

RFP # CAO 22-06 Q & A

Questions from John Logsdon with Koff & Associates:

1. **Q:** “The County currently has 341 classifications for 660 employees; Does the County expect that the number of classifications will be reduced by consolidating classifications as part of the classification study?”

A: There could potentially be a consolidation of classifications, that would be dependent upon findings of study.

2. **Q:** “Please provide a report that shows a list of all the classifications and the number of employees allocated to each. If the list shows any vacant classifications, please indicate whether they are still active or have become inactive and could therefore be eliminated. Please provide this report during this Q&A process as it is critical for us to understand how many classifications are filled and how employees are currently allocated. This will help us in tailoring our scope of work and cost proposal accordingly.”

A: The County will add a report to this posting.

3. **Q:** “Please provide more details regarding Scope of Services #7 and #8. Each of these areas could potentially constitute an enormous amount of time and cost depending on whether County wishes a cursory review of its practices and a summary of consultant recommendations and observations vs. a detailed plan to address and improve each area and develop entirely new programs for each area. Or are you merely interested in how compensation may impact the various areas and programs identified?”

A: The County will be removing #7 and #8 of the Scope of Services for this RFP.

4. **Q:** “Is the County open to conducting the study virtually vs. on-site. This is often more suitable during COVID restrictions and would be a cost savings to the County.”

A: Yes, the County is currently open to virtual options.

5. **Q:** “Does the County have a budget for this study and if yes, can you share it with us? “

A: The County does not have a budget to share for this study and is open to receiving cost proposals from interested parties.