



CITY OF MEMPHIS

REQUEST FOR PROPOSAL

#74748

**Entry-Level Testing Services for
Fire Recruit and Fire Cadet**

Human Resources Division

Date Issued: 30 September 2022

Proposal Submission Deadline: 2 November 2022

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1. OVERVIEW

The City of Memphis, founded in 1819 and incorporated in 1826, is governed by a mayor and a 13-member City Council. Memphis is the second largest city in Tennessee and the 28th largest city in the United States in terms of population with a population of 653,546 as of 2020, and at 324 square miles is among the largest cities in the U.S. in terms of land area. In 2021, the population for the greater Memphis metropolitan area was recorded as approximately 1.34 million people.

The Memphis Fire Department (MFD) employs 1764 personnel of which 1666 are commissioned Fire personnel. The City of Memphis is seeking to recruit, hire, and retain qualified Fire Recruits and Fire Cadets.

1.1 GENERAL CONDITIONS

The following data is intended to form the basis for submission of proposals to provide promotional examination development, testing, and assessment services to the City. This material contains general conditions for the procurement process, the scope of service requested, contract requirements, instructions for submissions of proposals, and submission forms that must be included in the proposal. The RFP should be read in its entirety before preparing the proposal. All materials submitted pursuant to this RFP shall become the property of the City of Memphis.

To the extent permitted by law, all documents pertaining to this Request for Proposals shall be kept confidential, to the extent necessary for review, until the proposal evaluation is complete. No information about any submission of proposals shall be released until the process is complete, except to the members of the Evaluation Committee established by the City and other appropriate designated City staff. All information provided shall be considered by the Evaluation Committee in making a recommendation to enter into an agreement with the selected consultant.

Any inquiries, suggestions or requests concerning interpretation, clarification or additional information pertaining to the RFP shall be made in accordance with the requirements listed in Section 4.5 Initial Questions Submission, Final Questions Submission. The City of Memphis is not responsible for oral interpretations given by any City employee, representative, or others. The issuance of written addenda is the only official method whereby interpretation, clarification, or additional information can be given. Any questions or concerns not submitted by the stated time and date will be deemed waived.

If any addenda are issued to this Request for Proposals, the Purchasing Division will post them to the City's website at <https://www.memphistn.gov/business/rfps-rfqs/>. Submitting organizations are strongly encouraged to view this website often to see if addenda are posted. Failure of any proposer to receive such addendum or interpretation shall not relieve such Proposer from any obligation under his/her proposal as submitted. All addenda so issued shall become part of the Contract Documents.

The City of Memphis reserves the right to (a) accept or reject any and/or all submissions of proposals; (b) to waive irregularities, informalities, and technicalities; and (c) to accept any alternative submission of

proposals presented which, in its opinion, would best serve the interests of the City. The City shall be the sole judge of the proposals, and the resulting negotiated agreement that is in its best interest, and its decision shall be final. The City also reserves the right to make such investigation as it deems necessary to determine the ability of any submitting entity to perform the work or service requested. Information the City deems necessary to make this determination shall be provided by the submitting entity. Such information may include, but is not limited to, current financial statements by an independent CPA, verification of availability of equipment and personnel, and past performance records.

1.2 OBJECTIVE

The City of Memphis (City) through its Human Resources Division (HRD) is seeking the services of a qualified management consultant(s)/vendor(s), hereinafter the “Proposer,” to provide valid and legally defensible employment tests for the positions of Fire Recruit and Fire Cadet in the Memphis Fire Department (MFD). The qualified vendor(s) will be responsible for the design (or modification), development, and implementation of a pre-employment selection process for Fire Recruit and Fire Cadet. The proposed selection process should be practical and cost effective to administer periodically to large numbers of candidates. The anticipated number of candidates ranges from 500 to 1200 per testing cycle, which is currently twice a year but will possibly be increased to four times per year.

All work conducted for this project must be in accordance with the professional standards outlined in the Federal Uniform Guidelines on Employee Selection Procedures. The selection process must be fair, valid, non-discriminatory, and legally defensible. Qualified vendor(s) will receive consideration to participate in a multi-year contract to perform future work awarded for Fire entry-level testing services.

2. SCOPE OF SERVICES

2.1 SCOPE OF WORK

The selected vendor(s) will provide the following services in fulfilling the Fire entry-level testing services for the City of Memphis:

- 2.1.1 Organize and conduct a comprehensive job task analysis for the positions of Fire Recruit and Fire Cadet. This will include an analysis of the current selection process (cognitive and physical abilities). This will also include conducting on-site work activity observations of incumbents and data collection. Analyze the collected data and produce job analysis summary reports. A description of the methodology for completing the job analyses shall be included in the proposal. The use of internal subject matter experts (SMEs) is permitted in the job analysis phase of the project. The job descriptions for both positions are included in the exhibit section of this Request for Proposal.
- 2.1.2 Present job analyses findings to City HRD designees and recommend the most appropriate strategy for validation of the test instruments and the test plan for this project.

- 2.1.3 Design, develop, and prepare objective, job-related, valid, and legally defensible tests to be used in the selection process for the positions of Fire Recruit and Fire Cadet. These may include but are not limited to written examinations, writing exercises, math component, and physical ability tests. All test components would need to tie into the City HRD core competencies and the MFD competency levels for each position. Proposer must provide a detailed description of the proposed test instruments that may be used. Proposer will consider what additional assessment tools/test instruments are needed to evaluate and assess the EMS/paramedic skills of the positions. The selected vendor will not be permitted to use MFD subject matter experts (SMEs) for developing test questions for the positions.

The City HRD will take into consideration non-traditional methodologies of testing. Proposer will describe whether any online or computer-based options are available or feasible for the proposed cognitive testing, including any hardware or software needed to administer such test(s). City HRD strongly prefers a cognitive test that is portable and can be administered while on recruitment trips.

- 2.1.4 The City is seeking a validation process that delivers a method of assessment to determine the level of physical performance necessary to perform the essential functions of firefighting and emergency medical response tasks. Proposer will identify and/or develop a job-related, valid, and legally defensible assessment instrument, other than the nationally known CPAT, to assess/test the physical abilities of potential MFD Fire Recruit candidates.

Proposer must identify a test that is logistically practical, fiscally responsible, and can be administered safely in a reasonable timeframe. City HRD strongly prefers a physical abilities assessment/test that is portable and can be used while on recruitment trips. Proposer's assessment instrument will also include a candidate preparation guide that describes the physical tasks that applicants will be required to perform and instructions/suggestions on how to physically prepare for the test.

- 2.1.5 Since the City has moved towards a continuous hiring process for Fire entry which includes recruitment trips across the country, the City HRD prefers a testing process that is portable and can be self-administered and self-scored by the City with limited or no assistance from the selected vendor. This would require the vendor to provide guidelines and instructions to the City HRD for administering the test(s), including any necessary training of City HRD staff in the administration of the test(s). The City HRD also prefers a testing process that allows an applicant to complete all test components, including physical abilities testing, on the same day. Proposer will recommend the most time-efficient and cost-effective administration methods which also take into account a quality customer service experience for the candidates.

- 2.1.6 Proposer will identify whether any study materials are available for applicants to study in order to prepare for the cognitive test(s) and/or physical ability test. If so, Proposer will describe how the study material can be obtained and whether the materials are available online or electronically.

- 2.1.7 Proposer shall fully describe all scoring methodologies to be used in the testing process for each position and why Proposer is using this proposed scoring methodology. Proposer will describe whether test(s) can be self-scored by the City HRD (which is preferred by City HRD) or whether the applicant answer sheets must be shipped or scanned to the Proposer for scoring. If Proposer must score the test(s), Proposer must provide the test results within 10 business days of receipt of the answer sheets. If the test instruments can be administered electronically, Proposer shall identify whether the scoring process is also in an electronic format.
- 2.1.8 Develop and finalize a testing process, for the positions of Fire Recruit and Fire Cadet, that can be administered by the City starting no later than July 2023.
- 2.1.9 In all phases of the testing process, Proposer will recommend and utilize, where feasible, the best technology methods (i.e. online, computer-based, web-based, virtual, etc.) for administering, assessing, and scoring test instruments in a secure manner. Proposer will also include options, if any, for administering any test components virtually and/or with remote proctoring.
- 2.1.10 Prepare written validation (technical) reports for each position that document the project(s) in detail, if requested. The reports will include the results of the project methodology, the job analyses, the procedures used in the development, administration and scoring of the selection devices, the process by which the scores were weighted and validated, and any other relevant test data. Proposer will orally present results of validation reports immediately after the reports are completed. The written reports will be maintained by the Proposer and will be made available to the City HRD at any time upon request.
- 2.1.11 Proposer will retain all records, test results, score sheets, rater records, correspondence, emails, and other documents received or generated by them (or anyone on their behalf) relating to the services provided by the Proposer pursuant to the contract for a period of three (3) years following the completion/availability of validation reports to the City HRD or the expiration of any litigation that may arise out of the selection process for either position or the completion of Proposer's services provided pursuant to the contract, whichever period is longer.

2.2 ROLES AND RESPONSIBILITIES OF PROPOSER AND CITY

- 2.2.1 Proposer will be responsible for providing the following services, some of which are included in the Scope of Work (Section 2.1):
 - [a] Conduct a comprehensive job analysis for each of the MFD positions listed in this RFP.
 - [b] Present job analyses findings and recommend appropriate validation strategies to the City HRD designees.

- [c] Develop and administer valid and defensible assessment components for each position. City HRD prefers a testing process that can be self-administered and self-scored by the City with limited or no assistance from the selected vendor. Proposer will also identify and/or develop a job-related, valid, and legally defensible assessment instrument, other than the nationally known CPAT, to assess/test the physical abilities of potential MFD Fire Recruit candidates. Proposer must provide written guidelines for administering the exam(s), including any necessary training of City HRD staff.
- [d] If the Proposer does not provide a testing process that can be self-administered, Proposer must work with City HRD to administer the examinations including Proposer's assigned project manager and designated staff on-site during test administration of written and assessment center tests. Provide training to City HRD staff and/or proctors at least one day prior to the administration of the test component(s).
- [e] Identify materials for candidates to study and prepare for the exams. Confirm that the study materials are readily available, preferably online or electronically.
- [f] Determine scoring methodologies to be used and score test components for each position if self-scoring options are not available or feasible. This includes making all arrangements for scoring including providing scoring location and food. Recruit, select, and train assessors used in the test administration and/or scoring. Schedule, coordinate, and handle billing for all assessor activities, travel, food, and lodging.
- [g] Include details of test equipment needs and costs in proposal. If Proposer is providing own audiovisual equipment to use in testing components, Proposer is responsible for transporting, setting up, and breaking down its own equipment or including these additional services in its cost proposal.
- [h] Present to City HRD the final selection lists of candidates for each tested position according to the City time schedule.
- [i] Prepare written validation reports for each tested position which document the projects in detail.
- [j] Retain all records and test results for three years following completion of validation reports pending no litigation. The validation reports will be maintained by Proposer and will be made available, at any time, to City HRD upon request. All test materials relating to this project will remain proprietary to Proposer.
- [k] Provide expert consultation, upon request from City, to address legal matters, appeals, grievances, EEOC complaints, litigation and any other issue or challenge arising from the services in this project. A minimum of 50 hours of this expert consultation shall be provided by Proposer as part of the contract price.
- [l] Recommend and utilize the best technology methods, including virtual and/or online, in all phases of the testing process.
- [m] Recommend the most time-efficient and cost-effective test administration methods which take into account a quality customer service experience for candidates.
- [n] Submit invoices and supporting receipts in a timely manner and adhere to City Travel Policy. City HRD designees will discuss proper invoicing procedures at beginning of project.
- [o] Provide progress reports to City HRD designee(s) with details regarding updates and issues at all phases of the project.

2.2.2 City HRD will provide the following services:

- [a] Arrange project kick-off meeting with City HRD and MFD staff to discuss the project management plan and expectations.
- [b] Provide selected vendor with current job descriptions (attached as Exhibit 7) for and relevant information and materials about each position.

2.2.3. Proposer shall include in its proposal what its expectations are from the City HRD. Proposer shall also describe, in detail, what administrative costs are included in its services and what these administrative costs cover.

2.3 MINIMUM QUALIFICATIONS

Proposer shall have a principal(s), pertinent staff member(s), and/or subcontractor(s) who holds a Ph.D. in Industrial/Organizational (I/O) Psychology and who shall be directly involved in the actual performance of the contract.

Proposer shall conduct professional services in accordance with employment laws and professional standards, including but not limited to the Equal Employment Opportunity Commission's Uniform Guidelines on Employee Selection Procedures and the American Psychological Association's Standards for Education and Psychological Testing and Principles for the Validation and Use of Personnel Selection Procedures.

2.4 INSURANCE REQUIREMENTS

Insurance requirements for this project are listed at the end of the sample contract, attached hereto as Exhibit 5.

2.5 DURATION

A contract with the selected vendor(s) will be negotiated for the period beginning on or about February 15, 2023. The contract will be for a two- (2-) year period, with the option to extend for three (3) additional one- (1-) year periods based upon mutual consent of the parties and contingent upon the availability of funding and successful contract performance of the vendor(s).

2.6 MISCELLANEOUS PROVISIONS

a. Litigation

In the event of any appeals, grievances, EEOC complaints, litigation, and any other issue or challenge arising out of the selection process or the vendor's work done in pursuant to the contract, the vendor must provide a minimum of 50 hours of expert consultation to the City or its designee regarding legal matters related hereto or arising from the services described herein as a part of the contract price. Additional expert consultation may be required and will be charged at a negotiated hourly rate.

b. Temporary Staff

The selected vendor shall provide all temporary staff at vendor's expense. This does not include test staff needed to proctor the exam administration(s).

c. Copyrighted Materials

The selected vendor and the City shall represent and warrant that all test materials are proprietary to the vendor. The vendor shall agree that he/she will not disclose any information pertinent to the contract without prior approval of the City, unless such disclosure is required by law.

d. Use of Subject Matter Experts

In order to maintain the integrity of the testing process, the use of internal (City of Memphis) subject matter experts (SMEs) by the vendor during the test development phase (*i.e.*, developing test questions) for the positions is not permitted. Internal SMEs may be used during the job analysis phase of the project and to assist the vendor with determining the appropriate study materials needed for the testing processes. Depending upon the format of the testing process, internal SMEs may also be used on the actual day of testing to review the test items with the vendor (in a sequestered location) at the same time the examination is being administered to candidates.

e. Duplication of Test Materials

The selected vendor will be responsible for the duplication of all exercises, tests, answer sheets, materials used by candidates during the test, study material packets and handouts, and other similar test-related items. The cost of this duplication should be included in the Proposer's total contract price.

3. PROPOSAL RESPONSE

This Section describes the contents of the Proposal and provides an outline of how the Proposer should organize it. The Proposal will not be considered responsive unless it fully complies with the requirements in this Section, as well as the additional instructions provided in Section 4.6 regarding the required Proposal formats and submission process.

Specifically, the Proposal shall include each of the sections referenced in the table below. The preferred method of submittal is in a three-ring binder with tabbed sections. The requirements for each of these Proposal sections are described in more detail in this Section.

THE PROPOSAL WILL BE DISQUALIFIED FROM THIS RFP PROCESS IF THE PROPOSER FAILS TO CONFORM TO THE PROPOSAL INSTRUCTIONS IN THIS SECTION.

Sections and Topics
Section 1 – Cover Letter
Section 2 – Non-Collusion Affidavit
Section 3 – Criminal and Civil Proceedings Disclosure
Section 4 – Executive Summary
Section 5 – Pricing / Cost Proposal
Section 6 – Project Methodology
Section 7 – Relevant Experience / References
Section 8– Project Team / Qualifications of Personnel
Section 9 – Project Time Schedule
Section 10 – Involvement in Legal Actions
Section 11 – Equal Business Opportunity (EBO) Program

3.1 COVER LETTER

The Proposal shall contain a cover letter acknowledging Proposer's understanding of the RFP process and requirements set forth in this RFP, including its commitment to its Proposal. The cover letter shall be signed by an authorized representative of Proposer's company.

Provide company's name, address, web address, telephone and fax numbers. Please include name, title and e-mail address of the individual who will serve as company's primary contact. Describe your company's ownership.

3.2 NON-COLLUSION AFFIDAVIT

Please use the form provided in Exhibit 1.

3.3 CRIMINAL AND CIVIL PROCEEDINGS DISCLOSURE

Please use the form provided in Exhibit 2.

3.4 EXECUTIVE SUMMARY

The Proposal shall include an Executive Summary providing a brief overview of Proposer's products and services as specified in the Scope of Work (Section 2.1). The Executive Summary (limit of 3 pages) should include:

- a. Background information including legal name, headquarters address, principal place of business, additional facilities and locations, the names of principals/partners, number of employees (categorized by full-time, part-time, temporary), and the number of years providing the services specified in this RFP.
- b. Statement of understanding of the City's intent and objectives specified in this RFP and Proposer's approach/plan to achieving those objectives.
- c. Brief description of knowledge and relevant experience in providing similar services to other municipal, local government, and public-sector clients.
- d. Brief summary of the qualifications, experience, and background of the project team and its committed key personnel.

3.5 PRICING / COST PROPOSAL

The Proposal shall include Proposer's pricing which will be evaluated separately; therefore, the cost proposal must be submitted **sealed** and **under separate cover**.

Proposer's cost proposal must include the overall (lump sum) total project cost. The total cost shall include the Proposer's professional fees for each phase of the project and the Proposer's estimated related expenses. The detailed pricing shall include:

- a. Itemized costs at each phase of the project (*i.e.* professional fees and estimated related expenses)
- b. Miscellaneous project costs (*i.e.*, testing equipment, testing staff, test/scoring supplies and materials, printing, duplicating, videotaping, shipping, *etc.*)
- c. Administrative costs for conducting job analysis sessions, HRD staff training sessions, *etc.*

- d. Assessors' costs for travel, lodging, food (*see* City Travel Policy for travel expense limits)
- e. Proposers' personnel costs for travel, lodging, food (*see* City Travel Policy)
- f. Any additional charges associated with the design, preparation, or administration of the test components and/or assessment services (including the Proposer's virtual platform needed for administration).

3.6 PROJECT METHODOLOGY

Proposer should provide a detailed description of the services to be provided as set forth in the RFP. The description should include, but not be limited to, the discussion of the following:

- a. An introduction with an overview of Proposer's understanding of the scope of work and services to be provided.
- b. The proposed services and the methodology /approach that will be used to accomplish the tasks identified in the Scope of Work section. Proposer should discuss its job analysis methodology and how its team will analyze, develop, validate, administer, and score the test(s). Proposer should also discuss the portability of the cognitive and physical abilities tests and whether they can be self-administered and/or self-scored by the City. The project management plan should include the delineation of roles and responsibilities, a detail of team assignments, and project delivery approach.
- c. A statement regarding how the Proposer is prepared to respond promptly to unexpected issues, potential problems, or any changes in the scope of work.
- d. The methods Proposer will use to protect the confidentiality and integrity of the test and test materials (*i.e.* security measures).
- e. Any requirement or need for City-furnished personnel (*i.e.* proctors), materials, equipment, or facilities for each proposed test component/administration should be detailed in this section.

3.7 RELEVANT EXPERIENCE / REFERENCES

Proposer shall provide a concise description of backgrounds and experience as they relate to the scope of work outlined herein. The description should include experience in the areas of job analyses, test development, validation, administration of written, oral, assessment center, and physical abilities tests, and the number of years the Proposer has been providing these services, which shall be a minimum of five (5) years.

Proposer must include five (5) references (not including the City of Memphis) of similar and/or non-traditional testing projects that Proposer has developed and delivered in the past five years (limit of 5 pages). For each reference, include:

- a. Name and address of organization or municipality
- b. Type of contract
- c. Name, title, email address, and telephone number of the contract contact person
- d. Brief summary of the scope of services provided to the organization / municipality and the number of candidates/applicants that were tested per testing cycle
- e. Number of years/contracts provided to the organization / municipality

3.8 PROJECT TEAM / QUALIFICATIONS OF PERSONNEL

Proposer shall describe the qualifications and skills of its company/organization to provide the services as set forth in this RFP. The description should include, but not be limited to, the following:

- a. Names, qualifications, credentials, years of experience, and past project roles of specific team members who will be committed to the essential work on this project and the delineation of their roles and accountability for the completion of work at each phase of this project. The description should also include the team members' direct experience and specific roles on similar and/or non-traditional testing projects within the last five years.
- b. Names of principals and pertinent staff members who hold a Ph.D. in Industrial/Organizational (I/O) Psychology. Identify the role of the I/O psychologist(s) and whether he/she will act as the overseer of the project (*i.e.*, give directives, make final decisions, accept responsibility for the project, *etc.*). State whether the principals and pertinent staff will be directly involved in the actual performance of the contract.
- c. If Proposer intends to subcontract any part of the work under this contract, indicate the services to be subcontracted and the names of the subcontractor (s) to provide the services.

3.9 PROJECT TIME SCHEDULE

The Proposal shall include a proposed time schedule / timeline for completion of each phase of the project (*i.e.*, days, weeks, months) as it relates to Proposer's project management plan. The schedule should include project tasks/phases, their duration, and their relationship to each other and the completion of the project.

The time schedule shall be clear, well thought-out, realistic, and reflective of an understanding of the scope of the project.

Proposer shall outline in detail how its team will complete work on the project by the scheduled dates outlined in Section 2.1.8 (Scope of Work).

3.10 INVOLVEMENT IN LEGAL ACTIONS

Proposer shall identify any pending and past litigation, challenges, or legal actions related to consulting services provided by or tests developed by Proposer's company within the past ten (10) years. This includes any litigation against a client based on services provided by Proposer. Proposer shall state the project giving rise to the litigation and explain the issues, disposition and outcome/status.

3.11 EQUAL BUSINESS OPPORTUNITY (EBO) PROGRAM

Proposer shall provide a complete participation plan or well-documented good-faith efforts. See the following pages for descriptions and forms.

Equal Business Opportunity Program

This contract will be subject to the requirements of the City of Memphis Ordinance #5384 which establishes the Equal Business Opportunity (“EBO”) Program. It is up to the Proposer to ensure that all requirements of this ordinance are met. The ordinance may be accessed on the City’s website at www.memphistn.gov under “Doing Business”. The intent of the EBO Program is to increase the participation of locally owned minority and women-owned business enterprises (“M/WBE”) in the City’s purchasing activities. Toward achieving this objective, the M/WBE participation goal for this solicitation is XX%. The percentage of M/WBE participation is defined as the dollar value of subcontracts awarded to certified minority and/or women business enterprises divided by the total proposed base bid amount.

Participation Plan

The Participation Plan must include: (1) level and dollar amount of participation Proposer anticipates achieving in the performance of contract resulting from this RFP; (2) the type of work to be performed by the M/WBE participation; and (3) the names of the M/WBEs Proposer’s plan to utilize in the performance of the contract resulting from this RFP.

Good-Faith Efforts Documentation

If a Proposer proposes an M/WBE percentage less than the established goal, the Proposer must, at the time of the response, submit a Good-Faith Efforts statement accompanied by the appropriate documentation justifying its submitted M/WBE percentage. The ability of Proposer to perform the work with its own work force will not in itself excuse the Proposer from making good-faith efforts to meet participation goals. The determination of whether a Proposer has made a good-faith effort will be made by the City’s Contract Compliance Officer, Director of Finance and the Purchasing Agent prior to the award of the project.

Eligible M/WBE Firms

To qualify as an M/WBE firm pursuant to the requirements of City of Memphis Ordinance #5384, a firm must be included on the City’s list of certified M/WBE firms. One or a combination of several M/WBEs may be utilized to meet the established goal.

Requests for verification must be submitted to the City's Contract Compliance Office listed below:

Office of Business Diversity & Compliance
Phone 901-636-6210; Fax 901-636-6560
125 North Main Street, Suite 546
Memphis, TN 38103

**CITY OF MEMPHIS
EQUAL BUSINESS OPPORTUNITY PROGRAM COMPLIANCE FORM**

PROJECT TITLE: _____

Project M/WBE GOAL: 0 %

The following sections must be completed by bidder. A certified subcontractor or supplier is defined as a firm from the list of certified firms provided with this specification.

Bidder's Name

Section A - If the bidder is a certified firm, so indicate here with a check mark.

_____ MBE _____ WBE

Section B - Identify below those certified firms that will be employed as subcontractors or suppliers on this project. By submitting this bid, the bidder commits to the use of the firms listed below.

\$ = Show the dollar value of the subcontract to be awarded to this firm

% = Show the percentage this subcontract is of your base bid

M/WBE = Show by inserting an M or W whether the subcontractor is an MBE or WBE

\$ / %	M/WBE	SERVICE	CERTIFIED SUBCONTR. NAME, ADDRESS, TEL. #

Total	\$	%
MBE		
WBE		

THIS FORM and SUPPORTING DOCUMENTATION MUST BE SUBMITTED WITH THE BID OR THE BID WILL BE CONSIDERED NON-CONFORMING.

**CITY OF MEMPHIS
GOOD-FAITH EFFORT DOCUMENTATION FORM**

To the Honorable Mayor City of Memphis, Tennessee
From:

PROPOSER NAME _____

PROJECT TITLE: XXXXXXXXXXXXXXXXXXXXXXX

Enclosed please find the required documents:

Said Bidder ____ did / or ____ did not attend the project pre-bid meeting.

***Copies of all written notification to City of Memphis M/WBE listed firms. (Please attach list of all firms notified, detail how they were notified and when).**

Said Bidder _____ did / or ____ did not select economically feasible portions of the work to be performed by M/WBE firms.

***List all M/WBE firms with which negotiations took place. (Attach list. If no negotiations were held, please state so.) Provide names, addresses, and dates of negotiations.**

***Statement of efforts to assist M/WBE firms, with bonding, insurance, financing, or with document review. (Attach list. If no assistance was provided, please state so.)**

The Bidder ____ did / or ____ did not use all M/WBE quotations received. If the Bidder did not use all M/WBE quotations received, list on attached sheets, as required as to the reasons those quotes were not used.

***List (on attached sheets as required) all M/WBE firms contacted that the bidder considered not to be qualified, and a statement of the reasons for the bidder's conclusions. If no firms were found to be non-qualified, please state so.**

THIS SIGNED FORM AND REQUESTED DOCUMENTATION (noted by an asterisk ‘*’) MUST BE SUBMITTED WITH THE BID IF THE BIDDER DOES NOT MEET THE REQUIRED M/WBE PROJECT GOAL. IF REQUESTED DOCUMENTATION IS NOT SUBMITTED THE BID WILL BE CONSIDERED NON-CONFORMING.

Contractor's Name

Signature

Printed or Typed Name and Title

4. INSTRUCTIONS ON RFP PROCESS

4.1 USE OF INFORMATION

All correspondence about this RFP and the Initiative should be limited to the Principal Contact listed in Section 4.2 or other designated City personnel or agents.

4.2 PRINCIPAL CONTACT AND INFORMATION REQUESTS

Brynn Wiswall is the single point of contact (the “Principal Contact”) for all matters relating to this RFP. Proposer should direct all inquiries to the Principal Contact at:

brynn.wiswall@memphistn.gov

Proposer should not, under any circumstances, contact any City personnel (including senior City management or City employees with whom Proposer has an existing business or personal relationship) to discuss this RFP without the Principal Contact’s prior written consent. Utmost discretion is expected of Proposer and all other RFP recipients. Any recipient attempting to circumvent this process will risk elimination from further participation in the bidding process.

4.3 SCHEDULE OF ACTIVITIES

- In order to accelerate the business transformation, service improvements and cost savings the City anticipates, the City has developed an estimated timeline for this Initiative. The City will move as quickly and efficiently as possible to determine the feasibility of each Proposal and to move forward with term sheet discussions and ultimately conclude an agreement accordingly.
- As a result, the City requests that Proposer make a dedicated team available to participate in the proposal development and evaluation processes as necessary to participate in the activities and meet the deadlines provided in the table below.
- It is the City’s option to conduct interviews with finalists. However, in no way is the City obligated to interview finalists.
- The City reserves the right to modify or update this schedule at any time.

In no event shall the deadline for submission of the proposal be changed except by written modification by the City of Memphis Purchasing Department.

Activity	Date
Publish RFP	October 4 & 5 2022
Proposer Questions Deadline	October 14, 2022
City Response to Questions	October 21, 2022
Proposal Submission Deadline	November 2, 2022
Finalist Selections – Optional	December 2022
Finalist Presentations – Optional (City’s Discretion)	December 2022
Negotiations	January 2023
Agreement Finalization	February 2023

Several of the activities identified in the above table are described in more detail in the remainder of this Section 4.

4.4 PRE-SUBMITTAL CONFERENCE

No Pre-Submittal Conference is scheduled for this RFP.

4.5 INITIAL QUESTIONS SUBMISSION, FINAL QUESTIONS SUBMISSION

Proposer may submit an initial set of questions based on its review of this RFP, by adhering to the format template provided in Exhibit 4 and submitted as an attached WORD document or as part of the body of the email (no pdf documents) and sending it *via* email by 5:00 pm CT on the date listed in Section 4.3 Schedule of Activities. Questions received after this time and date will not be answered. This email should be sent to the individual(s) listed in Section 4.2 Principal Contacts and Information Requests, with the subject heading: “Your company’s name – RFP #XXXXX - RFP Name – Questions.” The City will post the responses to the questions on the City’s website on or before the date listed in Section 4.3 Schedule of Activities. To ensure the fair and consistent distribution of information, no individual answers will be given. The only official answer or position of the City will be the one posted *via* the City’s website. Any questions or concerns not submitted by the stated time and date will be deemed waived.

4.6 PROPOSAL SUBMISSIONS

PROPOSAL SUBMISSION AND DUE DATE

Proposer shall submit, in a sealed packet, the technical proposal as detailed below. The Proposer shall also submit, in a sealed packet, a cost proposal as detailed below.

A. Technical Proposal

1. One (1) original (clearly marked on outside of binder as "ORIGINAL") with original signatures; and
2. Seven (7) complete printed copies of the original proposal (including the signed cover letters and all attachments); and
3. One (1) digital copy (thumb drive) containing softcopies of the entire Proposal (including the signed cover letters) organized in the same format as the original submission.

B. Cost Proposal

1. One (1) original (clearly marked on outside of binder as "ORIGINAL") with original signatures and seven (7) complete printed copies shall be submitted in a separate, sealed envelope (pages not folded) marked "Cost Proposal" with the Proposer's company name, address, RFP name, RFP# and RFP due date.

Proposer shall submit the sealed technical proposal and sealed cost proposal on or before the date specified in Section 4.3 Schedule of Activities **at 12:00 noon CT**, to the addressee provided below:

USPS (or other common carrier)
City of Memphis
Purchasing Department, Room 368
125 N. Main Street
Memphis, TN 38103

Hand Delivery
City of Memphis
Main Lobby – Bid Drop Box
125 N. Main Street
Memphis, TN 38103

The label should identify the contents as:

**Your company name & address.
RFP Title, RFP #XXXXX.**

PROPOSALS SUBMITTED AFTER THE DEADLINE OR WHICH STATE THAT INFORMATION WILL BE PROVIDED" AT A LATER DATE," OR WHICH ARE OTHERWISE INCOMPLETE OR FAIL TO COMPLY WITH THE REQUIREMENTS SET FORTH IN THIS RFP WILL BE DISQUALIFIED FROM PARTICIPATION IN THIS RFP PROCESS.

Proposals may not be amended after the submission deadline.

Notwithstanding any legends on the proposal or any other statements to the contrary, all materials submitted in connection with Proposer's response to this RFP will become the property of the City and may be returned only at the City's option.

PROPOSAL FORMAT

The City expects the Proposal to be a compilation of various documents, in particular because the Proposal must utilize the RFP response templates, if provided, set forth in the Exhibits to this RFP.

Proposer shall use Microsoft Office file formats in preparing its Proposal to the maximum extent possible. All pages should be formatted to print on 8 ½" x 11" paper and a font size of 11 or higher, unless another format is provided by the response template. Proposer responses should be specific, factual, brief and to the point.

PROPOSAL EXPIRATION DATE

Proposals in response to this RFP shall remain valid for six (6) months from the Proposal due date. The City may request an extension of time if needed.

PROPOSER DATA

The confidentiality of information and data contained in the firm of contractor's Proposal shall be subject to and governed by the Tennessee Public Records Act and any other public records laws with which the City is legally obligated to comply (including a Freedom of Information Act Request under "FOIA").

Deadline Extension

The City reserves the right to extend the submission deadline if such action is considered necessary by the City.

Ambiguity, Conflict, or other Errors in the RFP

If a Proposer discovers any ambiguity, conflict, discrepancy, omission or other error in the RFP, it shall immediately notify, in writing or by email, the City of such error and request modification or clarification of the document. The Proposer shall include the RFP number, page number and the applicable paragraph title. The City will issue/post any revisions to the RFP on the City's website (www.memphistn.gov). The Proposer is responsible for clarifying any ambiguity, conflict, discrepancy, omission, or other error in the RFP prior to submitting the Proposal, or any ambiguity, conflict, discrepancy, *etc.* shall be waived.

Withdrawing or Amending a Proposal

At any time prior to the scheduled deadline for receipt of Proposals, the Proposer may withdraw or amend its Proposal by submitting a written request from the authorized representative whose name and signature appears on the Proposal. A written request to withdraw or amend the Proposal must be submitted to the individual and address to whom/which the Proposal was submitted in accordance with the section above titled "PROPOSAL SUBMISSION AND DUE DATE."

Acceptance/Rejection of Proposals

The City reserves the right to accept or reject, in whole or in part, any or all Proposals submitted. The City shall reject any Proposal that is determined to be non-responsive.

Informalities/Minor Irregularities

The City reserves the right to waive minor irregularities or informalities in a Proposal when the City determines that it will be in City's best interest to do so. Any such waiver shall not modify any remaining RFP specifications or excuse the Proposer from full compliance with the RFP specifications and other contract requirements if the Proposer is awarded the contract.

Proposer Indebted to the City

No contract will be knowingly awarded to any organization which, in the City's sole discretion, is in arrears to the City of Memphis upon any debt or contract, or which is a defaulter as surety or otherwise under any obligations to the City of Memphis, or which has failed to perform faithfully on any previous contract with the City of Memphis.

Tax Payments

The City of Memphis is exempt from federal excise, state and local taxes on all purchases and will issue tax exemption certificates upon request.

4.7 FINALIST SELECTIONS (OPTIONAL)

The City may select a number of Proposers as finalists who will be asked to give an oral presentation of their Proposals to the City. However, the City is not obligated to interview any finalist. If interviews are conducted, these Proposers will be selected based on an evaluation of their Proposals against the criteria described in Section 5 of this RFP. Proposers that are not selected to progress to the oral presentations likely will be excluded from further consideration.

For this reason, Proposers are strongly encouraged to make as complete and compelling a Proposal as possible. Proposers who fail to comply risk being dropped from further consideration without having an opportunity to improve their Proposals.

4.8 RECIPIENT PRESENTATIONS (OPTIONAL)

Details pertaining to the oral presentation phase of the RFP process will be confirmed after Proposal submission; however, the presentations are tentatively scheduled to begin on the date listed in Section 4.3 Schedule of Activities.

If Proposer is one of the finalists asked to give an oral presentation, Proposer should prepare a comprehensive presentation that concentrates on the business and technical aspects of the Proposal and should not be marketing discussions. **THE PROPOSAL WILL NOT BE ALTERED OR ENHANCED DURING THE ORAL PRESENTATION.**

Appropriate visual and written materials are expected, but the format will be left to the discretion of the Proposer. A soft copy of all presentation materials must be delivered to the Principal Contact at least one business day before the beginning of the presentation. Proposer should also bring a sufficient number of printed copies of the materials for the City attendees at the presentation.

The City may provide a last-minute agenda or other direction for the Proposer's presentation based on the City's initial review of the Proposals.

4.9 CONTRACT AWARD

The award of contract will be made on the basis of the best Proposal, as solely determined by the City, which meets the requirements and criteria set forth in the solicitation. The City will only accept Proposals for the services requested. The Proposal submitted in response to this solicitation is not a legally binding document; however, the contract, which will be based on information provided in the Proposal, becomes legally binding once all parties have signed it. Any contract resulting from this RFP shall be subject to the City of Memphis General Terms and Conditions set forth in this solicitation and any additional terms imposed by City. The successful Proposer shall be required to execute the contract originated by the City of Memphis and satisfy all contract requirements as specified by the City. One or more contracts may be awarded under this RFP, and any contract awards and amounts are subject to the availability and appropriation of funds.

4.10 PROTESTS

Any protest of award must be filed in writing with the Interim Purchasing Agent within five (5) calendar days of the award announcement at the following address, or *via* email (Brynn Wiswall – brynn.wiswall@memphistn.gov):

City of Memphis Purchasing Agent:
125 North Main, Room 368, Memphis, Tennessee 38103

4.11 MODIFICATION OR TERMINATION OF RFP PROCESS

Subject to the rules and regulations of the City's Procurement Office, including with respect to providing notification and, where applicable, providing the opportunity to revise proposals, the City reserves the right, in its sole discretion, to discontinue, amend, supplement, or otherwise change this RFP, the initiative, the process used for evaluation, and the expected timeline at any time and for any reason, and makes no commitments, implied or otherwise, that this process will result in a business transaction with any provider.

4.12 SUPPLEMENTAL INFORMATION

If, subsequent to issuance of this RFP, additional relevant material is produced by or becomes available to the City, such material will (where appropriate) be transmitted to all Proposers for their consideration. The City will make modifications by issuing a written addendum, which will be posted on the City's website. Any revisions to the solicitation will be made only by an addendum issued by the City.

It is the responsibility of the Proposer to check the website for possible addenda and should consider such information in its Proposal. The City will assume that all changes or additional requirements transmitted have been taken into account in the Proposal (including with respect to pricing), unless otherwise specified.

4.13 NO REPRESENTATIONS OR WARRANTIES

The City makes no representations or warranties regarding the accuracy or completeness of the information contained in this RFP or otherwise provided by the City through the RFP process. Proposer is responsible for making its own evaluation of information and data contained in this RFP or otherwise provided by the City, and for preparing and submitting responses to the RFP. The City has attempted to validate the information provided in this RFP, but it is possible that Proposer may detect inconsistencies or potential errors. While Proposer should identify these potential issues in its questions or in an appendix to its Proposal, Proposer should use the information provided on an “as-is” basis for its initial Proposal. Information regarding the City and the Initiative may be revised or updated, and republished for inclusion in a final response.

4.14 PROPOSAL PREPARATION COSTS

Proposer will be responsible for all costs it incurs in connection with this RFP process (including but not limited to Proposal preparation, personnel time, travel-related costs, and other expenses) and any subsequent agreement negotiations.

5. EVALUATION MODEL

5.1 QUALIFYING PROPOSALS

City will review each submitted Proposal to determine whether it is a Qualifying Proposal. A Qualifying Proposal is one that meets all of the criteria set forth below. All Proposals that ARE NOT a Qualifying Proposal will be disqualified from this RFP process. A Qualifying Proposal is a Proposal that:

- Was submitted (in the form and format required) by the due date as specified in Section 4.6.
- Conforms to the requirements of the RFP (as outlined in Section 3).

5.2 EVALUATION OF QUALIFYING PROPOSALS

An evaluation team composed of representatives of the City will evaluate Proposals on a variety of quantitative and qualitative criteria. The criteria, and their associated weights, upon which the evaluation of the Proposals will be based, are as follows:

- a. Project Methodology, Project Management Plan, Project Time Schedule, and Involvement in Legal Actions** – Proposer demonstrates understanding of the scope of work and services to be provided and whether the proposed methodology is feasible and applicable; proposal includes a project management plan that supports all project requirements; proposal clearly details the timeframes for completion of each phase of the project and the ability to realistically meet the City’s time schedule; and proposal details Proposer’s involvement in past or current litigation related to test development, administration, assessment, scoring, security, and other test-related services (45 percent)
- b. Relevant Experience/References and Project Team / Qualifications of Personnel** – proposal describes relevant experience and demonstrated ability to fulfill the requirements of the proposal as listed in the scope of work, and clearly describes relevant qualifications and experience of the personnel who will be assigned to the project (35 percent)
- c. Pricing / Cost Proposal** – costs and fees are detailed, appropriate, and reasonable for the services being provided (20 percent)

Total Points for Evaluation Criteria - 100 points

See below for a sample evaluation criteria and associated point value.

Evaluation Category	Questions/Areas of Evaluation within Categories	Total Possible Points per Question	Total Possible Points
Project Methodology and Workplan			45
	<ul style="list-style-type: none"> Understanding of scope of services 	10	
	<ul style="list-style-type: none"> Overall methodology and approach 	15	
	<ul style="list-style-type: none"> Project management plan / workplan 	10	
	<ul style="list-style-type: none"> Timeframe for Implementation 	5	
	<ul style="list-style-type: none"> Involvement in Legal Actions 	5	

Evaluation Category	Questions/Areas of Evaluation within Categories	Total Possible Points per Question	Total Possible Points
Relevant Experience / References and Qualifications of Personnel			35
	<ul style="list-style-type: none"> • Experience in areas of test development, administration, and validation 	10	
	<ul style="list-style-type: none"> • Past projects of this size and scope 	5	
	<ul style="list-style-type: none"> • Experience / skill level of principals and project team assigned to implementation 	15	
	<ul style="list-style-type: none"> • List of verifiable clients or references that have engaged the Proposer in similar work (1 point for each, with a maximum of 5) 	5	
Cost/Pricing	Vendor provides a cost-effective and competitive pricing methodology		20
	<ul style="list-style-type: none"> • Pricing is cost-effective and competitive 	5	
	<ul style="list-style-type: none"> • Provides details of cost as requested in RFP 	15	
			100

6. RFP TERMS AND CONDITIONS

The City of Memphis seeks proposals from firms who have the expertise to provide to provide the products and/or services as is in accordance with this RFP document. This is a Request for Proposal that may be modified by the City in the selection process.

THE CITY OF MEMPHIS ENCOURAGES THE PARTICIPATION OF SMALL, MINORITY AND WOMEN-OWNED BUSINESSES IN THE PURCHASING PROCESS.

The City of Memphis is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, or handicap status in employment or in the provision of services.

This procurement may be subject to the requirements of Ordinance No. 5114 which establishes a local preference for local businesses located within the City of Memphis. A copy of your current Memphis and Shelby County Tennessee Business Tax Receipt must accompany the proposal for consideration of this ordinance.

Any protest of award must be filed in with the Purchasing Agent pursuant to Section 4.10 Protests. Notice of Intent to Award will be emailed to all vendors that submit a valid proposal. The intent to award notification shall be deemed publicly announced on the date specified on the notice.

Only Proposals submitted on the provided form(s) with no changes, additions or deletions to the terms and conditions will be considered. Proposals containing terms and conditions other than those contained herein may be considered nonconforming.

No objections with regard to the application, meaning, or interpretation of the specifications will be considered after the opening of the subject Proposals. If there are questions or concerns regarding any part of plans, terms, specifications or other proposed documents, a written request for interpretation thereof may be submitted to the City Purchasing Agent prior to the deadline date, pursuant to Section 4.5 Initial Questions Submission, Final Questions Submission. The organization submitting the request shall be responsible for the prompt delivery of the request. Any interpretation in response to the written request will be made only by addendum duly issued, and a copy of such addendum will be mailed or delivered to each organization receiving a set of such documents and/or posted on the City's website. The City of Memphis will not be responsible for any other explanation or interpretation of the proposed documents. By submission of its Proposal, a Proposer shall be deemed to have understood fully the contents and meaning of the RFP.

All Proposals must be signed by an authorized representative of your organization. Unsigned Proposals will be considered nonconforming.

Any contract resulting from the Proposals received in response to this solicitation shall be construed in accordance with and governed by the laws of the State of Tennessee. All actions, whether sounding in contract or in tort, relating to the validity, construction, interpretation and enforcement of this Agreement shall be instituted and litigated in the courts of the State of Tennessee, located in Shelby County, Tennessee without regard to conflicts of laws principles.

By order of the Mayor of the City of Memphis, Tennessee.

JIM STRICKLAND, MAYOR

Brynn Wiswall, City Purchasing Agent

Published in The Daily News on XXXXXX 2 Copies

INSTRUCTIONS TO PROPOSERS

Proposers shall submit their signed Proposal in a sealed envelope INDICATING ON THE OUTSIDE: THE COMPANY NAME and THE REQUEST FOR PROPOSAL NUMBER.

Proposers must comply with all applicable licensing requirements. Pursuant to the City of Memphis Charter, Article 71, Section 777 et seq., it is unlawful to operate a business within the limits of the City of Memphis without possessing a Memphis and Shelby County business license, excepting non-profit organizations that qualify as tax-exempt under Sec. 501(c)(3) of the Internal Revenue Code. Upon award notification and prior to the City issuing a properly executed purchase order or entering into a contract with the Proposer, the successful Proposer, whose principal business address is located within the limits of the City of Memphis, will be required to submit, along with the required insurance and other required documentation, a copy of (1) the tax-exempt ruling or determination letter from the Internal Revenue Services; or (2) its current Memphis and Shelby County Business Tax Receipt/License.

Issuance of this RFP does not obligate the City to contract, in whole or in part, for services specified herein. The City of Memphis reserves the right to cancel this solicitation, in whole or in part, or to reject, in whole or in part, any and all Proposals. Bidders will be notified of any cancellation, and cancellation of this RFP or any subsequent award will be posted on the City's website.

To request additional information concerning this solicitation, please see Section 4.5 Initial Questions Submission, Final Questions Submission.

This solicitation shall be in accordance with the City of Memphis Ordinances and Purchasing Policies and Procedures, which may be amended from time to time.

All materials submitted pursuant to this RFP shall become the property of the City of Memphis.

To the extent permitted by law, all Proposals submitted in response to this RFP shall be kept confidential until the proposals have been evaluated and the intent to award is announced. Until the intent to award is announced, no information regarding any Proposal will be released to anyone, except members of the Evaluation Committee who are responsible for evaluating the Proposals and other appropriate City staff. All information provided by the Proposer in response to this RFP will be considered by the Evaluation Committee in evaluating the Proposal and making an award recommendation to the City.

The Mayor of the City of Memphis is the only individual who can legally sign contracts on behalf of the City. Costs chargeable to the proposed contract shall not be incurred before receipt of a fully executed contract.

EXHIBITS

EXHIBIT 1 – NON-COLLUSION AFFIDAVIT

The Proposer, by its officers and its agents or representatives present at the time of filing this Proposal, being duly sworn on their oaths say, that neither they nor any of them have in any way, directly or indirectly, entered into any arrangement or agreement with any other Proposer, or with any officer of the Owner or Owner’s representative whereby such affiant or affiants or either of them has paid or is to pay such other Proposer or officer any sum of money, or has given or is to give to such other Proposer or officer anything of value whatever, or such affiant or affiants or either of them has not directly or indirectly, entered into any arrangement or agreement with any other free competition into the letting of the contract sought for by the attached prices that no inducement of any form or character other than that which appears on the face of the Proposal will be suggested, offered, paid or delivered to any person whomsoever to influence the acceptance of the Proposal or awarding of the Contract, nor has this Proposer any agreement or understanding of any kind whatsoever, with any person whomsoever to pay, deliver to, or share with any other person in any way or manner, any of the proceeds of the Contractor sought by this Proposal.

Submitted By:

Firm Name _____

Authorized Signature _____

Date _____

SIGNATURES

If PROPOSER is:

A. An Individual

By _____

(SEAL)

(Individual's Name)

Doing business as

Business Address:

Phone Number: _____

B. A Partnership

By _____

(SEAL)

(Firm Name)

(General Partner)

Business Address:

Phone Number: _____

C. A Corporation

By _____

(SEAL)

(Corporation Name)

(State of Incorporation)

By _____

(Name of Person Authorized to Sign)

Title _____

Attest _____

(Secretary)

Business Address:

Phone Number: _____

D. A Joint Venture

By _____
(Name)

Business Address:

By _____
(Name)

Business Address:

Each joint venture member must sign. The manner of signing for each individual partnership and corporation that is party to joint venture should be in manner indicated above.

EXHIBIT 2 – CRIMINAL AND CIVIL PROCEEDINGS DISCLOSURE

PROPOSING FIRM'S DISCLOSURE OF CRIMINAL AND CIVIL PROCEEDINGS

Describe all ongoing and past civil and criminal proceedings within the last 10 years. Indicate the status of current proceeding and the outcome of closed or completed actions. Also, describe, if any, how the outcome of actions impacted company business operations. Attach additional pages if necessary.

Note: If no civil and criminal proceedings within the last 10 years, indicate here and return this attachment with your proposal.

EXHIBIT 3 – PRICE FORM

N/A

EXHIBIT 4 – PROPOSER QUESTIONS TEMPLATE

RFP Section	QUESTION

CITY OF MEMPHIS STANDARD CONTRACT FOR GOODS AND / OR SERVICES

PARTIES TO THE AGREEMENT. This Agreement is made and entered into this ____ day of _____, 20__, by and between **[@CONTRACTOR NAME@]** ("Contractor") and the City of Memphis, a municipal corporation of the State of Tennessee ("City").

WITNESSETH

WHEREAS, the City, by and through its Division of **[@DIVISION NAME@]** has the need for **[@SERVICES / GOODS TO BE PROVIDED@]**; and

WHEREAS, Contractor has the knowledge and expertise to provide such goods/services; and

WHEREAS, the parties desire to enter into an agreement setting forth the terms and conditions under which Contractor shall provide said goods/services;

NOW THEREFORE, for and in consideration of the mutual promises and covenants contained herein and for other good and valuable consideration, the parties hereby agree as follows:

PAYMENT TERMS AND CONDITIONS

DESCRIPTION OF GOODS / SCOPE OF SERVICES. The goods / services to be provided in connection with this Agreement will include, but not be limited to, those items listed, if applicable, in the Request for Quote (RFQ)/Request for Proposal (RFP) and Contractor's response thereto, which are incorporated herein by reference and, if applicable, Exhibit **[@EXHIBIT IDENTIFICATION@]**, attached hereto and incorporated herein as if stated verbatim. Said goods / services shall be provided in accordance with the applicable terms and conditions set forth, if applicable, in the City solicitation, and it is understood and agreed among the parties that in the event of a variance between the terms and conditions of this Agreement and any amendment hereto and the terms and conditions contained, if applicable either in the solicitation document or the response thereto, the order of precedence shall be as follows: (1) This Agreement; (2) Contractor's response, if applicable; (3) City's solicitation, if applicable.

TERM. This Agreement shall not be binding upon the parties until it has been signed first by Contractor and then by the authorized representatives of the City in accordance with applicable ordinances, laws and regulations.

The Initial Term of this Agreement shall commence beginning **[@CONTRACT BEGIN DATE@]** and shall end on the earlier of **[@CONTRACT END DATE@]** or until all goods/services herein have been provided to the City ("Initial Term"), subject to the availability and appropriation of funds to finance the same and the successful operation of the program.

The City shall have the option to extend the Initial Term for **[@NO. OF OPTION PERIODS@]** additional **[@LENGTH OF OPTION PERIOD@]** period(s) (the "Option Periods"), subject to the appropriation of funds by the Memphis City Council and mutual agreement of the parties, evidenced in writing. The Initial Term and the exercised Option Periods are collectively referred to hereinafter as the "Term."

Eligible costs authorized by the City and incurred after the Initial Term begins, but prior to the execution of this Agreement, shall be paid under this Agreement.

INVOICES. Contractor shall submit original invoices, or copies of original invoices certified as such by Contractor, on Contractor's letterhead and in form and substance acceptable by the City and with all necessary supporting documentation, to the City. Contractor shall invoice in duplicate, if requested. The invoice shall describe the goods (the items sold) or services provided, list the price per unit, reflect any applicable terms of payment, and show the contract number to which it relates. Unless the contract number is shown on the invoice, it may be returned to Contractor. Invoices shall be submitted to: **[@DIVISION NAME@]**, **[@INVOICE ADDRESS@]**; Memphis, Tennessee **[@ZIP CODE - INVOICE@]**; Attn: **[@CITY CONTACT/REPRESENTATIVE@]**.

COMPENSATION. Unless City has good faith and reasonable objections to Contractor's invoice(s), the City shall compensate Contractor, based on invoices submitted by Contractor in accordance with the terms of this Agreement, the sum total **[@CHOOSE NOT TO EXCEED OR ESTIMATED TO BE@]** **[\$@CONTRACT AMOUNT@]** (the "Fee") during the Initial Term of the Agreement, which shall include all reimbursable expenses/cost. The City shall use its best efforts to remit payment based on Contractor's invoice within thirty (30) days after receipt of accurate invoice and approval by the City. The City is not obligated to pay, and may withhold from payment, any amounts the City has in dispute with Contractor based on Contractor's non-performance/delivery, unsatisfactory performance/delivery or negligent performance/delivery of any services or goods hereunder.

City reserves the right to review all Charges billed and incurred on a monthly basis.

COMPENSATION FOR CORRECTIONS. No compensation shall be due or payable to Contractor pursuant to this Agreement for any of the goods delivered or services performed by Contractor to correct goods delivered or services performed, when such corrections are required as a direct result of negligence by Contractor to properly fulfill any of its obligations herein.

TRAVEL EXPENSES. Where travel expenses are otherwise allowed and payable herein, such travel expenses shall be in accordance with the City's Travel Policy and Procedures, as may be amended from time to time. This includes advance written travel authorization, submission of travel claims, documentation requirements, and reimbursement rates. No travel advances will be made by the City.

TAX PAYMENTS. The City of Memphis is exempt from federal excise, state and local taxes on all purchases and upon request will issue tax exemption certificates to Contractor. Contractor shall be solely responsible and liable for any taxes and business license fees assessed or imposed by any government having jurisdiction over the services and/or goods to be provided herein.

PAYMENT DOES NOT IMPLY ACCEPTANCE OF GOOD/SERVICE. The payment of an invoice shall not prejudice the City's right to object to or question any invoice or matter in relation thereto. Such payment by the City shall neither be construed as acceptance of the good/service nor as final approval of any of the costs invoiced therein, and the City's payment shall not relieve Contractor from its obligation to replace or correct any good/service that do not conform to this Agreement, even if the unsatisfactory character of such good/service may have been apparent or detected at the time such payment was made. Good/service, data or components that do not conform to the requirements of this Agreement shall be rejected by the City and replaced by Contractor, without delay or additional cost to the City.

If Contractor receives payment from the City for good/service or reimbursement(s) that is later disallowed or rejected by the City (or another governmental entity on the basis of audit or monitoring), Contractor shall promptly refund the disallowed amount to the City upon the City's request. At its option, the City may offset the amount disallowed from any payment due to Contractor under this Agreement or any other agreement.

FINAL CONTRACT INVOICE. Contractor shall submit to the City a final contract invoice within 45 calendar days from the termination date of the Agreement, for any goods/services provided pursuant to this Agreement. Contractor further acknowledges and agrees the City will not be responsible for any Contractor invoices, pertaining to this Agreement, submitted to the City after the final contract invoice. Contractor shall close out its accounting records at the end of the Agreement period in such a manner that reimbursable expenditures and revenue collections, related to this Agreement, are NOT carried forward.

GENERAL TERMS AND CONDITIONS

AMENDMENT. This Agreement may be modified or amended only by a written amendment executed by all parties hereto and approved by the appropriate City officials in accordance with applicable laws and regulations.

ASSIGNMENT, SUBCONTRACTING, or TRANSFER. Contractor shall not subcontract, assign, delegate or transfer all or part of its rights, responsibilities, or interest under this Agreement without the prior written consent of the City. Any purported assignment, transfer, or delegation in violation of this Section shall be voidable by the City. No subcontracting, assignment, delegation or transfer shall relieve Contractor from performance of its duties hereunder; neither shall the City be responsible for the fulfillment of Contractor's obligations to its transferors or subcontractors. Upon request of the City, the subcontracting, assigning, delegating or transferring party shall provide all documents evidencing the transfer. At any time, City may, in its sole discretion, revoke its prior approval of a subcontractor and direct Contractor to replace such subcontractor or perform the services that were being performed by such

Contractor itself if the City finds in its reasonable judgment that (i) such subcontractor's performance is materially deficient or otherwise unacceptable to City; (ii) good faith doubts exist concerning the subcontractor's ability to render future performance because of changes in the subcontractor's ownership, management, financial condition, or otherwise; or (iii) there have been one (1) or more material misrepresentations by or concerning the subcontractor. The City reserves the right to terminate the Agreement if Contractor, in whole or in part, is acquired by another entity during the term of this Agreement. In the event Contractor is allowed to sublet any part of the Agreement, Contractor shall be as fully responsible to the City for the acts and omissions of the subcontractor and the subcontractor's employees, as Contractor is responsible for the acts and omissions of Contractor's own employees.

ASSIGNS. See **SUCCESSORS.**

AUDITS. See **RECORDS.**

CITY FACILITIES. Except to the extent otherwise approved by the City in its sole discretion, Contractor shall use any and all items provided by the City for the sole and exclusive purpose of providing the services or for delivery of goods described in this Agreement. Use of City facilities by Contractor does not constitute a leasehold interest in favor of Contractor or Contractor's customers.

Contractor shall use any and all items provided by the City in an efficient manner. To the extent that Contractor utilizes such items provided by the City in any manner that unnecessarily increases facility costs or other costs incurred by the City, City reserves the right to set-off the excess costs of such practices. Contractor shall be responsible for any damage to any and all item(s) provided by the City resulting from the abuse, misuse, or neglect of Contractor, its employees and subcontractors or other failure to comply with its obligations respecting such items provided by the City.

Contractor, its employees and agents shall keep any and all items provided by the City in good order, not commit or permit waste or damage to such items, and not use such items for any unlawful purpose. Contractor shall act and comply with City's standard policies and procedures as made available to Contractor regarding access to and use of such City-provided items, including procedures for the physical security of the City facilities.

Contractor shall permit City and its agents and representatives to enter into those portions of the City facilities occupied by Contractor staff at any time to perform facilities-related services.

Contractor shall not make any improvements or changes involving structural, mechanical or electrical alterations to the City facilities without the City's prior written approval. Any improvements to the City facilities will become the property of the City.

When the City facilities are no longer required for performance of the services described in Exhibit “[@EXHIBIT IDENTIFICATION@]”, Contractor shall return such facilities to the City in substantially the same condition as when Contractor began use of such facilities, subject to reasonable wear and tear.

CITY LIABILITY. The City shall have no liability except as specifically provided in this Agreement. The City, by execution of this Agreement, assumes no liability for damages caused to persons or property by reason of Contractor providing goods or services herein or for injury to any employee, agent or subcontractor of the Contractor performing under this Agreement.

CITY'S RIGHT TO WITHHOLD CERTAIN AMOUNTS AND MAKE APPLICATION THEREOF. If evidence is produced before the final settlement of all or any balances that Contractor has failed to pay subcontractors, laborers employed on its work, or failed to pay for materials used therein, or if the City has reason to suspect the same, the City may withhold such balances and upon evidence satisfactory to the City as to the amount due for such goods, labor, and materials, the City, acting as the agent of Contractor, may settle and pay for the same and charge the amounts to Contractor and deduct the same from the said balance or balances.

COMPANY'S/CONTRACTOR'S PERSONNEL. (This paragraph/section is applicable only to purchase of services contracts). Contractor certifies that it presently has adequate qualified personnel to perform all services required under this Agreement and that all services performed under this Agreement shall be supervised by Contractor. Contractor will make its personnel aware of and cause them to comply with the City's policies that have been made known to Contractor while performing pursuant to this Agreement. Contractor further certifies that all of its employees assigned to perform any services hereunder shall have such knowledge and experience as required to perform the duties assigned to them. Any employee of Contractor who, in the opinion of the City, is incompetent, whose conduct becomes detrimental to the services, or whom the City deems to be unsatisfactory for any reason, shall immediately be removed from association with the services hereunder per the City's request. Upon such request, Contractor shall use all reasonable efforts to promptly replace such employee(s) with substitute employee(s) having appropriate skills and training. Contractor is responsible for the acts or omissions of its personnel under or relating to this Agreement.

Contractor shall be solely liable and responsible for providing all employee compensation and benefits to, or on behalf of, all persons performing services pursuant to this Agreement. The City shall have no liability or responsibility for the payment of any salaries, wages, unemployment benefits, health, welfare and disability benefits, federal and local taxes, or other compensation, benefits or taxes for any personnel provided on behalf of Contractor. In addition, Contractor shall be solely liable and responsible for any and all workers' compensation benefits to any person as a result of injuries arising from or connected with any services performed by or on behalf of Contractor pursuant to this Agreement.

CONFIDENTIALITY. Subject to the open records laws of the State of Tennessee, while performing under this Agreement, the parties may gain access to proprietary and/or confidential information that, if disclosed to third parties, may be damaging to each other. The parties agree not to disclose such information to third parties and shall take all reasonable steps to prevent unauthorized access to any of each other's confidential and proprietary information. Such information shall include, but shall not be limited to, materials considered to be confidential information as a matter of law (*e.g.*, personnel records), and shall also include (i) all materials in any form developed or created by each party related to funding and financial and business information; (ii) all information owned, possessed or used by a party, which is communicated to, learned, developed or otherwise acquired by that party in the performance of this Agreement; (iii) the terms, conditions and pricing contained herein; and (iv) any other information that has been advised by a party is confidential, privileged or proprietary. Confidential information, as used in this Agreement, shall not include (i) information in a party's possession prior to disclosure; (ii) information generally available to the public or that becomes available to the public through a source other than a party under this agreement, or (iii) information that was

rightfully obtained by a party from a third party who is under no obligation of confidentiality to either party to this Agreement with respect to such information. Each party agrees that it will accept and hold confidential information obtained from each other in confidence at all times during and after termination of this Agreement. A party shall neither use nor disclose such information, except as provided in this Agreement or as required by law, without the prior written permission of affected party.

Subject to the open record laws of the State of Tennessee, each party acknowledges and agrees that a breach of this section may cause the affected party irreparable injury and damage; therefore, each party expressly agrees that the affected party shall be entitled to seek injunctive or other equitable relief in any court of competent jurisdiction to prevent or otherwise restrain a breach of this Agreement. Each party agrees that it will disclose confidential information only to those employees who have a right and need to know, and shall require its employees, agents, and subcontractors to comply with the requirements of this provision and the requirements of the provisions herein titled "Public Statements" and "Rights in Data."

CONFLICT OF INTEREST. Neither party shall engage in any conduct or activity in the performance of this Agreement that constitutes a conflict of interest under applicable federal, state or local laws, rules and regulations. Contractor covenants that it has no public or private interest, and shall not acquire any interest, directly or indirectly, which would conflict in any manner with the performance required under this Agreement, and Contractor covenants that no gratuities, in the form of entertainment, gifts, or otherwise, were offered or given by Contractor or any agent or representative of Contractor, to any officer, official, agent or employee of the City, in an effort to secure the Agreement or favorable treatment with respect to any determinations concerning the performance of the Agreement. Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the City as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor or consultant to Contractor in connection with anything contemplated or performed relative to this Agreement. For breach or violation of this provision, the City shall have the right to recover or withhold the full amount of such gratuities.

COUNTERPARTS. This Agreement may be signed in multiple counterparts and/or counterpart signature pages, each of which shall be deemed an original, and all of which when taken together shall constitute one and the same instrument.

COVENANT AGAINST CONTINGENT FEES. Contractor warrants that it has not employed or retained any company or person other than a *bona fide* employee working solely for Contractor, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a *bona fide* employee working solely for Contractor any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon or resulting from the award or making of this Agreement. For breach or violation of this provision/warranty, the City shall have the right to recover the full amount of such fee, commission, percentage, brokerage fee, gift, or other consideration.

DEBARRED OR SUSPENDED ENTITIES. By signing this Agreement, Contractor certifies that it is not presently listed by any federal agency as debarred, suspended, or proposed for debarment from any federal contract activity. If during the term of this Agreement this information changes, Contractor shall notify City without delay. Such notice shall contain all relevant particulars of any debarment, suspension, or proposed debarment.

DESCRIPTION OF GOODS / SCOPE OF SERVICES. See SCOPE OF SERVICES.

DISPUTE RESOLUTION. In the event of any dispute, controversy, or claim arising out of or relating to this Agreement or the breach thereof, the parties agree that they shall first use their best efforts in an attempt to settle the dispute through negotiations involving themselves or their representatives as they each deem appropriate. Any dispute concerning a question of fact in connection with this Agreement between Contractor and the City shall be referred in successive order for resolution, first to the City's Chief Procurement Officer/Purchasing Agent, second to the City's Chief Legal Officer/City Attorney, and thirdly to the Mayor of the City of Memphis, whose decision regarding the City's position as to the same shall be final.

DRAFTER. This Agreement is the result of arm's-length negotiations between the parties and shall be construed to have been drafted by all parties such that any ambiguities in this Agreement shall not be construed against either party.

DUE DILIGENCE AND NON-RELIANCE. Contractor represents, warrants and covenants that it has had opportunity to conduct, and has conducted, due diligence with respect to this Agreement, and all other items and conditions it deems necessary to conclude this Agreement, and Contractor represents, warrants and covenants that it has not relied upon any written or oral statement of City or its employees, directors, officers, consultants, attorneys or any elected or appointed officials in executing this Agreement.

EMPLOYMENT OF CITY WORKERS. Contractor shall not engage on a full-time, part-time or any other basis during the term of this Agreement, any professional or technical personnel who are or have been at any time during the term of this Agreement in the employment of the City.

EMPLOYMENT OF ILLEGAL IMMIGRANTS. Contractor hereby certifies to comply with all applicable federal and state laws prohibiting the employment of individuals not legally authorized to work in the United States. Contractor shall not knowingly (i) utilize the services of illegal immigrants; or (ii) utilize the services of any subcontractor who will utilize the services of illegal immigrants in the performance of the contract. In the event Contractor fails to comply with any and all local, state and federal laws prohibiting the employment of individuals not legally authorized to work in the United States, this Agreement may be canceled, terminated or suspended in whole or in part by the City, and Contractor may be prohibited from contracting to supply goods and/or services to the City for a period of one (1) year from the date of discovery of the usage of illegal immigrant services in the performance of a contract with the City.

ENTIRE AGREEMENT. This Agreement, together with all exhibits, attachments, and addendums hereto (if applicable), constitutes the full and final understanding of the parties with respect to the subject matter hereof and supersedes and replaces any and all prior or contemporaneous agreements or understandings, whether written or oral, express or implied, between the parties with respect to the subject matter of the Agreement.

FORCE MAJEURE. Neither the City nor Contractor shall be deemed in default hereunder, nor shall either be responsible for any delay, interruption, or cessation in the performance of its obligations under this Agreement where such failure of performance is the result of any *force majeure* event, including, but not limited to, acts of God, riots, wars, strikes, epidemics, acts,

governmental authorities or acts of nature or other similar cause beyond its control. Both shall put forward its best efforts to mitigate any delay, interruption, or cessation in the performance of its obligations under this Agreement related to said *force majeure* event.

GENERAL COMPLIANCE WITH LAWS. If required, Contractor certifies that it is qualified or will take steps necessary to qualify to do business in the State of Tennessee and that it will take such action as, from time to time, may be necessary to remain so qualified and shall obtain, at its own expense, all licenses, permits, insurance, and governmental approvals, if any, necessary to the performance of its obligations under this Agreement. Such permits and licenses will be made available to City upon request.

Contractor is assumed to be familiar with and agrees that at all times it will observe and comply with all applicable federal, state, and local laws, ordinances, and regulations in any manner affecting this Agreement. The preceding shall include, but is not limited to, compliance with all Equal Employment Opportunity laws, the Fair Labor Standards Act, Occupational Safety and Health Administration (OSHA) requirements, and the Americans with Disabilities Act (ADA). Contractor shall promptly notify City of any conflict discovered between the Agreement and any applicable laws, rules, regulations, and/or permits and licenses, and await resolution of the conflict.

GOVERNING LAW. The terms and conditions of this Agreement shall be construed in accordance with and governed by the laws of the State of Tennessee. All actions, whether sounding in contract or in tort, relating to the validity, construction, interpretation and enforcement of this Agreement shall be instituted and litigated in the courts of the State of Tennessee, located in Shelby County, Tennessee, without regard to conflicts of laws principles. In accordance herewith, the parties to this Agreement submit to the jurisdiction of the courts of the State of Tennessee located in Shelby County, Tennessee.

HEADINGS. Titles, articles, and/or section headings to the provisions herein are for reference purposes only and will be disregarded completely in the interpretation and validity of this Agreement or any of its terms.

HOLD HARMLESS. See **INDEMNIFICATION.**

INCORPORATION OF “WHEREAS” CLAUSES. The foregoing “WHEREAS” clauses are hereby incorporated into this Agreement and made a part hereof.

INDEMNIFICATION. Contractor shall indemnify, defend, save and hold harmless the City and its officers, agents and employees from and against any and all claims, losses, demands, suits, actions, penalties, damages (consequential or otherwise), settlements, costs, expenses, or other liabilities of any kind and character, including without limitation attorney fees and litigation expenses, arising out of or in connection with the performance of this Agreement by Contractor, its employees, subcontractors, or agents or the breach of this Agreement by Contractor, its employees, subcontractors or agents. This obligation shall survive the expiration or termination of this Agreement. Neither Contractor nor any employees of Contractor shall be liable under this section for damages arising out of injury or damage to persons or property directly caused by the negligence of the City or any of its officers, agents, or employees.

Contractor expressly understands and agrees that any insurance protection required by this Agreement or otherwise provided by Contractor shall in no way limit Contractor's responsibility

to indemnify, defend, save and hold harmless the City or its elected or appointed officials, officers, employees, agents, assigns, and instrumentalities as herein required.

The City reserves the right to appoint its own counsel regarding any matter defended hereunder. Contractor acknowledges that the City has no obligation to provide legal counsel or defense to Contractor, its employees or subcontractors in the event that a suit, claim or action of any character is brought by any person not a party to this Agreement against Contractor as a result of or relating to obligations under this Agreement. The City shall have no obligation for the payment of any judgments, or the settlement of any claims asserted against Contractor or its subcontractors or employees as a result of or relating to Contractor's obligations hereunder.

Contractor shall immediately notify the City c/o Chief Legal Officer/City Attorney; 125 North Main Street, Room 336; Memphis, TN 38103, of any claim or suit made or filed against Contractor or its subcontractors regarding any matter resulting from or relating to Contractor's obligations under this Agreement and agrees to cooperate, assist and consult with the City in the defense or investigation thereof.

INDEPENDENT CONTRACTORS. Nothing in this Agreement shall be deemed or construed to represent that Contractor, or any of Contractor's employees or agents, are the agents, representatives, or employees of the City. Contractor acknowledges that it is an independent contractor over the details and means for performing this Agreement. Anything in this Agreement which may appear to give the City the right to direct Contractor as to the details of the performance of its obligations hereunder or to exercise a measure of control over Contractor is solely for purposes of compliance with local, state and federal regulations and means Contractor will follow the desires of the City only as to the intended results of the scope of this Agreement.

It is further expressly agreed and understood by Contractor that neither it nor its employees or agents shall hold themselves out contrary to the terms of this paragraph, and the City shall not be liable for any representation, act or omission of Contractor contrary to the provisions hereof.

INSURANCE. See insurance requirements attached hereto as Exhibit **[@EXHIBIT IDENTIFICATION FOR INSURANCE@]** and incorporated herein as if stated verbatim within the Agreement.

JURISDICTION AND VENUE. See **GOVERNING LAW.**

MINORITY, WOMEN, AND/OR SMALL BUSINESS ENTERPRISE(S) CONTRACTING. Contractor shall take affirmative action to ensure that small, minority-owned and women-owned businesses which have been certified by the City are utilized when possible as sources of supplies, equipment, construction and services.

MODIFICATION. See **AMENDMENT.**

MONITORING RIGHTS. See **RECORDS.**

NONDISCRIMINATION. Contractor hereby agrees to abide by, to take affirmative action to ensure that, and to comply with Title VI and Title VII of the Civil Rights Act of 1964 and all other federal, state or local laws prohibiting discrimination, which provide in whole or in part, that no person shall be excluded from participation in, or be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in Contractor's employment

practices on the grounds of handicap and/or disability, age, race, color, religion, sex, national origin, or any other classification protected by federal, state or statutory law. Contractor shall, upon request, show proof of such nondiscrimination, and shall post in conspicuous places available to all employees and applicants notices of nondiscrimination. In the event Contractor fails to comply with the City's nondiscrimination policy and any and all other laws prohibiting discrimination, this Agreement may be canceled, terminated or suspended in whole or in part by the City.

The City reserves the right to investigate any claims of illegal discrimination by Contractor and in the event a finding of discrimination is made and upon written notification thereof, Contractor shall take all necessary steps to cure and rectify such action to the reasonable satisfaction of the City. Contractor's failure or refusal to do so shall be cause for termination of this Agreement in accordance with the terms of this Agreement.

Any other agreement which relates to this Agreement to which Contractor is a party, including without limitation, Contractor's agreements with its subcontractors, shall specifically contain a provision to this effect.

NOTICES. All notices, approvals, and other communications required or permitted to be given hereunder shall be written and hand-delivered with signed receipt; delivered by facsimile; delivered by a nationally recognized overnight courier; or mailed *via* certified U.S. mail, postage prepaid and return receipt requested. All notices shall be deemed received and effectively given as follows: (i) if by hand-delivery, on the date of delivery; (ii) if by fax, on the date the fax transmission is received at the receiving location and receipt is telephonically confirmed by the sender; (iii) if by delivery *via* U.S. mail, on the date of receipt appearing on a return receipt card; or (iv) if by overnight courier, on the date receipt is confirmed by such courier service. All notices must be addressed to the respective party at the following addresses or to such other person or address as either party may designate in writing and deliver as provided herein:

To the CITY:

City of Memphis [@DIVISION NAME@]

[@ADDRESS - NOTICES@]

Memphis, TN [@ZIP CODE - NOTICES@]

Attn: [@CITY CONTACT/REPRESENTATIVE@]

Fax: [@FAX NUMBER - CITY CONTACT/REPRESENTATIVE@]

With copy, if requested,

to:

Chief Legal Officer/City Attorney

125 N. Main Street, Room 336

Memphis, TN 38103

To CONTRACTOR:

[@CONTRACTOR NAME@]

[@CONTRACTOR ADDRESS@]

[@CONTRACTOR CITY@], [@CONTRACTOR STATE@] [@CONTRACTOR ZIP CODE@]

Attn: [@CONTRACTOR REPRESENTATIVE@]

Fax: [@FAX NUMBER - CONTRACTOR REPRESENTATIVE@]

NUMBER AND GENDER. Unless the context requires otherwise, (i) use of a specific gender imports the other gender(s); and (ii) use of the singular imports the plural and *vice versa*.

OBLIGATIONS EXTENDED BEYOND PERIOD OF PERFORMANCE. See **SURVIVAL**.

ORGANIZATION STATUS AND AUTHORITY. Contractor represents and warrants that it is a corporation, limited liability company, partnership, or other entity duly organized, validly existing and in good standing under the laws of the State of Tennessee; it has the power and authority to own its properties and assets and is duly qualified to carry on its business in every jurisdiction wherein such qualification is necessary.

The execution, delivery and performance of this Agreement by Contractor has been duly authorized by all requisite action and will not violate any provision of law, any order of any court or other agency of government, the organizational documents of Contractor, any provision of any indenture, agreement or other instrument to which Contractor is a party, or by which Contractor's respective properties or assets are bound, in conflict with, result in a breach of, or constitute (with due notice or lapse of time or both) a default under any such indenture, agreement or other instrument, or result in the creation or imposition of any lien, charge or encumbrance of any nature whatsoever upon any of the properties or assets.

Each person executing this Agreement represents that he/she is lawfully authorized to sign the Agreement on behalf of the party he/she represents and execution of the Agreement was duly and regularly authorized by the party's governing body.

PARTIES IN INTEREST. See **SUCCESSORS**.

PATENT INDEMNIFICATION. Contractor warrants that any goods/services furnished hereunder do not infringe or violate any patent, trademark, copyright, trade secret, or any other proprietary right of any third party; that it shall defend all suits that may arise with respect thereto; and that it shall indemnify, defend, save and hold harmless the City, its officials, employees, agents, successors and assigns, from and against all liabilities, suits, claims, damages, costs or expenses, including without limitation attorney and expert witness fees, for or by reason of any actual or alleged claim the goods/services purchased by City hereunder infringe any patent, copyright, or are a violation of trade secret disclosure laws, whether by reason of Contractor's purchase or otherwise. This indemnification obligation shall survive the expiration or termination of this Agreement.

PENALTIES AND LIQUIDATED DAMAGES. Contractor recognizes that various losses, penalties (including service level penalties), and/or liquidated damages may be assessed against City for certain failures to perform. In any such case where City's failure to perform is due to some negligent act, omission, or failure to perform on Contractor's part, Contractor agrees to pay or reimburse City for such assessments and City may deduct same from any Contractor's invoices as applicable. In any such case where Contractor is assessed penalties, such penalties will not exceed the corresponding amount for which the City is penalized due to Contractor's negligent act, omission, or failure to perform.

PRECEDENCE. In the event of any inconsistency between the terms or provisions expressed in this Agreement, and any term or provision in any of the other contract documents, the order of precedence shall be as follows: (1) this Agreement, including all Exhibits, except that all general

terms and conditions contained in the main body of this Agreement shall control over any conflicting general terms and conditions contained in any Exhibit hereto; (2) Contractor's response, if applicable; (3) City's solicitation, if applicable.

PUBLIC RECORDS. Notwithstanding anything to the contrary contained herein or within any other document supplied to the City by Contractor, Contractor understands and acknowledges that the City is a governmental entity subject to the State of Tennessee Public Records Act, and any reports, data or other information supplied to the City regarding goods supplied or services performed hereunder may be subject to disclosure as a public record in accordance with the laws of the State of Tennessee.

PUBLIC STATEMENTS. Contractor shall not make any announcement, release any information, or authorize or participate in any interview concerning this Agreement and the goods and/or services required herein, without obtaining prior written consent from the City. Contractor shall require its employees, agents, and subcontractors to comply with the requirements of this provision. This provision shall survive the expiration or termination of this Agreement.

RECORDS. Contractor shall make and keep as the same legally enforceable, full and complete books, documents, accounting records and other evidence, that specifically relate to this Agreement, in accordance with generally accepted accounting principles. Contractor shall retain such records, and shall make same available to the City, upon reasonable request, during the term of this Agreement, and for a minimum period of seven (7) full years after completion of the contract obligations or from the date of final payment under this Agreement, whichever is later. In the event any litigation, claim or audit is instituted prior to the expiration of the required five-year retention period, such records shall be retained until such litigation, claim or audit finding has been resolved.

Contractor's activities conducted pursuant to this Agreement shall be subject to monitoring and evaluation by the City, the state, the federal government or their duly appointed agents or employees. Upon reasonable notice, Contractor shall permit the City, any other governmental entity, any agency participating in the funding of this Agreement, or any of their duly authorized representatives, to enter Contractor's offices, during regular business hours, to interview employees and to inspect and/or copy said records and books of accounts together with any and all documents pertaining hereto that may be kept, maintained or possessed by Contractor. Reviews may also be accomplished at meetings that are arranged at mutually agreeable times and places.

RELATIONSHIP OF PARTIES. This Agreement does not and shall not be construed to create a partnership or joint venture between the parties hereto. Contractor is performing its obligations hereunder as an independent contractor and not as City's agent or employee. Contractor will not hold itself out contrary to the terms of this paragraph and City will not become liable for any representation, act, or omission of Contractor contrary to the provisions hereof.

REMEDIES CUMULATIVE. All remedies available to the City herein are cumulative and shall be in addition to all other rights and remedies provided by law. The termination, expiration, or suspension of this Agreement shall not limit the City from pursuing other remedies available at law or in equity.

REPORTS. Upon request, Contractor shall prepare and submit reports of its activities, funded under this Agreement, to the originating department of the City. The reports shall include an itemization of the use of the City's funds, inclusive of specific services delivered by Contractor. Any such reports provided to the City shall be prepared with the understanding that the City may make such reports available to the public.

In addition, Contractor shall submit and, as necessary, update subcontractor information (including but not limited to payments thereto), for **any and all subcontractors** used on City project(s) via the purchase of goods or services, in the City's compliance tracking software, B2GNow. The City shall have the right to withhold future disbursement of funds under this Agreement and any future agreements until the requirements of this provision have been met.

RIGHTS IN DATA / SOFTWARE. Contractor agrees that all reports, studies, plans, models, drawings, specifications, and any other information or data of any type relating to its activities under this Agreement, whether or not the same is accepted or rejected by City, shall remain the property of City and shall not be used or published by Contractor or any other party without the express prior consent of City. Software development, if any, specifically developed as part of this Agreement shall be the intellectual property of City. Contractor recognizes that said data including software development, if any, specifically developed as part of this Agreement shall be the intellectual property of City and is the exclusive property of the City and that the City reserves the right to use, market, license, or sell it to others.

Contractor shall obtain assurances similar to those contained in this subsection from persons, contractors and subcontractors retained by Contractor. Contractor acknowledges and agrees that a breach by Contractor of the provisions of this section will cause the City irreparable injury and damage. Contractor, therefore, expressly agrees that the City shall be entitled to injunctive or other equitable relief in any court of competent jurisdiction to prevent or otherwise restrain a breach of this Agreement.

SERVICE MARKS. Contractor agrees that it shall not, without City's prior written consent, use the name, service mark or trademarks of the City.

SEVERABILITY. If any terms or provisions of this Agreement are held to be unlawful, invalid or unenforceable under any present or future laws, such provision shall be fully severable; and this Agreement shall then be construed and enforced as if such unlawful, invalid or unenforceable provision had not been a part hereof. The remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by such unlawful, invalid or unenforceable provision or by its severance herefrom. Furthermore, in lieu of such unlawful, invalid, or unenforceable provision, there shall be added as a part of this Agreement, upon good-faith negotiation by the parties, a provision as similar in terms to such unlawful, invalid or unenforceable provision as may be possible, and still be legal, valid and enforceable. Parties acknowledge that some Agreement provisions may be inapplicable to the scope of work or goods that are germane to this Agreement. Parties waive no rights or remedies where the provisions are applicable.

SHIPMENTS. (This paragraph/section is applicable only to purchase of goods contracts). Substitutions will not be accepted, unless otherwise specified herein. Partial shipments may be allowed unless otherwise stated in writing by City, however, full shipment of all items ordered hereunder must be completed by the date specified in this Agreement or this Agreement will be subject to cancellation by the City. Contractor shall not ship excess quantities without the City's prior written approval.

STANDARD OF PERFORMANCE. All services by Contractor shall be performed in compliance with the specified requirements, in a manner satisfactory to the City, and in accordance with the generally-accepted business practices and procedures of the City and pursuant to the governing rules, practices and regulations of the industry for the type of work performed under this Agreement.

SUBCONTRACTING. See **ASSIGNMENT.**

SUBJECT TO FUNDING. This Agreement is subject to availability and annual appropriation of funds by the Memphis City Council. In the event sufficient funds for this Agreement are not available or appropriated by the Memphis City Council for any of its fiscal period during the term hereof, then the City shall immediately terminate this Agreement upon written notice to Contractor. In the event of such termination, Contractor shall be entitled to receive just and equitable compensation for any satisfactory work performed up to the termination date. Such termination by the City shall not be deemed a breach of contract by the City, and Contractor shall have no right to any actual, general, specific, incidental, consequential, or any other damages whatsoever of any description or amount that have not been earned as of the date of termination.

SUCCESSORS. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors and assigns.

SURVIVAL. The parties hereto acknowledge that provisions that require or contemplate performance or observance after expiration or termination of this Agreement shall survive the expiration or termination of this Agreement and continue in full force and effect.

TERMINATION: Termination of this Agreement with or without cause.

1. It shall be cause for the immediate termination of this Agreement if, after its execution, the City determines that either:
 - a. Contractor or any of its principals, partners or corporate officers, if a corporation, including the corporation itself, has pleaded *nolo contendere*, or has pleaded or been found guilty of a criminal violation, whether state or federal, involving, but not limited to, governmental sales or purchases, including but not limited to the rigging of bids, price fixing, misappropriation of government funds, or any other collusive and illegal activity pertaining to bidding and governmental contracting; or
 - b. Contractor subcontracted, assigned, delegated, or transferred its rights, obligations or interests, voluntarily or involuntarily, under this Agreement without the City's consent or approval; or

- c. Contractor has filed for bankruptcy, has been adjudicated bankrupt, become insolvent or made an assignment for the benefit of creditors, or a receiver or similar officer is appointed to take charge of all or part of Contractor's assets.
2. The City may cancel/terminate this Agreement, in whole or in part, upon providing written notice to Contractor of the City's intention to terminate the Agreement as a result of Contractor's failure to provide the goods and/or services specified under this Agreement or in violation(s) of any of the terms herein, and Contractor has failed to cure such breach within ten (10) calendar days of such notice. The City may reject the goods and/or services and cancel this Agreement for any goods/services rendered or to be rendered hereunder. At its option, City may return the rejected portion of such goods to Contractor at its expense or hold the same for such disposal as Contractor shall indicate. In the event of any such rejection/termination, the City shall, at the City's option, have the right to obtain like goods and/or services elsewhere or to take over the work and prosecute the same to completion, both at Contractor's expense; and in such event, the City may take possession of and utilize in completing the work, such materials, appliances, etc. as may be on the site of the work and necessary therefore. Contractor shall be liable to the City for any loss, damage, or additional cost incurred thereby, including but not limited to any difference between the cost for procuring such like services and the price specified herein, attorneys' fees and court costs.
3. Notwithstanding the foregoing or any section herein to the contrary, Contractor shall not be relieved of liability to the City for damages sustained by the City by virtue of any breach of the Agreement by Contractor, and the City may withhold any payments to Contractor, for the purpose of setoff, until such time as the exact amount of damages due the City from Contractor is determined.
4. The City may, in its sole discretion, suspend and/or terminate this Agreement for convenience upon giving thirty (30) calendar days' prior written notice to Contractor. In the event a purported termination for cause by the City is in error, then such termination may, at the City's sole discretion, be deemed to be a termination for convenience under this section. In the event of such termination, Contractor shall be entitled to receive just and equitable compensation, as determined by the City, for any satisfactory authorized work performed in accordance with the Agreement up to the termination date; but in no event shall the City be liable to Contractor for expenses incurred after the termination date.
5. Contractor shall deliver to the City all hard copy and electronic files maintained on behalf of the City within thirty (30) calendar days of termination of this Agreement. Upon reasonable request, the City reserves the right to obtain such information prior to the termination of this Agreement.
6. All goods accepted by City or services completed by Contractor prior to the termination date shall be documented and all tangible work documents shall be transferred to the City prior to payment for services rendered, and shall become the sole property of the City.

Such termination by the City shall not be deemed a breach of contract by the City, and Contractor shall not be compensated for any anticipatory profits, or other damages of any description, that have not been earned as of the date of termination.

TERMINATION OF PRIOR AGREEMENTS. See **ENTIRE AGREEMENT.**

THIRD PARTY BENEFICIARY: This Agreement is entered into solely between, and may be enforced only by, City and Contractor. Unless otherwise specified herein, this Agreement shall not be deemed to create any rights in third parties, including suppliers or customers of either party.

TITLE & RISK. (This paragraph/section is applicable only to purchase of goods contracts). The title and risk of loss of any goods hereunder shall not pass to the City until the City actually receives and takes possession of the goods at the point or points of delivery. Contractor shall assume all liability and responsibility for delivery of such goods in good condition to the City.

TRANSFER. See **ASSIGNMENT.**

TRANSPORTATION CHARGES/F.O.B. DELIVERY. (This paragraph/section is applicable only to purchase of goods contracts). All pricing is F.O.B. destination, in which Contractor shall be responsible for freight, transportation costs, and all incidental charges, unless delivery terms are specified otherwise in the bid and agreed to by the City. In the event shipping other than F.O.B destination is allowed by the City, the City agrees to reimburse Contractor for transportation costs in the amount specified in Contractor's bid, or actual costs, whichever is lower, provided the City shall have the right to designate what method of transportation shall be used to ship the goods.

WAIVER OF CONTRACTUAL RIGHT. No term or provision of this Agreement, or of any document executed pursuant hereto, shall be held to be waived, modified or deleted unless in writing and executed by the parties hereto; provided that any such waiver shall not be identified as a waiver of any succeeding breach hereto or of any other provision herein contained. No delay or failure of either to enforce any right or provision of this Agreement or in any document executed pursuant hereto shall operate as a waiver, limitation, or relinquishment of that party(s) right to subsequently enforce and compel strict compliance with such provision and/or any other provision herein or in any document related hereto. Parties acknowledge that some Agreement provisions may be inapplicable to the scope of work or goods that are germane to this Agreement. Parties waive no rights or remedies where the provisions are applicable.

No consent or waiver, express or implied, by either party to or of any breach or default by the other in the performance of any of its obligations shall be deemed or construed to be a consent or waiver to or of any other breach or default by such party. Failure on the part of either party to complain of any act or failure to act of the other party or to declare the other party in default, irrespective of how long such failure continues, shall not constitute a waiver of the rights of such party.

The enforcement by any party of any right or remedy it may have under this Agreement or applicable law shall not be deemed an election of remedies or otherwise prevent such party from enforcement of one or more other remedies at any time.

WARRANTY. Contractor warrants to the City that all goods/services shall be free from defects in design and faulty or improper materials and/or workmanship, shall be in strict compliance with the terms of this Agreement and shall be fit and sufficient for the purpose intended or shall have met the particular specification of the solicitation or the accepted Contractor response relating to this Agreement. This warranty shall be effective for a period of not less than one year from the date of acceptance by the City of such goods and/or services as satisfactorily complete, and shall be in addition to all other warranties, express, implied or statutory. The warranty shall survive the termination or expiration of this Agreement.

END OF DOCUMENT - SIGNATURE PAGE NEXT

Remainder of Page Left Intentionally Blank

IN WITNESS WHEREOF, the parties, by and through their duly authorized representatives, have executed this Agreement.

CITY OF MEMPHIS

[@CONTRACTOR NAME@]

By: _____

Jim Strickland, Mayor

Date: _____

Approved as to Form:

By: _____

Jennifer Sink, Chief Legal Officer/

City Attorney

Attest:

By: _____

Comptroller

By: _____

Name: _____

Title: _____

Date: _____

ADDENDUM

ADDENDUM. The following Addendum to the Agreement is by and between the City and Contractor. If not otherwise defined herein, defined terms shall have the meaning as set forth in the Agreement, which is specifically referenced and incorporated herein. In the event of any discrepancy between other provisions of the Agreement and this Addendum, the terms of this Addendum shall govern.

The parties agree that the following provisions shall be added to or amend the Agreement as follows:

(IF NO ADDENDUM THIS PAGE SHOULD BE DELETED/REMOVED)

**INSURANCE REQUIREMENTS FOR
HR – RFP FIRE ENTRY LEVEL TESTING SERVICES
(FIRE RECRUITS; FIRE CADETS)**

The Company shall not commence any work under this contract until it has obtained and caused its subcontractors to procure and keep in force all insurance required. The Company shall require all subcontractors to carry insurance as outlined below, in case they are not protected by the policies carried by the Company. The Company is required to provide copies of the insurance policies upon request. The Company shall furnish the Risk Manager a Certificate of Insurance and/or policies attested by a duly authorized representative of the insurance carrier evidencing that the insurance required hereunder is in effect. All insurance companies must be acceptable to the City of Memphis and licensed in the state of Tennessee with a Best Insurance Rating of A and Class VII or better and authorized to do business in the state where the work is performed.

If any of the Insurance Requirements are non-renewed at the expiration dates, payment to the company may be withheld until those requirements have been met, or at the option of the City. The City may pay the renewal premiums and withhold such payments from any monies due the Company.

The Company shall indemnify, defend, save and hold harmless the City, its officers, employees, and agents, from and against any and all claims, demands, suits, actions, penalties, damages, settlements, costs, expenses, or other liabilities of any kind and character arising out of or in connection with the breach of this Agreement by Company, its employees, subcontractors, or agents, or any negligent act or omission of Company, its employees, subcontractors, or agents, which occurs pursuant to the performance of this Agreement, and this indemnification shall survive the expiration or earlier termination of this Agreement. The provisions of this paragraph shall not apply to any loss or damage caused solely by the acts, errors, or omissions of the City, its officers, employees and agents. Contracts for third party service providers should include indemnity provisions that protect the City from any liability arising out of the Company's loss of City's sensitive information.

Each certificate or policy shall require and state in writing the following clauses:

Company shall provide notice to the City within three (3) business days following receipt of any notice of cancellation or material change in Company's insurance policy from Company's insurer. Such notice shall be provided to City by registered mail, to the following addresses:

City of Memphis
Attn: Risk Management
170 N. Main St., 5th Floor
Memphis, TN 38103

City of Memphis
Attn: Purchasing Agent
125 North Main, Room 354
Memphis, TN 38103

The Certificate of Insurance shall state the following: “The City of Memphis, its officials, agents, employees and representatives shall be named as additional insured on all liability policies.” The additional insured endorsements shall be attached to the Certificate of Insurance and the Certificate of Insurance shall also state: “The additional insured endorsement is attached to the Certificate of Insurance.”

WORKERS COMPENSATION:

The Company shall maintain in force Workers’ Compensation coverage in accordance with the Statutory Requirements and Minimum Limits of the State of Tennessee and shall require all subcontractors to do likewise.

Employer’s Liability	\$100,000	Each Accident
	\$500,000	Disease-Policy Limit
	\$100,000	Disease-Each Employee

AUTOMOBILE LIABILITY:

Covering owned, non-owned, and hired vehicles with Minimum Limits of:

\$1,000,000 Each Occurrence – Combined Single Limits

COMMERCIAL GENERAL LIABILITY:

Commercial General Liability Insurance, including Premises and Operations, Contractual Liability, Independent Contractor’s Liability, and Broad Form Property Damage Liability Coverage with Minimum Limits of:

\$2,000,000	General Aggregate
\$2,000,000	Products-Completed Operations
\$1,000,000	Personal and Advertising Injury
\$1,000,000	Each Occurrence (Bodily Injury & Property Damage)
\$ 50,000	Fire Damage any One Fire
\$ 5,000	Medical Expense any One Person

ERRORS & OMISSIONS / PROFESSIONAL LIABILITY:

The Company shall maintain such coverage for at least three (3) years from the termination or expiration of this agreement with Minimum Limits of:

\$2,000,000 Each Claim / \$2,000,000 Aggregate

CYBER LIABILITY (“NETWORK SECURITY AND PRIVACY”):

For losses arising out of the following areas:

- Privacy Liability
- Network Security Liability
- Media Liability
- Cyber Extortion
- Privacy Breach Response
 - Customer Notification Expense
 - Credit Monitoring Expense
- Business Interruption
- Regulatory Defense and Penalties including PCI Fines/Penalties if applicable
- Social Engineering

The Company shall maintain such coverage for at least three (3) years from the termination or expiration of this agreement with Minimum Limits of:

\$ 2,000,000 Each Claim / \$2,000,000 Aggregate

UMBRELLA LIABILITY:

With Minimum Limits of:

\$2,000,000 Each Occurrence / \$2,000,000 Aggregate

PROPERTY INSURANCE:

The Company shall be responsible for maintaining any and all property insurance on their own equipment and shall require all subcontractors to do likewise. The Company shall require all sub-contractors to carry insurance as outlined above, in case they are not protected by the policies carried by the Company.

The Company is required to provide copies of the insurance policies upon request.

EXHIBIT 6 – EVALUATION CRITERIA

See below for a sample evaluation criteria and associated point value.

Evaluation Category	Questions/Areas of Evaluation within Categories	Total Possible Points per Question	Total Possible Points
Project Methodology and Workplan			45
	<ul style="list-style-type: none"> • Understanding of scope of services 	10	
	<ul style="list-style-type: none"> • Overall methodology and approach 	15	
	<ul style="list-style-type: none"> • Project management plan / workplan 	10	
	<ul style="list-style-type: none"> • Timeframe for Implementation 	5	
	<ul style="list-style-type: none"> • Involvement in Legal Actions 	5	
Relevant Experience / References and Qualifications of Personnel			35
	<ul style="list-style-type: none"> • Experience in areas of test development, administration, and validation 	10	
	<ul style="list-style-type: none"> • Past projects of this size and scope 	5	
	<ul style="list-style-type: none"> • Experience / skill level of principals and project team assigned to implementation 	15	

Evaluation Category	Questions/Areas of Evaluation within Categories	Total Possible Points per Question	Total Possible Points
	<ul style="list-style-type: none"> • List of verifiable clients or references that have engaged the Proposer in similar work (1 point for each, with a maximum of 5) 	5	
Cost/Pricing	Vendor provides a cost-effective and competitive pricing methodology		20
	<ul style="list-style-type: none"> • Pricing is cost-effective and competitive 	5	
	<ul style="list-style-type: none"> • Provides details of cost as requested in RFP 	15	
			100

FIRE RECRUIT

ESSENTIAL JOB FUNCTIONS Works under an assigned Lieutenant. Listens for alarm and details of radio message received from alarm office. Puts on protective equipment such as air pack, turnouts, and gloves; searches for victims in smoky areas; and determines safest evacuation routes for self/victims. Pries open vehicles, equipment, or structures using specialized equipment such as the hydraulic rescue tool. Drags or carries an unconscious victim down ladders or stairs; connects hoses and couplings to water sources, pumps, nozzles, etc.; and advances charged hose lines to fight fire. Identifies flammable or hazardous materials; lifts and maneuvers hand-held and hand-raised ladders; and extinguishes fires in areas where there is no visibility and extreme heat. Opens holes in structures using axes, pike poles, or other equipment; preserves evidence of arson for use by an arson investigator. Develops and maintains current knowledge of well-established firefighting procedures and maintains certifications and licenses. Cleans equipment and inspects or tests equipment on apparatus. Questions patients or other bystanders to gather medical information; conducts assessments of patients; and administers emergency medical care as a pre hospital care provider and/or transports patients to the appropriate hospital for appropriate treatment in response to patient's condition.

OTHER FUNCTIONS

1. Performs additional functions (essential or otherwise) which may be assigned.

TYPICAL PHYSICAL DEMANDS Requires walking, running, crawling, standing, climbing, stooping, and lifting and carrying a victim, hose, or other equipment weighing an average of 160-200 lbs. while wearing turnouts, Self-Contained Breathing Apparatus (SCBA), air mask, gloves, etc. for long periods of time. Requires the ability to meet all physical demands required to extinguish fires and to make routine inspections of buildings, hydrants, and immediate surrounding for existence of fire hazards.

TYPICAL WORKING CONDITIONS Will be exposed to extreme heat, thick smoke, and toxic fumes in firefighting situations, the sick and injured in emergency situations and possibly be exposed to communicable diseases. Works from assigned fire station to perform firefighting duties in emergency vehicles, such as aerial trucks, engines, or other apparatus at the scene of fires and/or on other emergency calls. Works a twenty-four (24) hour shift, fifty-six (56) hours a week. Exposed to all types of weather conditions. Deals with the public under possibly stressful and/or dangerous conditions.

MINIMUM QUALIFICATIONS

1. High school graduate or equivalent required.
2. Candidate's age must be at least nineteen (19) years by the starting date of the Fire Recruit Class for which he/she is considered; and candidate's age cannot exceed forty-five (45) years by the date of the employment in this position.
3. Must be record-free of any felony and/or misdemeanor conviction involving moral turpitude and pass required background investigation.
4. Must pass comprehensive medical examination which meets the National Fire Protection Association Standards (NFPA-1582). Must pass a battery of tests which may include written fire selection tests and physical ability test.
5. Must have and maintain a valid Class D Tennessee Driver's License with Endorsement F, as a condition of employment. Out of State applicants must have a valid driver's license upon entry into the Fire Training Academy and within six (6) months must have a valid Tennessee Driver's License with Endorsement F. Knowledge of the Memphis geographical area preferred.
6. Advanced Emergency Medical Technician (AEMT) Certification preferred.

SPECIAL REQUIREMENTS THAT MUST BE COMPLETED AS A CONDITION OF CONTINUED EMPLOYMENT:

1. Must successfully progress through the State of Tennessee Firefighter I Certification Program within twelve (12) months with the Memphis Fire Department and must successfully progress through the State of Tennessee Firefighter II Certification Program within thirty-six (36) months with the Memphis Fire Department (as specified in NFPA Standard 1001), as a condition of continued employment. FIREFIGHTER CERTIFICATION REQUIREMENTS DEADLINE TO OBTAIN LICENSE FROM DATE OF EMPLOYMENT FIREFIGHTER I 12 MONTHS* FIREFIGHTER II 36 MONTHS* *Must successfully complete certification as a condition of continued employment.

2. Must successfully complete course work/testing and become certified by the State of Tennessee as an Emergency Medical Technician (EMT) and as an Advanced Emergency Medical Technician (AEMT) within timeframe (below) based on their medical certification level at time of employment and maintain licensure, as a condition of continued employment. If State of Tennessee laws and/or regulations change enacting a new title for an Emergency Medical Technician (EMTs) license, the employee must successfully complete course work and testing within twelve (12) months reflective of the equivalent EMT licensure to be determined by the Fire Division as a condition of continued employment.

3. Must successfully complete coursework/testing and become Paramedics licensed by the State of Tennessee within timeframe (below) based on their medical certification level at time of employment and maintain licensure, as a condition of continued employment. Successful applicants will be notified if this requirement applies to them at the time of the employment offer. EMERGENCY MEDICAL TECHNICIAN LICENSURE REQUIREMENTS DEADLINE TO OBTAIN LICENSE FROM DATE OF EMPLOYMENT LICENSE LEVEL AT ENTRY EMT AEMT PARAMEDIC No license 12 MONTHS 24 MONTHS 48 MONTHS* EMT N/A 12 MONTHS 36 MONTHS* AEMT N/A N/A 18 MONTHS* *Must successfully complete certification as a condition on continued employment Candidate must take national registry test within 30 days after successfully completing the AEMT licensure program. *Additional attempts must be completed within 30 days of the previous attempt. Candidate must apply for Tennessee State AEMT license within 10 days of passing the national registry test. Candidate must submit Tennessee State AEMT license to Memphis Fire Administration within 10 days of receiving license. Candidate must take national registry test within 30 days after successfully completing the paramedic licensure program. *Additional attempts must be completed within 30 days of the previous attempt. Candidate must apply for Tennessee State Paramedic license within 10 days of passing the national registry test. Candidate must submit Tennessee State Paramedic license to Memphis Fire Administration within 10 days of receiving license.

FIRE CADET

ESSENTIAL JOB FUNCTIONS: Works under the direction of an assigned supervisor from fire suppression training to set up fire training classes for academy recruits, on-line fire suppression members, and for state fire commission testing. Works under the direction of assigned emergency medical supervisor to assist in the setup of continuing education, EMT, AEMT, Paramedic classes, and to set up national registry testing. Works under the direction of an assigned supervisor of logistics to pull orders from logistics warehouse and deliver supplies for fire stations and equipment needs. Works under the direction of an assigned supervisor of the office of emergency management to perform logistical emergency needs for the city of Memphis by taking inventory of emergency supplies at OEM warehouse. This is a non-commissioned entry level trainee position in which individuals will receive preparatory training and experience to become future fire recruit candidates. The candidate develops and maintains current knowledge of emergency medical services and fire services and assists fire department personnel in fire service and emergency medical services related duties.

OTHER FUNCTIONS:

1. Questions patients or other bystanders to gather medical information.
2. Conducts assessments of patients.
3. Administers emergency medical care under the supervision of a pre-hospital care provider and/or transports patients to the appropriate hospital for appropriate treatment in response to patient's condition.
4. Performs additional functions (essential or otherwise) which may be assigned.

TYPICAL PHYSICAL DEMANDS: Requires the ability to communicate clearly both verbally and in writing. Requires walking, running, crawling, standing, climbing, stooping, and lifting and carrying a victim, hose, or other equipment/ patients weighing up to an average of 160-200 lbs. Requires the ability to meet all physical demands required to provide emergency medical services and extinguish fires and to make routine inspections of buildings, hydrants, and immediate surrounding for existence of fire hazards. Operates motor vehicles and equipment associated with the duties of a fire cadet, including but not limited to the ability to operate general office equipment such as workstation computers, telephones, copiers, facsimile devices, etc.

TYPICAL WORKING CONDITIONS: Work involves exposure to inclement weather, continued interaction with the public involving fire services, emergency management, and emergency medical services.

THE MINIMUM QUALIFICATIONS PRIOR TO INITIAL EMPLOYMENT:

1. High school graduate or equivalent required.
2. Candidate's age must be at least eighteen (18) years by the starting date of the Fire Cadet Class for which he/she is considered; and candidate's age cannot exceed twenty (20) years by the date of the employment in this position.
3. Must be record-free of any felony and/or misdemeanor conviction involving moral turpitude and pass required background investigation.
4. Must pass comprehensive medical examination which meets the National Fire Protection Association Standards (NFPA-1582). Must pass a battery of tests which may include written fire selection tests and physical ability test.
5. Must have and maintain a valid Class D Tennessee Driver's License with Endorsement F, as a condition of employment. Out of State applicants must have a valid driver's license upon entry into the Fire Training Academy and within six (6) months must have a valid Tennessee Driver's License with Endorsement F. Knowledge of the Memphis geographical area preferred.

SPECIAL REQUIREMENTS THAT MUST BE COMPLETED AS A CONDITION OF CONTINUED EMPLOYMENT:

1. Must successfully complete course work/testing and become certified by the State of Tennessee as an Emergency Medical Technician (EMT) and as an Advanced Emergency Medical Technician (AEMT) within timeframe (below) based on their medical certification level at time of employment and maintain licensure, as a condition of continued employment. If State of Tennessee laws and/or regulations change enacting a new title for an Emergency Medical Technician (EMTs) license, the employee must successfully complete course work and testing within twelve (12) months reflective of the equivalent EMT licensure to be determined by the Fire Division as a condition of continued employment.

EMERGENCY MEDICAL TECHNICIAN LICENSURE REQUIREMENTS DEADLINE TO OBTAIN LICENSE FROM DATE OF EMPLOYMENT LICENSE LEVEL

EMT- 12 MONTHS

AEMT- 24 MONTHS

*Must successfully complete certification as a condition on continued employment

1. Candidate must take national registry test within 30 days after successfully completing the EMT licensure program. *Additional attempts must be completed within 30 days of the previous attempt. Candidate must apply for Tennessee State EMT license within 10 days of passing the national registry test. Candidate must submit Tennessee State EMT license to Memphis Fire Administration within 10 days of receiving license.

2. Candidate must take national registry test within 30 days after successfully completing the AEMT licensure program. *Additional attempts must be completed within 30 days of the previous attempt. Candidate must apply for Tennessee State AEMT license within 10 days of passing the national registry test. Candidate must submit Tennessee State AEMT license to Memphis Fire Administration within 10 days of receiving license.