



NOTICE TO ALL FIRMS

Date: March 2, 2022
To: ALL PROSPECTIVE BIDDERS
From: Candida Poinsette, Purchasing Agent
Re: *Addendum Number 1*
RFP C1494 – Campus Wide Security Guard Services

The following questions have been received from firms indicating an intent to bid on the *FIT RFP C1494 – Campus Wide Security Guard Services*. These questions and answers are made available to all bidders.

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- Q.1:** Please confirm that the officers currently assigned are members of the 32BJ Union and covered under a CBA, provide a copy of the current CBA
- A.1:** Officers are members of 32BJ. FIT is not a signatory to a CBA and is not authorized to release this information during this procurement phase.
- Q.2:** Please provide a list of currently assigned officers and their tenure to property and accrued vacation, PTO and other benefits as well as the current wage profiles for each officer
- A.2:** FIT does not have this information available, as they are an employee of the current Contractor
- Q.3:** Is there an expectation from FIT that the awarded service supplier will engage an MBE/WBE or SDVOB subcontractor to serve a portion of this contract? If so, is there a target percentage for participation?
- A.3:** Subcontracting is not preferred or required under this Contract. It is anticipated that subcontracting would only be considered and authorized by FIT in extraordinary circumstances (e.g. critical and unexpected staffing shortages.) As per Contractor's Responsibilities, the contractor agrees that the resulting contract may not be assigned, or conveyed, or the work subcontracted without prior consent. If subcontracting occurs, FIT encourages minority and women business enterprise participation in this project by contractors, subcontractors and suppliers, and all bidders are expected to cooperate with that commitment. Also, bidders are encouraged to use Service-Disabled Veteran-Owned Businesses (SDVOB). A directory of New York State Certified Minority and Women's Business Enterprises is available from: Empire State Development Corporation, Minority and Women's Business Development Division at: <http://www.esd.ny.gov/mwbe.html> to assist potential bidders in locating sources of M/WBE subcontractors and reaching these goals. SDVOBs can be readily identified on the directory of certified businesses at: <https://online.ogs.ny.gov/SDVOB/search>." Note that in no circumstances will FIT be liable for additional costs related to subcontracting costs, if required and approved, such as a higher hourly wage for subcontracted personnel.
- Q.4:** Is the current contract operating under the indicated "Annual Profit at Risk" model? If so, what percentage or dollar amount of the current contract value is placed "at Risk"?
- A.4:** No, the current contract is not operating under an "Annual Profit At-Risk" model.

- Q.5:** Can FIT provide a comprehensive list of technologies used currently to support the security program? Access Control Systems, Visitor Management Systems, CCTV Systems, Turnstiles, etc.
- A.5:** We currently use software programs for the following functions:
- Video surveillance
 - Entry and panic alarms
 - ID / badging
 - Card access
 - Visitor management
 - Online report writing
 - Computer aided dispatch
 - E-911
- Q.6:** What KPIs are reported on currently, and do those KPIs meet the needs and expectations for FIT reporting criteria?
- A.6:** There are no KPI's reported on in the current contract. Please refer to Appendix A of the RFP for more information on KPIs.
- Q.7:** In considering redlines or alternative wording of the SOW reference is made to “Any exception/modification proposed by Contractor that does not conform to FIT’s requirements will be grounds for rejection.” Can you describe the threshold for determination of “FIT’s requirements”? Or is there an opportunity to negotiate certain provisions or legal language post award?
- A.7:** Any proposed exceptions or modifications would be considered on a case-by-case basis and should be specified in the proposal.
- Q.8:** Please provide additional information regarding the shuttle service using an FIT vehicle with FIT passengers. Frequency? Number of trips per day, average distance traveled, average number of passengers assisted daily/annually?
- A.8:** The shuttle service consists of a 15-passenger van that is operated by a contract officer every 15 minutes from 8am to 10pm and on-demand after hours and weekends.
- Q.9:** Reference is made to Guard Level 1 and Guard Level 2; how many officers currently assigned are Guard Level 2? How many are Lead Office/Level 3?
- A.9:** Guard Level 1/Officers>36 months - 66
Guard Level 2/Officers 0-36 months - 53
Level 3/Lead Officer-Dispatcher/Driver - 13
Acting Sergeants - 9
Total:141
*Please note a Dispatcher/Driver is considered a Lead Officer.
- Q.10:** In background requirements, reference is made to “Neighbors check by an investigator” – this is a time consuming and expensive additional provision with no parameters established for what is to be achieved by this check. Please confirm this is a requirement, that FIT understands this may cause additional delays in processing new hires and that if completed, any information collected will be used subjectively by the Employer to make its hiring decisions.
- A.10:** A neighbor check is not required for this contract.

Q.11: In background requirements, reference is made to “Credit Check”, but no qualifiers are established as to how the Credit Check is to be used as a screening tool. Most hourly employees in this compensation level frequently have credit that spans a wide range of scores and includes adverse information such as a bad check charge, poor credit rating, etc. Is there a threshold required by FIT for what is considered “suitable credit” or is this to be determined by the Employer? Is this specific requirement one that FIT wants to maintain as mandatory?

A.11: Credit check is not required for this contract

Q.12: In background requirements reference is made to “MMPI and fitness for duty psychological tests”; the MMPI is commonly considered an appropriate tool for screening law enforcement candidates but is generally considered less applicable to security officer personnel. As reference is made to “...and fitness for duty psychological tests” are Employers permitted to use a psychological test other than the MMPI?

A.12: Yes, employers are permitted to use a psychological test other than the MMPI.

Q.13: Under Training, reference is made to 8 hours of annual in-service classroom-based refresher training. Many security firms have migrated to web-based Learning Management Systems (LMS) which house many of their in-service training programs. Is the use of web based LMS training acceptable to satisfy this requirement or was the stipulation of “classroom based” training deliberate?

A.13: Online training is acceptable if the state and local licensing requirements are met

Q.14: Under Uniforms, reference is made to the need to issue flashlight holders to each officer, but not flashlights, as flashlights are provided by FIT for all posts requiring one. Can you advise on what style/make/model of flashlight is made available? Stinger? Maglite? Traditional Flashlight?

A.14: We deploy solar-rechargeable flashlights that will fit in a standard holder

Q.15: Reference is made that all security personnel shall have a valid Driver’s license from the State of New York, New Jersey or Connecticut. Are we prohibited from hiring candidates who utilize public transit as their sole means of transit? Could this requirement be expanded to require either a Driver’s license or State issued ID card?

A.15: Driving details may be assigned to any officer posted at FIT. The driving license is required

Q.16: Under service requirements, (pg. 14) reference is made indicating that Contractor will provide a minimum of three (3) candidates to interview with FIT within five (5) days of notice of vacancy however this conflicts with Item 9, pg. 10, which indicates that “Backgrounds must be completed prior to interview with FIT”. Given the detailed nature of the backgrounds as described, completing those backgrounds, including psychological testing and neighbor reference checks, could take two weeks or longer. Can this conflict be resolved with alternative language? Conducting backgrounds on all candidates prior to interview will also result in significantly elevated backgrounding expenses, which, although borne by the Contractor, will be reflected in the overhead expenses in all submissions. A suggestion is extended that this general provision could be satisfied with an expectation that “Any vacancy be filled with a candidate, acceptable to FIT, with fully completed background examination and training, within 30 days of notice of initial vacancy.”

A.16: Section E – Service Requirements 1(b) (p. 14) of the RFP will be changed to read Upon commencement of services Contractor shall furnish a copy of each guard’s application together with NYS security guard license and Contractor’s verification that such guard meets the requirements of the contract to the College’s Director of Security or designee. In extraordinary circumstances (e.g., time-sensitive critical and unexpected staffing shortages for events), FIT may, in its sole discretion, temporarily suspend some or all of the background check requirements until such time as circumstances permit completion of such background check requirements.

Q.17: A legal language concern is noted on page 15 under 2. Duties. Areas of Responsibility: that stipulates, “Patrol campus grounds to protect against”...fire...burglaries/unlawful entry, bodily harm, building system malfunctions and deficiencies (water leaks, open windows, lights not operating, etc.)”, although it is recognized that this is the general expectation of the security officer during patrol they are not capable of preventing burglaries, unlawful entry, bodily harm, or building system deficiencies simply by their presence or patrol activity. This could create a legal issue that would place an enhanced burden of liability on FIT and the Contractor not desired by the intent of this paragraph. A suggestion is offered that this language be modified to state, “2. Duties: Areas of Responsibility: Patrol campus buildings and grounds to detect and report on any undesired event or activity observed to include a. Fire b. Vandalism, c. Theft, d. Loitering etc., etc.” Having a statement that affirmatively asserts that patrol activity will ‘protect against’ these listed acts will result in the program itself being challenged as sufficient and effective following a loss. Since FIT stipulates the coverage levels and supplies all supervision and leadership this may result in FIT assuming a level of risk it would prefer to avoid.

A.17: After careful consideration, FIT will not make any changes to the section.

Q.18: On page 3 of Introduction there is language which may create an enhanced burden of liability on both FIT and the Contractor since this is an RFP, with stipulated hours of coverage, staffing levels, schedules of coverage, etc. A suggestion is offered that this language be removed in its entirety or altered to reflect that an ongoing objective of FIT would be to work with the security Contractor to identify and implement “...best practices to maintain the Safety of College staff...” A recommendation is made that the sentence, “ Contractors are requested to use their professional judgement in proposing a security organization and level of effort to satisfy these requirements.” be deleted in its entirety since if the security contractor proposes an alternative program which is not accepted by FIT for implementation an argument could be made following an incident that the security breach occurred as a result of FIT not implementing the recommended staffing levels or security suggestions which would place the burden of liability on FIT.

A.18: Proposer is asked to use professional judgement to suggest an organization that makes sense given the specifics of the campus needs.

Q.19: Confirming the estimated hours, based on 134 guards that equates to 5,200 hours per week, do those hours include supervisors?

A.19: These do not include supervisor’s hours. Supervisory coverage on the Contract side is a temporary assignment. See answer #9 for number of Acting Sergeants.

Q.20: Will FIT Supervisors be managing our staff and how many do you have on staff?

A.20: FIT supervisors will assign posts, issue directives and correct violations observed but disciplinary action is initiated by the Contractor.

Q.21: Is this a union contract?

A.21: Yes, 32BJ currently represents the officers

Q.22: Is supplemental training Billable? Ex: CPR, NY State Fireguard Certifications, MMPI testing, Annual in-service training of 8 hours yearly.

A.22: Supplemental training and, the first 40 hours of assignment (orientation) for new personnel and on-site leadership are not billable.

Q.23: How many on demand guards are needed for Library and business center operations?

A.23: Typically, one but we may double up during the first 2 weeks of any semester.

Q.24: What is the current bill rate?

A.24: See answer #2.

- Q.25:** What is the current guards payrate for all positions or levels?
A.25: FIT is subject to prevailing wage. Offeror is responsible for obtaining the latest applicable Prevailing Wage schedule at the time of submitting their proposal. Please refer to pages 62-78 of the RFP for additional information on Prevailing Wage.
- Q.26:** How many special events are held per year and how many estimated guards per event i.e.: 1 event plus 2 guards x 4 hours per guard?
A.26: Major special events include move in, commencement, Future of Fashion, outside rentals, orientation, block parties, FIT Chalk, and others. Number of Officers for each event varies. Event staffing levels will be determined in advance.
- Q.27:** How long has the current security contractor been servicing FIT?
A.27: Five years.
- Q.28:** What Collective Bargaining Agreement is recognized?
A.28: See Answer #1.
- Q.29:** Is there a Rider associated with the site? If so, can you provide a copy of it?
A.29: See Answer #1.
- Q.30:** Section VII: Scope of Services (page 9) 1st Paragraph (page 9) Are all security personnel on each shift required to have a driver's license?
A.30: Yes.
- Q.31:** Are Commercial Drivers Licenses required?
A.31: No
- Q.32:** Qualifications for Levels 1-3, subsection 10. Testing Requirements (page 10) What is needed to meet the medical exam requirement?
A.32: See Answer #12. FIT generally accepts physical requirements based on Contractor's physical requirements for their employees upon hire for the same, or similar, positions.
- Q.33:** Guard Level 2, subsection a. Experience (page 11) Experience noted is 3 years as a security guard at FIT in good standing. Can an experienced security guard (minimum 3 years' experience) who is assigned at another site or 3 years past experience be considered for the Level 2 position?
A.33: No
- Q.34:** Lead Officer Level 3 (page 11) How many Level 3 Lead Officers are required?
A.34: See answer #9 for the current number of Lead Officers
- Q.35:** Regarding Level 3 Lead Officers, within the RFP the titles of Corporals and Supervisors are referenced. Are these the same position and considered a Level 3 Officer? If not, what are the specific days/shifts the Corporal and Supervisor are assigned?
A.35: We do not currently assign Corporals. The number of contracted sergeants will vary based on the number of vacancies within the FIT rank. Neither position is Level 3 Lead Officers.
- Q.36:** Section VIII: Contractors Responsibilities. C. Appearance and Standard Equipment, subsection 2. Standard Equipment Cell phones for security guards are not listed and therefore are not required equipment to be provided to each guard. However, regarding the higher positions: Level 3 Officer, Corporals and/or Supervisors, are they required to have a cell phone?
A.36: No

- Q.37:** Section XIII: M/WBE and SDVOB (page 19) Who is the current subcontractor(s)?
A.37: No subcontracting shall be allowed for this contract. See Answer #3.
- Q.38:** What percentage of the contract is to be subcontracted by SDVOB?
A.38: See Answer #3.
- Q.39:** What percentage of the contract is to be subcontracted by M/WBE?
A.39: See Answer #3.
- Q.40:** How many Guards currently fall under “less than 36 months”?
A.40: See Answer #9
- Q.41:** How many Guards currently fall under “more than 36 months”?
A.41: See Answer #9
- Q.42:** What is the minimum hourly wage for Level 3 Lead Officers?
A.42: See Answer #25
- Q.43:** What is Site Manager’s current compensation package: Wage, benefits, PTO?
A.43: See Answer #2.
- Q.44:** Exhibit A: Current Post Coverage Chart (pages 29 – 31) For each of the posts listed, what is the specific position currently assigned? i.e. 27th Street Gate, Weekday: is this a Level 1 Guard or Level 2 Guard or?
A.44: There is no guard level requirement for any of the posts.
- Q.45:** Exhibit B: Proposal Analysis Sheet (page 32) What specifically is meant by Bill rate by seniority?
A.45: Guard with less than 36 months
Guard with more than 36 months
Lead Officer
- Q.46:** Please advise if lines 1 thru 4 are to be provided for each position then totaled for line 5
A.46: Please refer to Proposal Analysis Sheet Revised for pricing (see attached)
- Q.47:** Can you please provide/confirm what the current pay rates are for assigned Supervisors working at FIT?
A.47: See Answer #2.
- Q.48:** Can there be multiple Proposal Analysis Sheets for each position categories and seniority level?
A.48: Please refer to Proposal Analysis Sheet Revised for pricing (see attached)
- Q.49:** Are their different pay rates for the Lead Officer and Dispatcher Coverage positions and if so can you please provide what their current pay rates are?
A.49: See Answer #9 and #25.
- Q.50:** Can you provide an excel spreadsheet showing the calculations used for the proposal analysis or will we only be able to utilize the Proposal Analysis Sheet(s)?
A.50: See Answer #46.

- Q.51:** Please confirm that the Security Provider and FIT will be able to mutually agree on the scorecard measurements and calculations.
A.51: Alternate proposals will be evaluated and considered
- Q.52:** Who are the key employees who require resumes for submission?
A.52: Proposed Senior/Regional Vice President, Account Manager and on-site assigned Supervisor(s).
- Q.53:** Can we be provided with a seniority list for the current incumbent staff?
A.53: See Answer #9
- Q.54:** Please advise if all offerors, to include the incumbent, shall be required to conduct a pre-employment background investigation that is inclusive of references of neighbors?
A.54: See Answer #10
- Q.55:** Please advise if the awarded offeror will be required to conduct background investigations for existing, incumbent staff presently on the contract or, if the awarded offeror will be required to only conduct background investigations (complete with reference checks from neighbors) for hires that are new to the contract (i.e. not an incumbent contract employee)?
A.55: Background should be conducted for everyone, including incumbents.
- Q.56:** How often does a background investigation need to be conducted?
A.56: Only once.
- Q.57:** Do incumbent employees need to do a medical, drug, and MMPI and fitness for duty psychological test? If so, how often?
A.57: See answer #12 and #32 as well as the Contract under Sections Background Checks and Personnel Placement.
- Q.58:** When are incumbent employees due for annual training?
A.58: See answer #2. Further, please refer to the Contract, Section 3 Training for more information.
- Q.59:** We note that New York State Prevailing Wage applies to the contract awarded from this solicitation. See Section VI.F on page 8 of the RFP. Will the Contractor be permitted to raise rates when and as needed to recoup increases in the Prevailing Wage?
A.59: See answer #46. Please refer to Section VI, Financial Proposal, A), and C). on page 7 of the RFP for more information
- Q.60:** Can vendors request wage adjustments for potential additional costs that are outside of the Contractor's control: Federal, state or local taxes, levies, or required withholdings; costs under collective bargaining agreements; minimum, prevailing and living wage rates and other statutory requirements, such a legally mandated sick leave costs; and medical and other benefit costs?
A.60: See answer #59
- Q.61:** What are FIT's standard payment terms?
A.61: Net 30
- Q.62:** Section VII.B.8.h and Section VII.B.10.b on page 10 of the RFP requires security guards to have a medical exam and be issued a medical exam certificate. We are the incumbent security provider, and we understand that the Americans with Disabilities Act imposes significant restrictions on an employer's ability to perform a physical exam on an incumbent employee. Per EEOC Enforcement Guidance 915.002 (07/27/00), a physical exam may be conducted on an incumbent employee only when the employer has reason to believe, based on objective evidence, that the guard's ability to perform essential job functions may be impaired due to a medical condition and/or the guard may pose a direct

threat due to a medical condition. Standards for conducting physical exams on new hires are more relaxed. Will FIT revise the cited specifications as follows to achieve compliance with applicable law?

- Replace Section VII.B.8.h with the following:
 - o “Medical exam certificate where required under Section VII.B.10.b below.”
- Replace Section VII.B.10.b with the following:
 - o “Medical examination is required for all security guards who have not been previously assigned to a FIT location. Contractor shall provide medical exam certificates for all incumbent security guards to the extent those guards were required to undergo a medical exam upon their initial assignment to a FIT location. Medical exams may also be performed on security guards after initial assignment to a FIT location at the Contractor’s expense whenever FIT or the Contractor has reason to believe, based on objective evidence, that the guard’s ability to perform essential job functions may be impaired due to a medical condition and/or the guard may pose a direct threat due to a medical condition.”

A.62: Section VII.B.8.h and VII.B.10.b have been revised. See below:
 VII.B.8.h -Fitness-for-duty exam certificates where required under Section VII.B.10 below
 VII.B.10.b

- a. Drug test
- b. Physical and psychological fitness-for-duty exams as required under section c herein
- c. Fitness-for-duty examinations (physical and psychological) are required for all security guards who are not currently assigned to an FIT location. If the Contractor employs current incumbent security guards at FIT, Contractor shall provide exam certificates for all such incumbent security guards to the extent those guards were required to undergo such exams upon their initial assignment to a FIT location. Exams may also be performed on security guards after initial assignment to an FIT location, at the Contractor’s expense, whenever FIT or the Contractor has a reasonable belief, based on objective evidence, that the guard’s ability to perform essential job functions may be impaired due to a medical or psychological condition and/or the guard may pose a direct threat to themselves or others due to such condition.

Q.63: We note that Section VII.B.9.d on page 10 of the RFP requires the Contractor to perform credit checks on security guards. Many jurisdictions limit or prohibit an employer’s ability to conduct a credit check. Can the cited section be replaced with the following to achieve compliance with applicable law?
 • “Credit check where not prohibited by law.”

A.63: See answer #11.

Q.64: The RFP specifies the following “The Contractor, shall, upon the request of FIT, be required to furnish unarmed uniformed guards from three different levels. The following are the levels required:
 1. Guard-Level 1
 2. Guard-Level 2
 3. Lead Officer-Level 3”

However, the pricing template provided only allows for one bill rate. Is the bidder to use the pricing sheet attached which only allows for one bill rate? Are we to duplicate for different levels of guards and/or seniority? Or is the vendor permitted to propose pricing using the bidder’s own pricing template? For alternate proposals, is the bidder permitted to use its own pricing template?

EXHIBIT B

PROPOSAL ANALYSIS SHEET CAMPUS-WIDE SECURITY GUARD SERVICES RFP #C1494	
DESCRIPTION	
1. Bill rate by seniority	\$ _____
2. Straight-time percentage mark-up	_____%
3. Overtime bill rate by seniority	\$ _____
4. Overtime percentage mark-up	_____%
5. Annual Profit "At-Risk"	(Year 1) \$ _____
	(Year 2) \$ _____
	(Year 3) \$ _____

A.64: See answer #46.

Q.65: The current incumbent workforce is covered by a Collective Bargaining Agreement (CBA) with SEIU 32 BJ. As such, bidders may be required by Federal Law and Regulation to comply with certain aspects of that CBA. Will FIT please provide copies of that CBA and Seniority List to all bidders to ensure accurate calculation of costs and fair comparison of bidder proposals?

A.65: See Answer #1.

Q.66: Where should the bidder obtain estimated pay rates for union positions?

A.66: See Answer #25.

Q.67: As Prevailing Wage/CBA Pay Rates vary over time during the course of the contract, how should bidders propose year over year progression in pricing since Exhibit B – Pricing Template only allows for one bill rate?

A.67: See Answer #46.

Q.68: Please provide an explanation of the meaning of “substantiated complaint” referenced within Appendix A.

A.68: A substantiated complaint is one that was found to be valid by clear and convincing evidence.

Q.69: Exhibit B shows space for one bill rate, would you like us to provide multiple Exhibit B’s for each Security Officer Level and seniority? For example, one for under 36 months, one for over 36 months, then others to show the different cost for more seniority?

A.69: See Answer #46.

Q.70: Can FIT provide an up-to-date seniority list?

A.70: See Answer #9.

Q.71: What percentage of officers would FIT wish to retain?

A.71: Officers with over one year at FIT are expected to be retained. New officers should be considered on a case-by-case basis.

Q.72: Is there a rider for the location you can provide, or should we just use the prevailing wage information within the RFP?

A.72: See Answer #1.

Q.73: Is there an on-site account manager from the contractor?

A.73: Yes, there are currently two on-site account managers.

Proposals ***must be received on or before*** **March 25, 2022 at 1:00PM** to:

Walter Winter, Director of Procurement
FASHION INSTITUTE OF TECHNOLOGY
PURCHASING DEPARTMENT
333 SEVENTH AVE., C/O 16 FLOOR
NEW YORK, NY 10001

Envelopes should clearly be marked:
RFP C1494 Campus Wide Security Guard Services
Due Date & Time

THIS ADDENDUM IS PART OF THE CONTRACT DOCUMENT AND SHALL BE INCLUDED WITH YOUR REQUEST FOR PROPOSAL SUBMITTAL. YOUR SIGNATURE BELOW WARRANTS THAT YOU UNDERSTAND THIS ADDENDUM AND THAT YOU HAVE MADE THE APPROPRIATE ADJUSTMENTS IN YOUR PROPOSAL AND CALCULATIONS.

Signature

Print Name and Title of Authorized Representative

Print Name of Company/Partnership

PROPOSAL ANALYSIS SHEET REVISED
CAMPUS-WIDE SECURITY GUARD SERVICES
RFP Number C1494

“Campus-wide Security Guard Services for the Fashion Institute of Technology per specifications” cost based on an estimated 134 security guards for a total of 5,200 hours per week, not including Acting Sergeants:

Year 1

Seniority	Hourly Wage	Supplemental Benefits	Vacation, Holiday & Sick	Prevailing Wage Total	Mark-up %	Bill Rate	Hours per Week	Weekly Cost	Annual Cost
0-36 Months									
>36 Months									
Lead Officer									

Seniority	OT Mark-up%	OT Bill Rate
0-36 Months		
>36 Months		
Lead Officer		

Annual At-Risk Value	
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Year 2

Seniority	Hourly Wage	Supplemental Benefits	Vacation, Holiday & Sick	Prevailing Wage Total	Mark-up %	Bill Rate	Hours per Week	Weekly Cost	Annual Cost
0-36 Months									
>36 Months									
Lead Officer									

Seniority	OT Mark-up%	OT Bill Rate
0-36 Months		
>36 Months		
Lead Officer		

Annual At-Risk Value	
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Year 3

Seniority	Hourly Wage	Supplemental Benefits	Vacation, Holiday & Sick	Prevailing Wage Total	Mark-up %	Bill Rate	Hours per Week	Weekly Cost	Annual Cost
0-36 Months									
>36 Months									
Lead Officer									

Seniority	OT Mark-up%	OT Bill Rate
0-36 Months		
>36 Months		
Lead Officer		

Annual At-Risk Value	
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The cost proposal(s) for Years, 1 2 and 3 represent the total cost of the Proposer to comply with the contract provisions, including any escalation and all RFP and Amendment provisions.

Proposer:

(Print or Type Company / Partnership / Individual Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print or Type of Representative)

Title: _____
(Print or Type Title of Representative)

Telephone: _____

Facsimile: _____

Federal ID#: _____

E-Mail: _____

Date: _____

IMPORTANT: This proposal analysis page is the only pricing format acceptable. Proposers must submit pricing using this form. FIT will not accept proposal responses on any other form.