should be prepared to provide documents upon request.

NOTE: Do not embed links to documents inside of the electronic copy of the proposal. All documents must be included in full with proposal submitted with both the hard copy and the electronic copy requested.

17. COST OF PREPARING PROPOSAL

Costs of developing the proposals are solely the responsibility of the Offeror. KCTCS will provide no reimbursement for such costs.

18. ORAL PRESENTATIONS

As part of the evaluation process, after a review of the written proposals, the Offerors who submit a proposal in response to this RFP may be selected and required to give an oral presentation. All costs associated with the Offeror's required oral presentation will be solely the responsibility of the respective Offeror. Promises and commitments made by Offerors during oral presentations and demonstrations will be considered a part of the Offeror's proposal.

KCTCS reserves the right to reject any and all proposals, or any part thereof, or to accept any proposals or any part thereof, or to waive any informalities or defects in any proposal, as deemed to be in the best interest of KCTCS. KCTCS reserves the right to re-issue or change the RFP, and to obtain the services by any other measures.

19. ADDENDA & AMENDMENTS

KCTCS reserves the right to request amendments or modifications after the specified receipt date if in the best interest of KCTCS. In the event it is necessary to revise any part of the Request for Proposal after initial mailing, the revision will be mailed to all who received the initial RFP or who have subsequently requested

one. Receipt of an amendment to a solicitation by an Offeror must be acknowledged by signing and returning the amendment or by letter. Such acknowledgment must be received prior to the hour and date specified for receipt of offers.

Any "addenda" issued by KCTCS Procurement to Payment Services prior to the time for receiving proposals shall be covered in the proposal and in closing a contract they shall become a part thereof. Such "Addenda" shall be acknowledged in the proposal. No instructions or changes shall be binding unless documented by a proper and duly issued Addendum. Offerors must acknowledge receipt of any addenda either with proposal or by separate letter prior to the award of contract.

20. EXPLANATIONS

Unless it is demonstrated that an adequate response cannot be developed with the data provided in this RFP, KCTCS will not provide additional data based on request from individual respondents. Proposals should be based on the data contained in this RFP. If KCTCS decides to distribute additional information, it will be distributed to all offerors in accordance with section 13.0 above.

Any explanation desired by an Offeror regarding the meaning or interpretation of the solicitation, specifications, etc., must be requested in writing and with sufficient time allowed for a reply to reach Offerors before the submission of their offers. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective Offeror concerning the solicitation will be furnished to all prospective Offerors as an amendment of the solicitation if such information is necessary to Offerors in submitting offers on the solicitation or if the lack of such information would be prejudicial to uninformed offerors. KCTCS reserves the right to require verification or clarification of data and information presented in the Offeror's proposal.

21. RESTRICTIONS OF COMMUNICATIONS IN REGARD TO THIS RFP

From the issue date of this RFP until a contract award is made, Offerors are strictly forbidden to communicate about the subject of the RFP with any KCTCS administrator, faculty, staff, or member of KCTCS Leadership or Board of Regents. Offerors may communicate only with KCTCS Procurement Officials.

KCTCS reserves the right to reject the Proposal from any Offeror violating this provision.

22. QUESTIONS

All questions should be submitted in writing to:

Bekka L. Korosec, Procurement to Payment Analyst
Bekka.korosec@kctcs.edu

Questions must be transmitted via email no later than September 14, 2022 @ 4:00pm EST. Questions pertaining to this RFP will not be accepted after this date and time.

Proposals will not be accepted via email or fax.

23. TERM OF CONTRACT

The personal service contract resulting from this RFP will be written for the services included as described in this RFP. All personal service contracts are subject to review by the Legislative

Research Commission Government Contract Review Committee. Personal Service Contracts are mandated to not exceed the Biennium in which they are established. The current Biennium ends on June 30, 2024. By mutual written agreement between KCTCS and awarded provider, the contract may be extended.

24. EFFECTIVE DATE

The effective date of any contract derived from this RFP shall be determined upon review and award at the then present date. The Personal Service Contract derived from this RFP will be dated subsequently after review of submitted proposals, and upon approval of the Kentucky Government Contract Review Committee.

25. TERMINATION OF CONTRACT

The contract resulting from this RFP shall be subject to the following termination provisions:

- for default
- non performance
- for Offeror bankruptcy
- for unavailability of funds and/or appropriations
- mutual agreement
- otherwise as specifically provided by the contract
- upon 30 days written notice, at the sole discretion and convenience of KCTCS

26. METHOD OF AWARD

KCTCS may award a contract to the responsive and responsible Offeror whose proposal, conforming to this solicitation, will be the most advantageous to KCTCS based on the criteria as shown in the Evaluation of Proposal section. Final determination shall be the responsibility of KCTCS. Only those proposals received which reflect a comprehensive appreciation of the requested services to KCTCS and offer a realistic solution which will benefit KCTCS will be considered for award of a contract. An award of a contract shall be made by KCTCS to the Proposer who offers the best proposal and with whom negotiations result in a contract package of greatest benefit to KCTCS based upon evaluation methods contained herein.

27. EVALUATION OF PROPOSALS

Contract award will be made by the office of KCTCS Procurement to Payment Services after evaluation by the committee selected solely for this purpose. Please prepare your offer addressing each of the criteria listed in order of relative importance. Number the sections of your response to relate to these criteria. Proposals will be evaluated using a predetermined method to ascertain which proposer best meets the needs of KCTCS. The evaluation will be based on:

1. The proposal's quality and responsiveness in clearly stating an understanding of the work to be performed and how these services will meet KCTCS's desired results.
2. Qualifications of the Offeror's personnel responsible for this project and the time commitments to offered concerning this initiative.
3. The program's approach for planning, design, execution, and evaluation of the projects
4. The Offeror's experience and expertise in similar organizational assessment work and with institutions of higher education similar in size and/or scope to KCTCS and its colleges.
5. The firm's size, structure and resources

6. The program's current portfolio of business and industry contacts utilizing the platform, and specifically those located in Kentucky.
7. Proven results and demonstrated responsiveness to client needs
8. References
9. Fees for proposed services

28. REJECTION OF PROPOSALS

KCTCS reserves the right to reject any and all proposals and to waive technicalities and minor irregularities in proposals for good cause.

Grounds for the rejection of a proposal include, but shall not be limited to:

- Failure of a proposal to conform to the essential requirements of the solicitation.
- A proposal imposing conditions which would modify the terms and conditions of the solicitation, or limit the Offeror's liability to KCTCS on the contract awarded on the basis of such solicitation.
- Failure of the Offeror to sign the required documents.
- Any proposal determined by KCTCS to be unreasonable as to price.
- Proposals received that are determined to be from Offerors who are not qualified.

Technicalities or minor irregularities in an Offeror's proposal may be waived, when KCTCS determines that it will be in their best interest to do so, are mere matters of form not affecting the material substance of a proposal or some immaterial deviation from or variation in the precise requirements of this RFP and having no or a trivial or negligible effect on price, quality, quantity or delivery of supplies or performance of the services being procured, the correction or waiver of which will not affect the relative standing of, or be otherwise prejudicial to other Offerors. KCTCS may either give an Offeror an opportunity to cure any deficiency resulting from a technicality or minor irregularity in its proposal, or waive such deficiency where it is advantageous to KCTCS to do so.

29. NONCONTINGENT FEES

No person or selling agency shall be employed or retained or given anything of monetary value to solicit or secure the resulting contract, except bona fide employees of the Offeror or bona fide established commercial or selling agencies maintained by the Offeror for the purpose of securing business. For breach or violation of this provision, KCTCS shall have the right to reject the proposal, annul a resulting contract without liability, or, at its discretion, deduct from the contract price or otherwise recover the full amount of such commission, percentage, brokerage, contingent fee or other benefit.

Firm must disclose any conflict of interest regarding this solicitation. Undisclosed conflict of interest could result in rejection of proposal.

30. DATA PROTECTION/TRANSFER AFTER CONTRACT CONCLUSION

The Offeror agrees that in the event of termination, cancellation or expiration of a contract resulting from this RFP, for any reason, Offeror shall either: Return or destroy, as notified by KCTCS, all Data (including sensitive data) provided to the Offeror by KCTCS. Offeror understands and agrees that in the event of a cancellation, termination, or completion of the contract without renewal, this data is to be made immediately available to KCTCS within forty eight (48) hours from the effective notice of cancellation, termination, etc. or any/all other

circumstances in which this contract would conclude, and access will remain available to KCTCS for a minimum of at least 90 days thereafter.

Such Data shall include, but is not limited to, all data provided to Offeror's employees, subcontractors, agents, or other affiliated persons or entities; or in the event that returning or destroying the Sensitive Data is not feasible, provide notification of the conditions that make return or destruction not feasible, in which case, the Offeror must continue to protect all Sensitive Data that it retains and agree to limit further uses and disclosures of such Data to those purposes that make the return or destruction not feasible as Offeror maintains such Data.

31. SERVICE PERFORMANCE

All services performed under this contract shall be in accordance with the terms and provisions of the contract. It will be the responsibility of KCTCS to ensure that such services rendered are performed and acceptable.

Major deviations of services performed will not be made without the written approval of the Procurement to Payment Services Department, KCTCS. Problems that arise under any aspect of performance should first be resolved between the KCTCS Contract Owner/Subject Matter Expert and the Offeror. If such problems and/or disagreements cannot be so resolved they should be referred to the Director/Manager of Procurement to Payment Services, KCTCS for settlement by either party in writing.

32. SUBCONTRACTING

No part of the operation may be subcontracted without prior approval of Kentucky Community and Technical College System, KCTCS Procurement to Payment Services, or unless approved prior to the award of the contract.

33. CONTRACT ASSIGNMENT

The Offeror is prohibited from assigning, transferring or subletting the contract or its rights, title or interest or its power to execute the contract to any other person, company or corporation without written approval of KCTCS Procurement to Payment Services. In the event of a change in company ownership, KCTCS reserves the right to re-advertise the contract.

34. METHOD OF PAYMENT

Payments shall be made, and invoices received on a monthly basis, for work performed in the past calendar month. The successful Offeror shall submit billing/invoices to the KCTCS within the first ten (10) workdays of each following month. Invoices must be accompanied by a completed, and signed, Personal Service Contract Invoice Form (A blank PSC Invoice form will be supplied by KCTCS to the successful Offeror upon award of contract). Payment will be made upon receipt of acceptable documentation and agreement that work was satisfactorily performed.

35. PERSONAL INFORMATION SECURITY

To the extent Offeror receives Personal Information as defined by and in accordance with Kentucky's Personal Information Security and Breach Investigation Procedures and Practices Act, KRS 61.931, 61.932 and 61.933 (the "Act"), Offeror shall secure and protect the Personal Information by, without limitation: (i) complying with all requirements applicable to non-affiliated third parties set forth in the Act; (ii) utilizing security and breach investigation procedures that are appropriate to the nature of the Personal Information disclosed, at least as stringent as KCTCS' and reasonably designed to protect the Personal Information from unauthorized access, use, modification, disclosure, manipulation, or destruction; (iii) notifying

KCTCS of a security breach relating to Personal Information in the possession of Offeror or its agents or subcontractors within seventy-two (72) hours of discovery of an actual or suspected breach unless the exception set forth in KRS 61.932(2)(b)2 applies and Offeror abides by the requirements set forth in that exception; (iv) cooperating with KCTCS in complying with the response, mitigation, correction, investigation, and notification requirements of the Act, (v) paying all costs of notification, investigation and mitigation in the event of a security breach of Personal Information suffered by Offeror; and (vi) at KCTCS' discretion and direction, handling all administrative functions associated with notification, investigation and mitigation.

36. ACCESS TO RECORDS

The Contractor, as defined in KRS 45A.030 (9) agrees that the contracting agency, the Finance and Administration Cabinet, the Auditor of Public Accounts, and the Legislative Research Commission, or their duly authorized representatives, shall have access to any books, documents, papers, records, or other evidence, which are directly pertinent to this contract for the purpose of financial audit or program review. Records and other prequalification information confidentially disclosed as part of the bid process shall not be deemed as directly pertinent to the contract and shall be exempt from disclosure as provided in KRS 61.878(1)(c). The contractor also recognizes that any books, documents, papers, records, or other evidence, received during a financial audit or program review shall be subject to the Kentucky Open Records Act, KRS 61.870 to 61.884.

37. PUBLIC INFORMATION

KCTCS is a governmental entity subject to disclosure obligations under KRS 61.870 through 61.884 or successor legislation. Information clearly marked "confidential" under this agreement shall be treated as information identified by the Offeror as confidential, trade secret, commercially sensitive information and shall not be disclosed except as provided by law.

38. DISCLOSURE OF OFFEROR'S RESPONSE

The RFP specifies the format, required information and general content of proposals submitted in response to this RFP. KCTCS will not disclose any portions of the proposals prior to contract award to anyone outside of KCTCS Procurement to Payment Services, KCTCS Administrative staff, representatives of the State of Kentucky or Federal Government (if required) and the members of the committee evaluating the proposals. After a contract is awarded in whole or part, KCTCS shall have the right to duplicate, use or disclose all proposal data submitted by Offerors in response to this RFP as a matter of public record.

Any submitted proposal shall remain valid twelve (12) months after the proposal due date.

KCTCS shall have the right to use all system ideas, or adaptations of those ideas, contained in any proposal received in response to this RFP. Selection or rejection of this proposal will not affect this right.

39. GENERAL TERMS & CONDITIONS SOLICITATIONS & CONTRACTS

The General Conditions and Instructions for Solicitations and Contracts, hereby incorporated by reference, shall be an integral part of this solicitation and resulting contract. The General Terms and Conditions are not repeated in each Solicitation. Therefore, it is the bidder's responsibility to access the General Terms and Conditions at the KCTCS Website: <http://www.kctcs.edu>, or request a copy by contacting the Purchasing Officer listed in this RFP. By submitting a proposal to KCTCS an offeror agrees to these conditions and to comply with the information and instructions contained herein.

40. SECURITY OF INFORMATION

The offeror certifies that he/she shall not at any time release or divulge any information concerning the services covered by any contract award derived from the terms of this Request for Proposal to any person or any public or private organization without prior approval of KCTCS.

41. ADA COMPLIANCE

When applicable (e.g. webpages) the Offeror's products and services will be in compliance with current Americans with Disability Act (ADA) requirements including the applicable current ADA Standards for Accessible Design, Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794d), Section 255 of the Communications Act, as amended and applicable regs.

42. CYBER SECURITY

Offeror shall use commercially reasonable efforts (i) to keep its systems and networks secure (including, but not limited to its e-mail systems) and (ii) to prevent any hacking or data breaches thereof, or other activities that may compromise its systems or networks. Within two (2) business days of the date Offeror discovers or reasonably should have discovered that any of its systems and/or networks have been hacked, breached, or otherwise compromised, Offeror will (a) send KCTCS a written report via e-mail, describing the nature of such activities to permit KCTCS an opportunity to take any necessary preventive measures and (b) use commercially reasonable efforts to respond to the activities on an urgent basis to reduce, stop, or prevent any impact to KCTCS. KCTCS will not be liable for the activities of any third party who hacks, breaches, or compromises Offeror's systems and/or networks, and Offeror understands and agrees that if KCTCS makes an errant payment due to the hacking, breach, or compromised system or network, KCTCS will not be required to re-issue the payment.

43. INDEMNITY

The Offeror shall hold harmless and indemnify KCTCS against all claims, suits, actions, costs, counsel fees, expenses, damages, and judgment in decrees by reason of persons or property being damaged or injured by the Offeror during the term of the contract, whether by negligence or otherwise.

44. AUTHORIZATION TO DO BUSINESS IN KENTUCKY

The Offeror affirms that it is properly authorized under the laws of the Commonwealth of Kentucky to conduct business in this state and will remain in good standing to do business in the Commonwealth of Kentucky for the duration of any contract awarded. The Offeror shall maintain certification of authority to conduct business in the Commonwealth of Kentucky during the term of this Contract. Such registration is obtained from the Secretary of State, who will also provide the certification thereof. A copy of your registration should be included with your response.

45. KENTUCKY RECIPROCAL PREFERENCE LAWS

In accordance with KRS 45A.490 to 45 A.494, Kentucky Resident Bidder Status or Qualified Bidder Status, a resident Offeror of the Commonwealth of Kentucky shall be given a preference against a nonresident Offeror. In evaluation proposals, KCTCS will apply a reciprocal preference against an Offeror submitting a proposal from a state that grants residency preference equal to the preference given by the state of the nonresident Offeror.

Residency and non-residency shall be defined in accordance with KRS 45A.494 (2) and 45A.494 (3), respectively. Any Offeror claiming Kentucky residency status must submit with its

bid/proposal a notarized affidavit with support documentation affirming that it meets the criteria as set forth in the above referenced statute.

An affidavit for Qualified Bidder Status forms is available from KCTCS Procurement to Payment Services, upon request.

46. GOVERNING LAW

The contract shall be construed according to the laws of the Commonwealth of Kentucky. Any legal proceedings against KCTCS regarding this RFP or any resultant contract shall be brought in Commonwealth of Kentucky administrative or judicial forums.

47. NOTICE OF AWARD

The solicitation results will be posted at the link below. No offeror should assume personal notice of the solicitation results will be provided by KCTCS.

<https://opportunity-to-bid.kctcsweb.com/bids>

48. INTELLECTUAL PROPERTY

Ownership of the intellectual property generated for KCTCS by any contract resulting from this solicitation and paid for in accordance with the agreed upon fee schedule shall reside with KCTCS. Furthermore, KCTCS shall use any images, slogans or other concepts developed under the terms of the resulting contract without additional charge for royalties to the Offeror. Any intellectual or commercial property rights created or obtained through performance of a contract with KCTCS shall belong to KCTCS. Offeror, nor its officers, directors, agents, or employees shall have authority to apply for the ownership or registration of any intellectual or commercial property rights created or obtained through performance of services provided. Nor shall offeror, its officers, directors, agents, or employees use KCTCS intellectual or commercial property during the term of the agreement for any purpose other than providing the services and after the termination of the agreement for any purpose.

49. INSURANCE

Prior to the beginning of the contract, the supplier will furnish KCTCS the Certificates of Insurance that show it has and will maintain all insurance protection (including products liability insurance) at the supplier's expense.

Minimum liability coverage must be:

Public Liability -Comprehensive General Owners, Landlords and Tenants

Bodily Injury Liability

Each Person \$1,000,000

Each Occurrence \$1,000,000

Property Damage Liability \$1,000,000

Products Liability

Each Person \$1,000,000

Each Occurrence \$1,000,000

Automobile Liability

Bodily Injury

Each Person \$1,000,000

Each Occurrence \$1,000,000

Personal Injury Liability

Each Person \$1,000,000

Property Damage Liability \$1,000,000
 Worker's Compensation Statutory
 Employers Liability \$ 500,000

The Kentucky Community and Technical College System must be named as an additional insured in the policy for Comprehensive General Liability. In the event of failure by the contractor to maintain, in force, insurance coverage acceptable to KCTCS, KCTCS will have the right to terminate this Agreement immediately upon written notice to the contractor. Copies of the Insurance Certificates are to be furnished to the KCTCS Procurement to Payment Department. Modification of this requirement must be requested in writing with supporting statements, prior to the time of the proposal submission.

50. **BUSINESS CLASSIFICATION**

This section is for informational purposes.

Select all that apply (does not apply to publicly traded entities).

o	Minority Business Enterprise/MBE (please choose one sub-classification at right): <i>Defined as a business at least 51% owned by one or more African Americans, Hispanics, Native Americans, Asian Pacific Americans, Asian Indian Americans, and other groups as defined by Federal law.</i>		o	Hispanic-American	o	African American
			o	Asian-American	o	American Indian
			o	Other (explain):		
o	Women-Owned Business Enterprise/WBE <i>Defined as a business at least 51% owned by one or more women.</i>	o	Disadvantaged Business Enterprise/DBE <i>Defined as a business at least 51% owned by at least one differently abled, socially, or economically disadvantaged individual as defined by Federal law.</i>			
o	Veteran Owned Business/VOB <i>Defined as a business at least 51% owned and operated by a service veteran.</i>	o	Disadvantaged Veteran Owned Business/DVOB <i>Defined as a business at least 51% owned and operated by a service veteran with a service-related disability of at least 10 percent.</i>			

51. **SUPPLIER REGISTRATION WITH KCTCS**

New and Existing Suppliers must register and/or update their information through the KCTCS Supplier Registration Portal so we may obtain your full contact information for ordering and payment. Use the following navigation below:

- Click on the following link <https://systemoffice.kctcs.edu/suppliers/registration.aspx>
- Select Supplier Registration Portal (left side menu)
- Click on NEW SUPPLIER or EXISTING SUPPLIER
- Follow the steps in the instructions and online
- If you encounter any issues while registering, please contact KCTCS-Purchasing@kctcs.edu