

## **NOTICE OF REQUEST FOR PROPOSALS (RFP)**

The Kansas City, Kansas Housing Authority (KCKHA) hereby provides notice that it will receive proposals from qualified firms for services which include:

- A wage and salary comparability study comparing KCKHA salaries to regional public sectors and similar sized Midwest Public Housing Authorities**
- Review, evaluation, and updating of job classifications, descriptions and organizational chart**
- An extensive review of the KCKHA employee performance evaluation process and a recommendation for improvement of the current annual performance evaluation process**
- Schedules of pay grades starting with entry level**

Written proposals will be received in person, or through the mail, until 5:00 p.m., CDT, on September 29<sup>th</sup>, 2010, at the Kansas City Kansas Housing Authority office located at 1124 North 9<sup>th</sup> Street, Kansas City, Kansas. In selecting the qualified firm to perform these services, consideration will be given to those criteria listed in the Request for Proposals (RFP). The Housing Authority reserves the right to reject any and all proposals, request additional information from firms, and to negotiate with top-rated firms. All qualified firms, including minority-owned businesses, and women business enterprises, are invited to submit proposals.

The RFP, which contains the instruction for submitting proposals and scope of services required are described below.

A pre-proposal conference will be held on September 15<sup>th</sup>, 2010 at 10:00 a.m., CDT in the Administrative Offices at 1124 North 9<sup>th</sup> Street, Kansas City, Kansas 66101.

Questions regarding the RFP should be directed to Ms. Jacqueline Randle, Executive Assistant / Human Relations Coordinator at 913-279-3431.

## INSTRUCTIONS TO RESPONDENTS OF THE REQUEST FOR PROPOSALS (RFP)

- A. Proposal Contents: Respondents must include in their proposals the following information:
1. Certification that the firm is not debarred, suspended or otherwise prohibited from practice by federal, state or local governments.
  2. Evidence that the firm is registered to practice in the State of Kansas; or if registration is pending or proposed, when it is anticipated registration will be granted. The appointment of a local agent for out of State firms is required;
  3. Evidence of worker's compensation, comprehensive general liability, and automobile insurance;
  4. Documentation providing information on education, experience and certifications of principals and key personnel (if different from principals); along with the name of the firm's contact person. (Key personnel are defined as those individuals who will have primary responsibility for the firm's performance of the various phases of this project.)
  5. Statement of qualifications (certifications, specialized training, and experience) of principals and all key personnel, and profile of firms for all professional subcontractors used in the project. In addition, explain how each subcontractor will be used in the project.
  6. A list of salary studies completed in the last five years with a minimum of five references from current or former clients of projects undertaken within the last five years. If possible, select references relating to scale of projects similar in nature to that of this project.
  7. Certification that the firm has not been terminated for cause from a project within the last five years, if so, the reasons and circumstances surrounding the termination.
  8. Fixed price for completing the project in accordance with the RFP; a schedule of the estimated hours required for each member of the firm and its subcontractors to complete the project; a schedule of the hourly rates for each staff member (less overhead and profit); a schedule of the hourly rates for each subcontractor (which includes subcontractors' overhead and profit); and overhead and profit.
  9. The approximate number of calendar days to complete the project, once a Notice to Proceed is issued. Implementation schedule of the firms study is scheduled for April 1, 2011. The firm's study including recommendations and conclusions must be submitted to the KCKHA by January 31, 2011.
- B. Deadline for Submittal: Submit the proposal to the Kansas City Kansas Housing Authority by 5:00 p.m. CDT, September 29<sup>th</sup>, 2010. All respondents will be notified by mail as to the outcome.
- C. Pre-Proposal Conference: Firms are encouraged to attend a pre-proposal conference on September 15<sup>th</sup>, 2010, at 10:00 a.m. at the administrative

offices of the Housing Authority, 1124 North 9<sup>th</sup> St, Kansas City, KS 66101.

- D. Interpretations and Addenda: Requests for interpretations concerning any aspect of the RFP shall be directed to the Housing Authority's Contracting Officer (CO). Any inquiry made at least ten days before the deadline fixed for submittal of proposals will be given consideration for a written interpretation. Written interpretations, along with any modifications to the RFP, will be in the form of an addendum, which will be available in the Housing Authority's office at least seven calendar days before the submittal deadline. The addenda will be mailed to each respondent, but it shall be the respondent's responsibility to make inquiry as to what addenda, if any, were issued. All respondents will be bound by such addenda, whether or not received.
- E. Protests: Protest concerning the RFP shall be made in writing, and delivered to the Housing Authority's CO at least ten working days prior to the deadline of proposal submittal. Protests concerning the outcome of the selection process must be made in writing to the CO within ten working days of selection of the successful firm. Although the Housing Authority will make notification as to the outcome of the selection process to each respondent, it shall be the responsibility of each respondent to determine when the selection has been made.
- F. Disputes: All claims regarding the performance of the contract shall be made in writing to the Housing Authority's CO. The CO will respond with his decision, in writing. If a dispute results, the firm shall proceed diligently with the performance of the contract. If at the end of the contract any dispute still exists, the CO's decision may be appealed to the Chairman of the Board of Commissioners of the Housing Authority. If the decision by the Chairman of the Board is not acceptable, an appeal may be referred to an independent arbitrator or mediator, which is agreeable to both parties, or a suit may be filed in court of competent jurisdiction. In the event that a dispute escalates to legal action, the legal action is required to be filed in the State of Kansas in accordance with the laws of the State of Kansas.
- G. Certification of Compliance: The respondents, if successful, will be required to submit within ten days from the date of receipt of the notice of an award a current Certificate of Compliance from the Human Resources Department of the Unified Government of Wyandotte County, Kansas City, Kansas. Contact the Human Services Department located on the 3<sup>rd</sup> floor of the Municipal Office Building, 701 North 7<sup>th</sup> Street, Kansas City, Kansas 66101, or call (913)-573-5443 for information regarding compliance requirements.

## II SCOPE OF REQUIRED SERVICES

- A. General: The firm will provide all expertise necessary to perform the services below.

The scope of services will include the following:

- A wage and salary comparability study comparing KCKHA salaries to regional public sectors and similar sized Midwest Public Housing Authorities
- Review, evaluation, and updating of job classifications, descriptions and organizational chart
- An extensive review of the KCKHA employee performance evaluation process and a recommendation for improvement of the current annual performance evaluation process
- Schedules of pay grades starting with entry level
- Evaluation process will require meetings with the KCKHA Personnel Committee for coordination and recommendations
- To meet implementation schedule of April 1, 2011, the study with all recommendations and conclusions must be submitted to the KCKHA by January 31, 2011

The Kansas City, Kansas Housing Authority currently has 76 job classifications and employs approximately 130 employees. Attached is the listing of current job classifications and the current organizational chart.

**METHOD OF EVALUATION OF PROPOSALS**

A. List of Selection Criteria: The following rating criteria will be used to evaluate the proposals:

- |    |   |           |
|----|---|-----------|
| 1. | Fixed price to complete the project   | 40 Points |
| 2. | Qualifications of Firms Principals<br>Key Technical Staff<br>Subcontractors               | 30 Points |
| 3. | Ability to provide services in a timely manner  | 15 Points |
| 4. | Firms Experience and References providing services similar in size and scope to this RFP. | 15 Points |

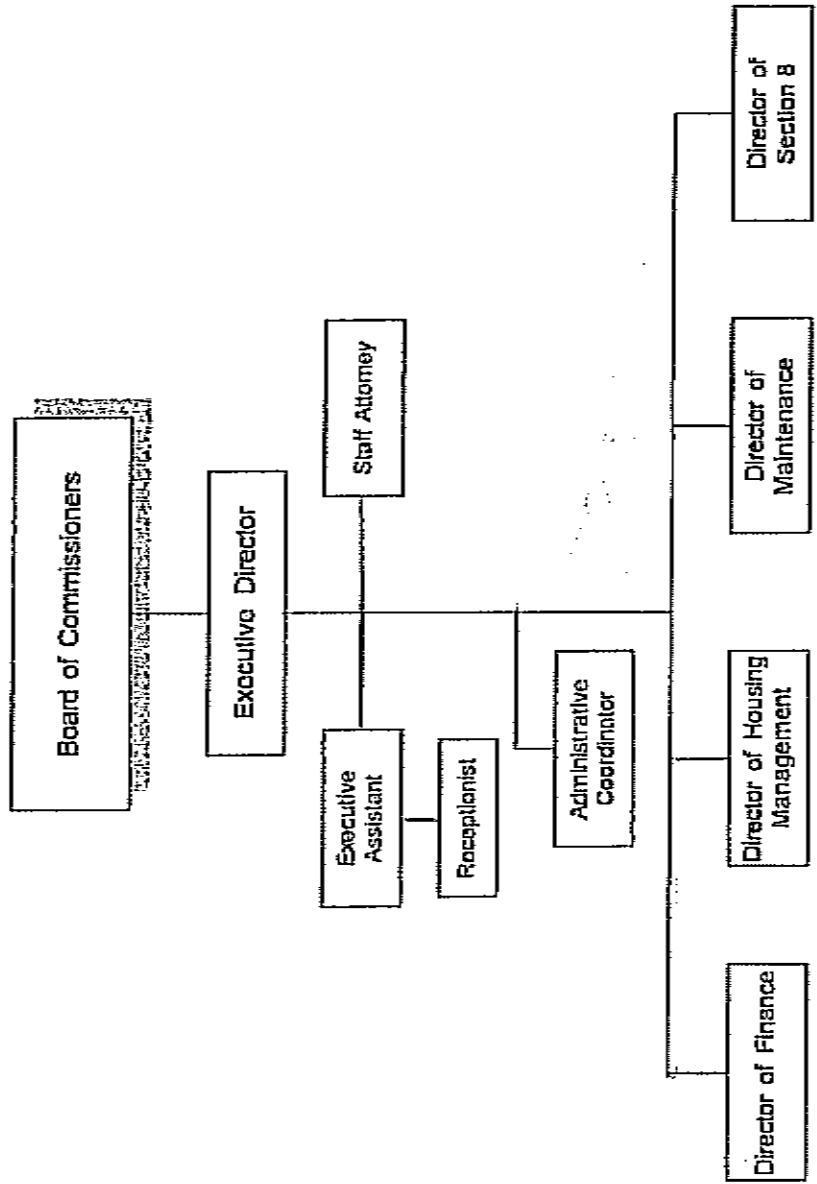
B. Procedure: All proposals will be rated using selection criteria 1 through 4 above. The firm submitting the highest rated proposal will be interviewed; and then be permitted to submit a revised cost proposal. Should the Housing Authority and the firm reach an agreement, the firm will then be offered to contract with the Housing Authority. Otherwise, the Housing Authority will follow the same process with the firm submitting the next highest-rated proposal and so on.

C. Failure to provide all information required in Section "A Proposal Contents", Numbers 1 through 9 of this RFP will result in elimination of your proposal for consideration.

## Job Descriptions

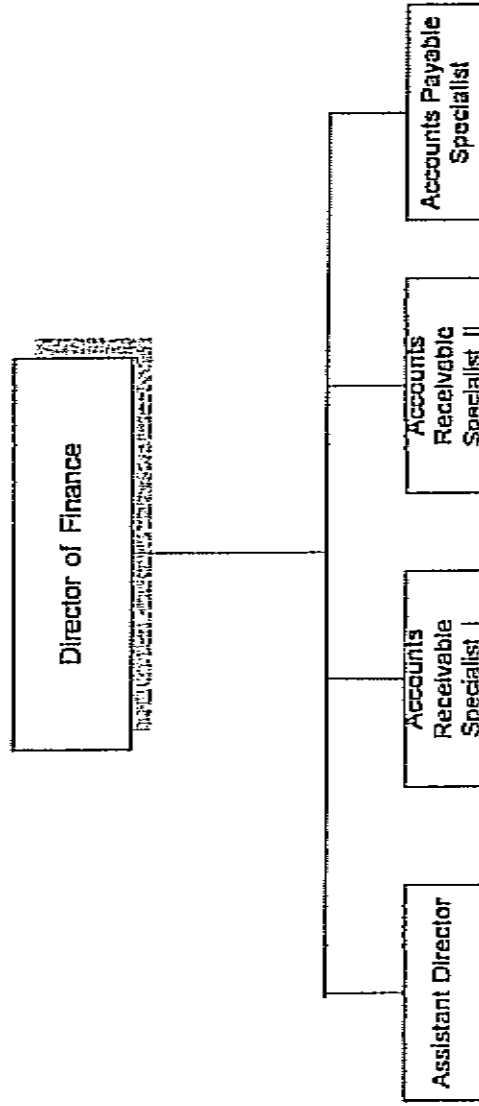
Accounts Payable Specialist  
Accounts Receivable Specialist I  
Accounts Receivable Specialist II  
Administrative Assistant (Finance)  
Administrative Assistant (Mod)  
Administrative Coordinator  
Area Manager (Family)  
Assistant Director of Finance  
Assistant Resident Selector  
Assistant Resident Services Coordinator  
Assistant Property Manager (Juniper Gardens)  
Attorney  
Building and Grounds Foreman  
Bus Driver  
Carpenter, Electrician, Plumber  
Chief Engineer  
Clerk Typist  
Director of Facilities Management  
Director of Finance  
Director of Housing Management  
Director of Operations  
Dispatcher-Clerk Typist  
Resident Services Coordinator  
Engineer I  
Engineer II  
Engineer III  
Executive Assistant/HR Coordinator  
Executive Director  
Family Services Coordinator  
General Foreman  
Grounds Foreman  
Groundskeeper  
Housing Management Coordinator  
Inspector (Modernization)  
Inspector (Section 8)  
Inventory Control Clerk  
Janitor  
Janitor (Juniper Gardens)  
Labor Utility  
Laborer  
Management Information Systems (MIS) Manager  
Maintenance Adie  
Maintenance Mechanic A  
Maintenance Mechanic B  
Marketing & Communications Coordinator  
Modernization Coordinator  
Office Assistant (3)  
Painter  
Part-time Receptionist/File Clerk  
Policy Compliance Administrator  
Property Manager I (Juniper)  
Property Manager II  
Public Relations/Section 3 Coordinator  
Purchasing Agent  
Receptionist/Switchboard Operator  
Recertification Specialist  
Recertification Specialist I  
Records Manager/Family Services  
Resident Manager-Elderly  
Resident Screening Specialist  
Resident Selector  
Section 8 Program Coordinator  
Section 8 Program Specialist I  
Section 8 Program Specialist II  
Security Monitor  
Social Services Coordinator  
Special Assistant  
Supply Clerk  
Trash Truck Driver  
Unit Inspection Specialist  
UPCS Inspector  
User Support Analysis  
Vehicle Mechanic  
Work Control Coordinator

**KANSAS CITY, KANSAS HOUSING AUTHORITY**



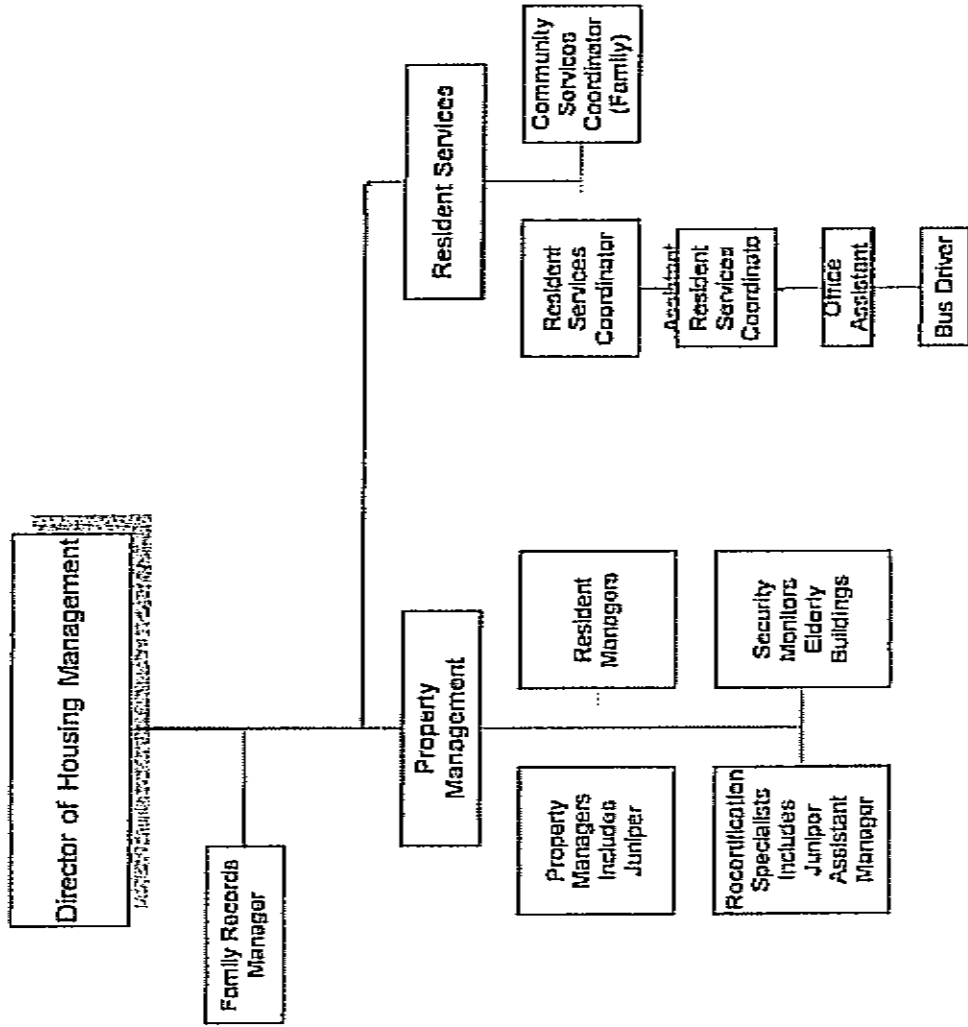
# KANSAS CITY, KANSAS HOUSING AUTHORITY

## FINANCE DEPARTMENT



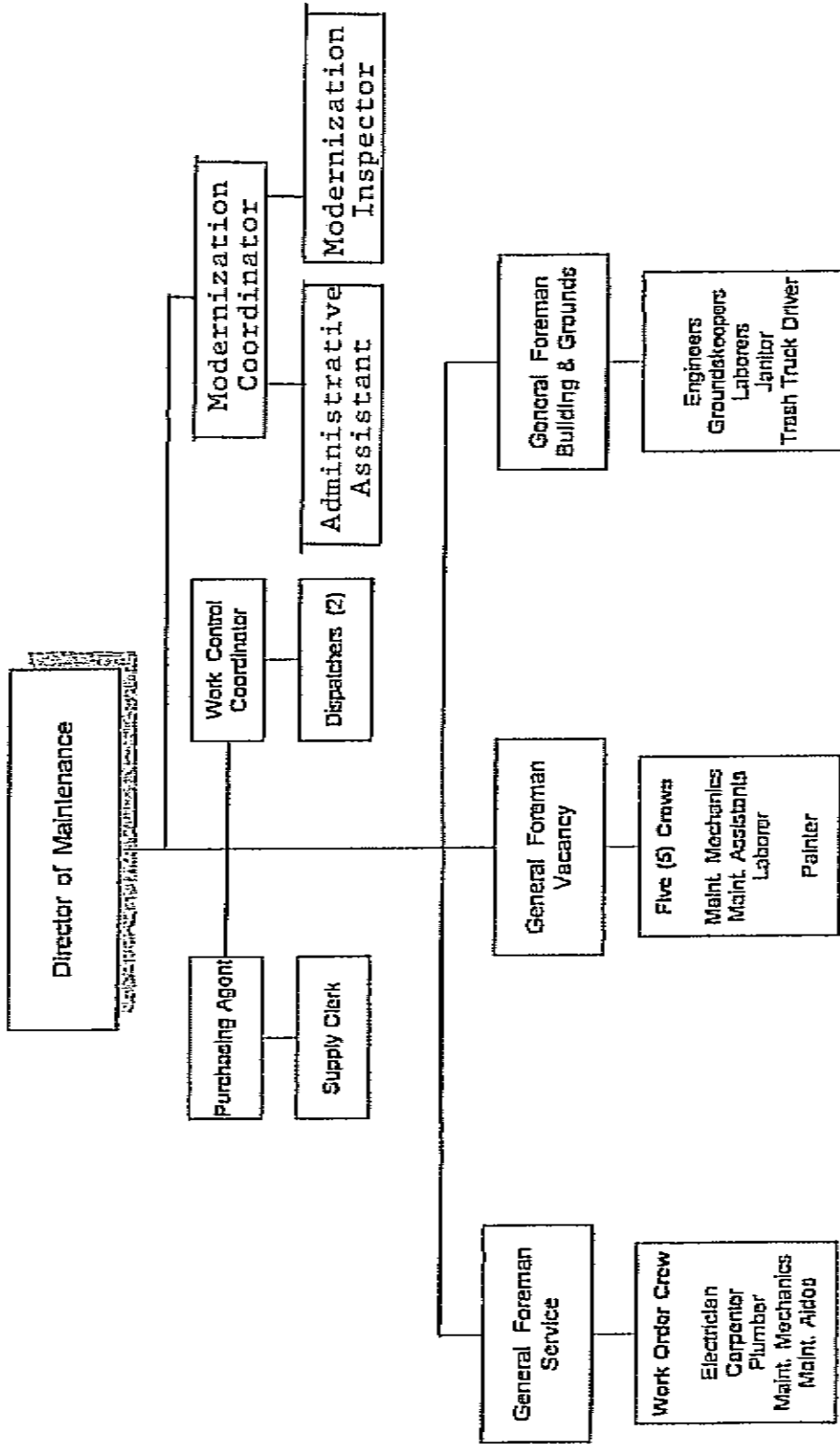
# KANSAS CITY, KANSAS HOUSING AUTHORITY

## HOUSING MANAGEMENT



# KANSAS CITY, KANSAS HOUSING AUTHORITY

## MAINTENANCE



**KANSAS CITY, KANSAS HOUSING AUTHORITY**

**SECTION 8 DEPARTMENT**

