

KANSAS CITY AREA TRANSPORTATION AUTHORITY
 REQUEST FOR PROPOSALS (RFP) #G19-7047-28A
 KANSAS CITY AREA TRANSPORTATION AUTHORITY (KCATA)
 COMPENSATION AND CLASSIFICATION STUDY

ADDENDUM #1

Issue Date: July 9, 2019

This Addendum is hereby made a part of the Request for Proposals and Project Documents to the same extent as if it was originally included therein and is intended to modify and/or interpret the bidding documents by additions, deletions, clarifications or corrections. The Contractor shall acknowledge receipt of this Addendum in their Proposal on the "Receipt of Addenda" form (herein attached) and shall include the form in Volume III, "Contractual."

PROPOSER QUESTIONS

Interested proposers were encouraged to submit questions regarding the RFP. KCATA's answers are included below and are considered part of the RFP.

REFERENCE: SECTION 2, "SCOPE OF SERVICES"	
PROPOSER QUESTION	KCATA RESPONSE
We understand that approximately 130 salaried positions will be included in this study. Can you please provide the number of employees that are covered by these positions?	There are approximately 90 job titles and 130 non-union employees.
How many job classifications would be included within the scope of the project?	There are approximately 10 job classifications (job bands, job families).
Are any of the study's employees represented by a collective bargaining unit or union? If so, please provide the name of the unit/union.	The study does not include union employees.
Is KCATA requesting the consultant develop a job evaluation approach to promote internal equity?	Yes.
Is KCATA requesting the consultant update job descriptions as part of this study?	Yes, if it can be accommodated within our budget. If not, a job description template would be needed.
Does KCATA have any flexibility regarding the requested six to eight-week time frame for completion of the study? In our experience, a project of this scope would take at least five months to produce an analysis and system with valid, high-quality, and defensible results.	Yes, there is flexibility.

Is a market survey of competitors expected for this project? That is often a six-week effort.	Does not have to be competitor specific as much as industry and local market specific.
Has KCATA defined its market?	Local and transportation. Focus would be local transportation market and size of company.
Does KCATA have a budget for this study or an expected range that it can share with us?	Unable to share at this time.
Who would be project manager for KCATA?	Sherri Shinkle, HR Manager
Have you ever had a study like this completed in the past? If so, can you expand on that?	I believe KCATA has conducted a similar study in the past.
Is it correct to assume that this project is different from the August 2018 RFP #18-7065-21A?	Yes, it is different but may have similarities.
Can you advise on who was selected for the August 2018 project, and the amount?	Gallagher Benefit Services performed the study in 2018. The budget was approximately \$85,000 but included different elements than this RFP.

END OF ADDENDUM #1

KANSAS CITY AREA TRANSPORTATION AUTHORITY

REQUEST FOR PROPOSALS (RFP) #G19-7034-34B
INFOR CLOUDSUITE FINANCIALS SYSTEMS INTEGRATION AND TRAINING SERVICES

RECEIPT OF ADDENDA

Proposers shall return this form when submitting their proposal as part of Volume III – Contractual. The form shall be signed and dated by an authorized representative of the firm. Failure to submit this form may deem the Bidder non-responsive.

We hereby acknowledge that the Addenda noted below have been received and all information has been incorporated into the Invitation for Bid as required.

Addendum #1 dated July 9, 2019 Date Received _____

Addendum #2 dated _____ Date Received _____

Company Name _____ Date _____

Address/City/State/Zip _____

Authorized Signature _____ Printed Name _____

Telephone _____ Fax _____ Email _____