

# MANATEE COUNTY GOVERNMENT

## INTENT TO NEGOTIATE

<b>SUBJECT</b>	Temporary Employment Services	<b>DATE POSTED</b>	MC <u>11/4/15</u> ✓ SE DS <u>11/4/15</u> ✓ SE CC <u>N/A</u>
<b>PURCHASING REPRESENTATIVE</b>	Jacob Erickson, 3053	<b>DATE CONTRACT SHALL BE AWARDED</b>	Upon Completion of Successful Negotiations
<b>DEPARTMENT</b>	Human Resources Department	<b>CONSEQUENCES IF DEFERRED</b>	None
<b>SOLICITATION</b>	RFP #15-1805JE	<b>AUTHORIZED BY DATE</b>	Melissa M. Wendel, CPPO <u>[Signature]</u>

### NOTICE OF INTENT TO NEGOTIATE

Notice of Intent to Negotiate with (1)AD-Vance Personnel Services, Inc. d/b/a AD-Vance Talent Solutions, (2) Trident Technical Solutions, LLC d/b/a Ardent Eagle Solutions, (3) Express Employment Professionals, (4) JMI Staffing, Inc., and (5) TEKsystems, Inc. to provide Temporary Employment Services for the Manatee County Human Resources Department.

### ENABLING/REGULATING AUTHORITY

Federal/State law(s), administrative ruling(s), Manatee County Comp Plan/Land Development Code, ordinances, resolutions, policy.

Manatee County Code of Laws

### BACKGROUND/DISCUSSION

#### PROJECT BACKGROUND:

The Manatee County Human Resources Department wishes to utilize multiple firms for the provision of temporary personnel services. The County will employ persons who are interviewed and accepted in coordination with County hiring department responsible for the temporary assignment. Other assignments will follow a traditional temporary staffing model, whereby the selected firms will send someone registered with the firm to fill the County's job requisition or subcontracts for specialized jobs with other firms that focus on particular professions. This may include assisting the County in recruitment / sourcing efforts for County hard to fill positions in departments.

#### SOLICITATIONS:

The RFP was advertised on the Manatee County website, DemandStar and was provided to the Manatee County Chamber of Commerce for release to its members. Nine (9) proposals were received.

#### Manatee County Firms that were directly solicited:

None

#### Manatee County Firms that submitted proposals:

AD-Vance Personnel Services, Inc. d/b/a Ad-Vance Talent Solutions  
Express Employment Solutions

Bradenton, FL  
Bradenton, FL

#### Local firms that submitted proposals include:

JMI Staffing, Inc.  
Trident Technical Solutions, LLC d/b/a Ardent Eagle Solutions  
Personnel Solutions Plus  
Swanson Staffing  
TEKsystems, Inc.

Lutz, FL  
St. Petersburg, FL  
Tampa, FL  
Sarasota, FL  
Tampa, FL

#### Other (non-local) firms that submitted proposals include:

JAG Professional Resources  
Nexus Staffing, Inc.

Orlando, FL  
Floral Park, NY



ATTACHMENTS (List in order of attached)		FUNDING SOURCE (Acct Number & Name)	Term Agreement <input type="checkbox"/> Funds Verified <input type="checkbox"/> Insufficient Funds
COST	\$750,000 before negotiation	AMT/FREQ OF RECURRING COSTS (Attach Fiscal Impact Statement)	N/A

**EVALUATION COMMITTEE (VOTING) MEMBERS:**

Rodney Barnes – Director, Human Resources Department  
Renee Isrel – Fiscal Services Manager, Public Safety Department  
Bryan White – Landfill Superintendent, Utilities Department  
Amy Foltz – Employee Resource Center Manager, Public Works Department  
Jacob Erickson - Contracts Negotiator, Financial Management Department (Chairperson)

**Non-Voting Staff Attending:**

Julie Bassett – Human Resources Manager – Class/Compensation, Human Resources Department

**EVALUATION RESULTS:**

The Evaluation Committee (the "Committee") convened in September 2015 to review evaluation committee responsibilities, discuss member's availability for future meetings, and the Florida Sunshine Law as applicable to public meetings. The Evaluation Committee then proceeded to review each of the nine (9) proposals pursuant to the requirements of the RFP. As a result of the discussion, the Committee unanimously voted to invite six (6) firms to Oral Presentations. The Evaluation Committee (the "Committee") reconvened in October 2015 to evaluate the aforementioned Oral Presentations.

**AD-Vance Personnel Services, Inc. d/b/a AD-Vance Talent Solutions**, Bradenton, FL – Based in Bradenton, FL, AD-Vance Talent Solutions is a full-life cycle recruitment company specializing in temporary employment services. Having previous experience with Manatee County and currently providing services with Sarasota and Pinellas County, AD-Vance Talent Solutions provided an in-depth understanding of the requirements of the RFP. AD-Vance Talent Solutions has seven (7) Recruiters as a part of a 13 internal employee workforce. Their proposed work flow exemplified the necessary attributes to make them an excellent choice for award recommendation.

**Trident Technical Solutions, LLC d/b/a Ardent Eagle Solutions**, St. Petersburg, FL – Trident Technical Solutions, LLC d/b/a Ardent Eagle solutions is a US Department of Veterans Affairs verified Service Disabled Veteran Owned Small Business founded in 2010. Based in St. Petersburg, FL, Ardent Eagle Solutions offered a staff with a combined 55 years of staffing experience including government recruitment for the Department of Defense and other local municipalities. They focus on a client-centric approach by engaging the end user from the beginning of their workflow and ensuring the candidates they submit are thoroughly screened and processed to avoid duplicate or underqualified temporary employees. Combining this project approach with the experience of their key personnel made Ardent Eagle Solutions an excellent choice for award recommendation.

**Express Employment Professionals**, Bradenton, FL – Opened in 1996 in Bradenton, Express Employment Professionals employs seven (7) employment specialists and is part of the Express Services, Inc. franchise. With over 18 years of servicing Manatee County, Express Employment Professionals provided in-depth knowledge of the staffing needs and provided a unique project approach based on communication and timely follow-up. Additionally, Express Employment Professionals focuses on streamlining their recruitment process through forecasting future workforce needs and proactively recruiting candidates to fill their candidate pipeline. This project approach and experience made Express Employment Professionals an excellent choice for award recommendation.

**JMI Staffing, Inc.**, Lutz, FL – With a corporate office founded in 2005 in Lutz, FL, JMI Staffing, Inc. provides temporary employment services from unskilled to professional / executive positions. Certified as a Minority Owned Business, JMI Staffing, Inc. focuses on hiring their laborers locally in the Bradenton and Sarasota area. With a designated Account Manager in Bradenton, JMI Staffing, Inc. has an in-depth knowledge of the local labor market and the ever changing temporary employment needs. JMI Staffing, Inc. also has previous experience with local municipalities including Alachua County and the City of Rockledge. They



have an expedient project approach and rapid turnaround time making JMI Staffing, Inc. an excellent choice for award recommendation.

**TEKsystems, Inc.**, Tampa, FL – TEKsystems, Inc., with an office based in Tampa, FL and eight (8) Florida offices, is a temporary employment services firm specializing in Information Technology positions. They specialize in temporary, temporary to permanent, direct placement and direct hire services. Their recruitment force consists of ten (10) Account Managers, 21 Recruiters, and an entire business operations / compliance department. TEKsystems, Inc. has previous experience with local municipalities including the City of Tampa and the Sarasota County School Board. Through customizable reporting and rapid communication, TEKsystems, Inc. provided quality examples of how they are able to keep up with the ever changing landscape of IT temporary staffing. This open communication and strong recruitment force made TEKsystems, Inc. an excellent choice for award recommendation.

**Personnel Solutions Plus**, Tampa, FL – With offices in Tampa, Orlando and Sarasota, Personnel Solutions Plus (PSP) provides temporary employment services to the surrounding counties and local municipalities. Though relatively well versed in Temporary Employment services, the Evaluation Committee did not conclude that PSP provided a strong project approach. Their examples of spending reports and ACA monitoring was also lacking the strength and detailed information necessary to truly capture the true cost of services provided. It is because of these factors that the Evaluation Committee did not recommend PSP for award.

Upon completion of the Oral Presentations on August 31, 2015, the Committee continued deliberation and ultimately recommended the Intent to Negotiate award for **AD-Vance Personnel Services, Inc. DBA AD-Vance Talent Solutions, Trident Technical Solutions, LLC DBA Ardent Eagle Solutions, Express Employment Professionals, JMI Staffing, Inc., and TEKsystems, Inc.** to the County Administrator.

**REMAINING RESPONDENTS**

The remaining respondents, although well qualified, were not selected based on a comparison of capabilities of the selected firms:

JAG Professional Resources	Orlando, FL
Nexus Staffing, Inc.	Floral Park, NY
Swanson Staffing	Sarasota, FL

**ESTIMATED COST OF SERVICES:** \$750,000 before negotiations.

**FUNDING:** Various By Department

*The above justifications are a generalized summary of major observations intended only to provide a sufficiently detailed overview of the main observations of a majority of Committee Members. Each Committee Member may have considered one or more facts or factors more or less important than the other Committee Members when voting, and this summary of the Evaluation Committee's decision is not an attempt to exhaustively describe each of the relevant factors which motivated each of the Committee Members to select the rankings described.*

The Evaluation Committee voted 5 to 0 to proceed with the award to **AD-Vance Personnel Services, Inc. d/b/a AD-Vance Talent Solutions, Trident Technical Solutions, LLC d/b/a Ardent Eagle Solutions, Express Employment Professionals, JMI Staffing, Inc., and TEKsystems, Inc.**

The resulting agreement will be managed by the Human Resources Department.