

RFP HR2020-100 Temporary Staffing Service Questions and Answers

Question #1:

Regarding background checks, do all positions require a formal criminal background screen or is the requirement position-specific? Also, if/when a background is required, does the County require Live Scans across the board or are standard backgrounds without fingerprints preferred for some positions? Has the County identified the types of convictions that preclude hiring into specific positions? If so, will that protocol be shared in advance of the RFP or during the finalization of the Professional Services Agreement?

Answer #1:

Not all positions require a formal background screening. The requirements for formal background screening are specific to positions and departments. The nature of a formal background screening varies based upon position and department. Live Scans are not always required, and a proposer can choose to include a cost factor in their proposal to account for those additional costs. The types of convictions that preclude hiring are specific to positions and departments. These can change and at this time the County of Humboldt does not have a protocol to provide.

Question #2:

Regarding section 3.1.C where Contractor is required to ascertain that candidates are sound physically and emotionally, does the County require an actual pre-employment physical for some or all positions? If so, will those expectations be clarified in advance of the RFP or during the finalization of the Professional Services Agreement?

Answer #2:

The County of Humboldt does require pre-employment physicals for some, but not all positions. The County of Humboldt does not anticipate utilizing temporary staffing services for positions that require a pre-employment physical.

Question #3:

Regarding Section 2.1 CA Government Code 31000.4, does the state/county define 90 days as 90 *calendar* days or 90 *work* days?

Answer #3:

The County of Humboldt defines 90 days as 90 *calendar* days.

Question #4:

Section 5.0 and 6.0 seem to conflict regarding the Deadline for Proposals to be Received. Section 5 says the deadline to receive proposals is February 21, 2020 at 1:30pm. Section 6 says proposals shall be submit by 1:30pm on February 14, 2020. Please confirm the correct date.

Answer #4:

The deadline to receive proposals is February 21, 2020 at 1:30pm. This has been corrected on RFP HR2020-100 Temporary Staffing - ADDENDUM #1, which can be found on the County of Humboldt Internet page found at <https://humboldt.gov/2652/Temporary-Staffing---Request-For-Proposa>.