



Request for Proposal (RFP)

To Provide

Aquatic Center Management Services

For

Piedmont Park Conservancy

Atlanta, Georgia

Solicitation Issue Date: September 6, 2024

Proposal Response Packages Due: October 16, 2024

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1. General Project Information

A. Background

Piedmont Park Conservancy (PPC) is member and donor funded non-profit organization working with the City of Atlanta to enhance and preserve Piedmont Park as a vital, urban greenspace and as a cultural and recreational resource that enriches the quality of life for all Atlantans. At 200 acres, and 6 million visitors per year, Piedmont Park is one of the most visited parks in the Southeast.

B. Purpose of Request for Proposals

PPC is soliciting proposals from qualified Contractors (The Contractor) for Pool Operations and Management of the Piedmont Park Aquatics Center located at 400 Park Drive, Atlanta, GA 30306. This facility contains a large multi-use pool, lap lanes, children water spray area, and features a zero entry design, ADA access, shower/lockers, restrooms, concessions, beautiful landscaping and outdoor seating. The pool is on the site of the old historic bathhouse and pool. In addition, the proposal should include service and maintenance of the Legacy Fountain, an interactive fountain on the north end of the Park that features a large number of spray heads, LED lights and a pump and filtration system similar to the Aquatic Center.

C. Scope of Services

The Aquatics Center and Legacy Fountain are intended to provide beautiful, safe and well managed outdoor pool and interactive fountain facilities to Piedmont Park visitors. The Aquatics Center will operate 7 days a week from Memorial Day to Labor Day. Hours of operation will be subject to final review and discussion between PPC and Contractor.

Current Hours at the Pool are:

Memorial Day to July 31: **Monday-Thursday:** 10:00am to 8:00pm **Friday:** 10:00am to 7:00pm **Saturday:** 9:00am to 7:00pm and **Sunday:** 9:00am to 8:00pm

August 1 to Labor Day: **Monday-Thursday:** 3:00pm to 8:00pm **Friday:** 3:00pm to 7:00pm

Saturday: 9:00am to 7:00pm and **Sunday:** 9:00am to 8:00pm

There are monthly late night swims where the Aquatic Center stays open until 9:00pm. Additionally, programs and other events at the pool require extended hours and lifeguard coverage.

The Legacy Fountain will operate 7 days per week. Hours and operations may be adjusted due to low temperature or other weather events.

The selected Contractor will be responsible for assuring that the Aquatic Center and Legacy Fountain operation meets the requirements of PPC, the Fulton County Health Department, City of Atlanta Department of Parks and Recreation as well as the needs of users. The selected Contractor will be responsible for having the appropriate and approved number of lifeguards and other management staff on site during all times the Aquatic Center is in operation to ensure the safe and professional operation of the facility.

D. Staffing

The Contractor shall employ, train, schedule and assign pool operating and lifeguard personnel in a sufficient number to provide daily management, supervision, custodial, record keeping, lessons, training and other duties associated with the efficient and effective operation of the Aquatic Center. All such persons shall be selected and assigned based upon the determination that they exhibit the highest level of demonstrated competency, training, professionalism, integrity, and courteous service available. Competitive wages and benefits, representative in the pool operations and management industry, shall be afforded to all personnel of the Contractor.

- a. The Contractor shall provide at least one full-time, on-site, experienced CPO manager at the Aquatics Center with the full authority and responsibility to manage, operate and maintain the Aquatics Center and handle emergencies occurring there. The scope of authority extended to the manager shall include the authority to employ and discharge personnel as necessary to maintain an efficient level of competent and reliable operating staff. PPC reserves the right to interview and approve the Contractor's proposed manager for the Aquatics Center.
- b. The Contractor shall assure, through diligent and effective controls, that the employees assigned to the Aquatics Center or Legacy Fountain perform their duties in an efficient, professional, courteous and responsive manner, providing at all times the highest level of service and courtesy available to the general public. The Contractor shall dismiss or reassign any employee whose actions or conduct is deemed improper, illegal, inappropriate or not in the best interest of the general public and/or PPC. PPC reserves the right to require that the Contractor remove any person from the staff of the Aquatics Center or Legacy Fountain at any time and for any reason, or for no reason at all.
- c. The Contractor will meet with PPC Management once per month at a minimum to discuss Aquatics Center operations and Management. In addition, the Aquatics Center manager will be required to make weekly inspections of the Aquatics Center with PPC Management or its designee. The manager must be able to competently prepare written reports about the Aquatic Center. Also, from time to time, the manager may be called upon to perform special projects associated with the Aquatics Center.
- d. The Contractor shall provide uniforms and identification for all of its personnel on duty in the Aquatics Center or Legacy Fountain. The uniforms and identifications shall be reviewed and approved by PPC. No other clothing or form of identification shall be used without the prior expressed approval of PPC. Uniforms and bathing suits shall be kept clean and well maintained and not compromised by other outer clothing.

E. Customer Service

- a. The Contractor shall interact with customers and address their needs and questions in a polite, courteous, professional, and helpful manner, extending tolerance and patience to all customers.
- b. The Contractor shall closely monitor Aquatic Center occupancy levels and when necessary, submit recommendations for PPC review and approval on adjusting those levels to ensure that quality, enjoyment and safe

operations are provided at the Aquatic Center at all times.

F. Support Services

- a. The Contractor shall provide for or perform daily operations maintenance and custodial services for the Aquatic Center including but not limited to: the removal of litter, changing out waste can liners, picking up litter and cleaning up spills or other types of waste. PPC will arrange for daily cleaning of pool deck and locker rooms each day prior to opening; however it will be the responsibility of the Contractor to keep those areas clean and safe during the hours of operations of the Aquatics Center. These responsibilities include the restocking of items such as toilet paper, hand towels, soap and any other housekeeping actions necessary for the effective operation and maintenance of those facilities.
- b. The Contractor shall be responsible for the upkeep, cleaning and maintenance of all storage facilities and maintenance rooms associated with the operation of the pool including pump and filter location, furniture storage, lifeguard offices, materials storage and any other locations associated with the day to day operations of the Aquatics Center. Floors, walls, doors, equipment, cabinets and enclosures, signage, windows, stairs, landings, railings and other areas in those locations are to be inspected daily and cleaned as necessary. Overhead pipes, vents and beams shall be cleaned and dusted no less than once per month or more frequently if needed. PPC shall have the right to approve all cleaning products. Mechanical malfunctions or problems associated with lighting, plumbing, heating, ventilation or other systems are to be reported to the PPC Director of Operations or their designee immediately.

G. Pool Maintenance Services

- a. The Contractor shall provide comprehensive pool maintenance services. As part of such services the Contractor shall:
 - i. Use testing kits and chemicals to maintain the proper pool water chemical balance, pH levels, chlorine levels, alkalinity levels, cyanuric acid levels, and calcium hardness levels.
 - ii. Stock and provide any and all chemicals and other supplies that are necessary to maintain proper pool water chemical balance
 - iii. Vacuum the pool of debris as often as necessary to maintain a clean and debris free surface
 - iv. Backwash the pool filter
 - v. Clean the pool, skimmer baskets, pool deck, pool tiles and pool furniture when necessary
 - vi. Use algaecide, tile cleaner, scrub brushes and all other supplies needed to keep the pool tile and walls clean and algae free
 - vii. Open the pool facilities each morning and lock and secure the pool area at the end of each day
 - viii. Purchase all pool chemicals, test supplies and all other supplies relating to the operations of the pool. Any overages will be the financial responsibility of the Contractor
 - ix. Utilize any discounts available to the Contractor or PPC, as applicable, in making purchases that are the responsibility of the Contractor
 - x. Be responsible for opening of the pool at the beginning of each season and making the Aquatic Center swim ready for visitors
 - xi. Be responsible for closing the pool at the end of the season and winterizing all systems, furnishings, surfaces and pumps to properly secure against any freeze damage. Contractor shall also properly

- store, cover and take any other measures necessary to protect the pool furnishings and assets.
- xii. Provide a list of additional off season services necessary to maintain the Aquatics Center during the winter season
 - xiii. Maintain maintenance log for inspection by PPC as required by the manufacturer for preventative maintenance e.g. grease fittings.

PPC shall have the responsibility of maintaining landscaping, irrigation systems, exterior lighting, HVAC, restroom plumbing, security systems, IT systems, telephones and hardscape structures. PPC shall provide access to parking for Contractor staff.

H. Programming

- a. The Contractor shall include a list of program services that it has the experience and capability to provide. The list should include, at a minimum, Swim Lessons for adults and children.

I. Record Keeping

- a. Contractor shall be responsible for maintaining and updating all water quality records, including those required by the Fulton County Health Department and the City of Atlanta Department of Parks and Recreation
- b. Contractor shall also maintain records and logs regarding all equipment service, warranties, repairs required and any other records related to maintaining Aquatics Center and Legacy Fountain pumps, motors, filter systems, pool surfaces, ladders, skimmers, valves and any other related systems.

J. Additional Information

- a. The Contractor shall be responsible for obtaining all permits and licenses necessary to comply with local, state and federal regulations applicable to the operations and management of the Aquatics Center and Legacy Fountain.
- b. The Contractor shall purchase any incidental operation equipment and furnishings as necessary for the efficient operations and the Aquatics Center and Legacy Fountain. All such equipment and furnishings shall be retained by and remain the property of PPC at the termination of the contract. Prior to any such purchase, the Contractor shall provide a list of proposed equipment or furnishings for PPC approval for reimbursement.
- c. No off-site costs such as phone calls, mileage, copying or other costs incurred by the Contractor at locations other than the Aquatics Center or Legacy Fountain shall be subject to reimbursement by PPC.
- d. Contractor and staff shall adhere to and follow all Park rules, regulations and ordinances at all times

K. Submission Requirements and Instructions for Preparing Statement of Qualifications

The following Schedule of Events represents PPC's best estimate of the schedule for implementation of this selection process. All times are the prevailing times in Atlanta, Georgia. PPC reserves the right to adjust the schedule as necessary.

Following are key dates for this proposal:

Action	Date
PPC Issues RFP	September 6, 2024
Optional PPC Site Visit	September 16, 2024
Deadline for written questions/requests for clarification	September 23, 2024
Deadline for PPC to respond to written questions/requests for clarification	September 30, 2024
RFP Proposals Due	October 16, 2024
Selection Committee interviews finalists	Week of October 28, 2024
Contract Awarded	November 15, 2024
Service Start Date	January 1, 2025

1. Delivery Date and Instructions:

Proposers should provide one (1) electronic copy (pdf format) to be delivered to the PPC primary point of contact and delivery address below:

Louise Harris, Director of Programs

Email: lharris@piedmontpark.org

Note: All communication must be in writing and submitted via email. Telephone calls will not be returned.

2. Deadlines

The deadline for submission of questions relative to the RFP is the time and date shown in the Schedule of Events. All relevant and significant questions that have been submitted in writing prior to the deadline will be compiled and answered in writing and issued directly to all proposers via E-mail. Any proposer exceptions to the RFP requirements or requests for deadline extensions must also be communicated to PPC by the deadline to be properly considered. Any requests for proposal deadline extensions must include the reason(s) for such a request. PPC reserves the right to approve or reject such requests as PPC deems necessary.

3. Restriction of Communication

From the issue date of this (RFP) solicitation until a successful proposer is selected and the selection is announced, proposers are not allowed to communicate about this solicitation or this Project for any reason with any members of the Selection Committee, PPC staff or its Board, except for submission of questions as instructed in the RFP, or during the proposer's conference (if applicable), or as provided by any existing work agreement(s). For violation of this provision, the PPC reserves the right to reject the proposal of the offending proposer.

4. Submittal Costs and Confidentiality

All expenses for preparing and submitting responses are the sole cost of the party submitting the response. PPC is not obligated to any party to reimburse such expenses. All submittals upon receipt become the

property of the PPC. Labeling information provided in submittals “proprietary” or “confidential”, or any other designation of restricted use will not protect the information from public view. Subject to the provisions of the Open Records Act, the details of the proposal documents will remain confidential until final award.

5. **Instructions for Preparing Statements of Qualification**

Each submittal shall include a transmittal letter. Submittals must be able to be printed on standard (8-1/2” x 11”) paper. The pages of the qualification submittals must be numbered. A table of contents, must be included to identify each section. Any exhibits, affidavits or other enclosure information called for may be included in an appendix. Each response to this RFP shall be prepared simply, providing straightforward, concise delineation of respondent’s capabilities. Emphasis must be on completeness, relevance, and clarity of content.

L. Completeness of Proposal

1. Prior to the submission of the bidder's proposal, bidder shall make, and be deemed to have made, a careful examination of the scope of the RFP. Bidder should become informed as to the requirements detailed in the RFP and will be required to comply with all applicable codes and regulations. Bidder must identify the RFP name on its proposal and the proposal must be signed by an authorized official of bidder's company. Bidder must comply with all terms and requirements identified in the RFP. If bidder rejects any of the provisions of this RFP, bidder must identify the rejection(s) clearly at the beginning of its response and must specify reason(s) for rejected provision(s), offer an alternative to the rejected provision(s), and explain how bidder's alternative will provide equal or better functionality. Unless rejection(s) are specifically noted by bidder, bidder will have been deemed to have accepted all terms and requirements identified in the RFP.
2. Bidder's proposal must contain the answers to all questions posed in all sections of this RFP. Bidder should answer questions as comprehensively and concisely as possible. This can be accomplished by filling in the appropriate response after each question in the RFP. Failure to address any of the requirements in this RFP could subject bidder's proposal to rejection.

M. Revision of RFP

1. In the event it becomes necessary to revise any part of the RFP, an Addendum will be provided to all bidders who received the original RFP. Any written Addendum required under the terms set forth in this RFP shall be given and be deemed to have been duly served if delivered electronically by email to the designated representative of the bidder.
2. PPC reserves the right to issue revisions to this RFP at any time prior to the closing date.

N. Evaluation and Selection Criteria

PPC will use the following criteria to evaluate each proposal:

- Knowledge, expertise and experience in providing all necessary tools, equipment and labor/staffing to maintain efficient operation of the Aquatics Center
- Knowledge, expertise and experience in operating pool venues and facilities using the most current and up to date technology and management philosophies
- Knowledge, expertise and experience in providing customer service to a diverse user group and the ability to provide a customer service training program
- Experience in providing management of public or City owned pool facilities
- Demonstrated ability to respond quickly to the facility's needs and management communications
- Adequacy & completeness of the proposal regarding the information specified in this RFP
- Compliance with the terms, conditions, and other provisions contained in this RFP
- Qualifications, financial position, and experience of bidder
- Content of the bidder's proposal
- Proposed pricing in bidder's proposal.
- Information supplied by references provided by the bidder
- Abilities of resources assigned to project by bidder
- Completeness of bidder's proposal and alternative proposals
- Knowledge of the PPC environment
- Implementation plan
- Demonstrated commitment to minority participation and equal business opportunities

O. Standard Provisions

1. This RFP is not an offer to enter into an agreement with any party, but rather a request to receive proposals from persons interested in providing the goods and services outlined within this request.
2. Oral and written communications between PPC and the bidder on the subject matter of the RFP or the bidder's proposal during the selection process will not be legally binding.
3. Bidder proposals shall not be considered and treated by PPC as offers to enter an agreement.
4. Proposals submitted in response to this RFP should not be construed as an obligation on the part of PPC to award a contract for any or all services. Failure of PPC to select a bidder shall not result in any claim whatsoever against PPC. If a contract does result from this RFP, PPC reserves the right to award all items or any combination of items at PPC's discretion.
5. Any additional or different terms and conditions proposed by bidder are rejected unless expressly agreed upon in writing by PPC.
6. The information contained in this RFP may change either, by additions or deletions, before actual issuance of a contract.
7. Proposals submitted in response to this RFP will be considered firm

offers for a period of 180 days from bid close date. In the event bidder reduces the price of any item or services provided in bidder's initial bid response, the bidder agrees to immediately pass these reductions on to PPC by submitting a revised proposal. Bidder warrants that prices provided in bidder's proposal are no greater than prices being charged any other customer for similar services and schedules with similar specifications.

8. Bidder must strictly adhere to the delivery dates or lead times identified in bidder's proposal. Failure to meet these delivery dates may constitute a material breach of bidder's performance. If PPC awards a contract to bidder because of this RFP and subsequently is forced to procure additional or alternative goods/ services due to bidder's inability to meet the established delivery date, bidder will be responsible for any re-procurement costs incurred by PPC.
9. PPC and bidder shall be excused from performance and shall not be liable for any delay in delivery or for non-delivery, in whole or in part, caused by the occurrence of any contingency beyond their reasonable control where PPC and bidder have exercised reasonable care in the prevention thereof.
10. Bidder acknowledges that bidder is and that PPC relies upon bidder as, an expert fully competent in all phases involved in the performance of the provisions of this RFP. PPC neither accepts responsibilities for nor relieves bidder from responsibilities for the performance of all provisions, terms and conditions of this RFP.
11. Bidder is responsible for the identification and interpretation of any applicable laws, regulations, and statutes that affect the delivery of goods and/or services specified in this RFP. It is the responsibility of bidder to assure that these goods and/or services systems meet the requirements of those laws.

P. Clarification and Interpretation of RFP

If bidder discovers an inconsistency, or has questions or requires clarification of this RFP, bidder should contact PPC's primary point of contact. A copy of each question submitted by bidder will be provided to all bidders who receive the original RFP and, upon the sole discretion of PPC, receive an answer, either in writing, web posting or electronically by email. The questioning bidder's name will not be revealed. Bidder must identify any proprietary information in any question that should be removed prior to PPC providing a response.

Q. Negotiation and Contract

1. Upon receipt of this RFP document, bidder shall cease all discussions regarding this RFP opportunity with all PPC personnel and shall only communicate with PPC per the instructions identified in section 1.K.3 above.
2. In no event should the bidder enter discussions or negotiations concerning this RFP with any representative of PPC during the bid process. Should PPC determine that the bidder will be considered further, a representative of PPC management team will contact the

- bidder.
3. Failure to comply with the above requirements will disqualify bidder.
 4. PPC reserves the right to negotiate with all bidders who receive this RFP.
 5. PPC reserves the right to select, at its discretion, any proposal, or to reject any or all proposals submitted, or to defer the decision, or to enter negotiations with any party to provide such services whether a recipient of the RFP or not.
 6. Please provide your standard contract for review by PPC. Bidder should convey this contract in the form of a "red-line" version of the agreement for review and modification if necessary, by PPC.

R. Legacy Fountain Maintenance Services

- a. The Contractor shall provide comprehensive Legacy Fountain maintenance services. As part of such services, the Contractor shall:
 - i. Use testing kits and chemicals to maintain the proper fountain water chemical balance, pH levels, chlorine levels, alkalinity levels, cyanuric acid levels, and calcium hardness levels.
 - ii. Stock and provide any and all chemicals and other supplies that are necessary to maintain proper fountain water chemical balance
 - iii. Vacuum the holding tank a minimum of twice per year or as needed to maintain a clean and debris free tank
 - iv. Backwash the fountain filter
 - v. Clean skimmer baskets weekly or as needed
 - vi. Purchase all fountain chemicals, test kits and other cleaning supplies relating to the operations of the fountain. Any overages will be the financial responsibility of the Contractor.
 - vii. Utilize any discounts available to the Contractor or PPC, as applicable in making purchases that are the responsibility of the Contractor.
 - viii. Be responsible for opening the fountain after any kind of lengthy shutdown due to maintenance issues or weather.
 - ix. Be responsible for closing the fountain at the end of the season and winterizing all systems if fountain is every shut down for any reason for an extended time.
 - x. The Contractor shall be responsible for the upkeep, cleaning and maintenance of all storage facilities and maintenance rooms associated with the operation of the pool including pump and filter location and chemical storage locations. Floors, walls, doors, equipment, cabinets and enclosures, signage, windows, stairs, landings, railings and other areas in those locations are to be inspected daily and cleaned as necessary. Overhead pipes, vents and beams shall be cleaned and dusted no less than once per month or more frequently if needed. PPC shall have the right to approve all cleaning products.
 - xi. Mechanical malfunctions or problems associated with lighting, plumbing, heating, ventilation or other systems are to be reported to the PPC Director of Operations or their designee immediately
 - xii. Maintain maintenance log for inspection by PPC as required by the manufacturer for preventative maintenance e.g. clean grease fittings or probes.
 - xiii. Provide a list of additional off season services necessary to maintain the Legacy Fountain during the winter season.

2. Introduction to Request for Proposal & Description of Services Needed

A. Current Situation

PPC is responsible for providing management and operation services for the Piedmont Park Aquatic Center and Legacy Fountain. The contract for Pool Operations and Management is between the Contractor and the Piedmont Park Conservancy.

B. PPC RFP Objectives

Overview and Goals

PPC desires to enter into a contract to provide the following service: Pool Operations and Management of the Piedmont Park Aquatics Center and Legacy Fountain

The successful bidder must meet the following objectives:

- Deliver a total cost of a value proposition.
- Provide an account representative to serve as the primary point of contact to PPC.

Though the goal of this process is to enter into a contract for the above-listed service, there are no firm commitments or guarantees as part of this contract. A few instances that may prohibit a move away from a supplier are:

- Government or municipality restrictions.
- PPC sourcing directive.

C. Contract Term, Pricing Requirements

1. Contract term

Term will be for a period of a minimum of one (1) year from date of commencement.

PPC requires a 30-day written notice for cancellation of service contract without cause as governed by PPC's MOU and Operating agreement with the City of Atlanta.

2. Pricing requirements

Pricing should also show the hourly rate paid to the lifeguards as well as the fully loaded hourly billed rate paid to the Contractor.

Additionally, pricing should show the cost per hour for any extra lifeguard hours for special events or programs. Pricing for the Aquatics Center should be separated out from Legacy Fountain operations.

3. Bidder Response Information

A. General Bidder Information

1. Background:

- a. Provide basic company information: Company name, address, name of primary contact, telephone number, fax number, E-mail address, and company website (if available). If the firm has multiple offices, the qualification statement shall include information about the parent company and branch office separately. Identify office from which project will be managed and this office's proximity to the

- project site.
- b. Provide form of ownership, including state of residency or incorporation, and number of years in business. Is the offeror a sole proprietorship, partnership, corporation, Limited Liability Corporation (LLC), or other structure?
 - c. Briefly describe the history and growth of your firm(s). Provide general information about the firm's personnel resources, including disciplines and numbers of employees and locations and staffing of offices
 - d. Has the firm been involved in any litigation in the past five (5) years? Describe your experience with litigation with Owners and/or Contractors. List any active or pending litigation and explain.
 - e. Provide name of insurance carrier, types and levels of coverage, and deductible amounts per claim.
 - f. Has the firm ever been removed from a contract or failed to complete a contract as assigned?
2. References:
Provide information on comparable pools where you currently provide management services and contact information for confirmation.
 3. Subcontractors:
To fulfill PPC pool management, will your company be required to utilize a third-party provider? If so, list any third parties employed and describe the functions they would be required to perform.

B. Account Management

1. Outline your vision for PPC account representation including the number of representatives, the hierarchical level they represent, years of industry experience, and any additional qualifications.
2. How many customer sites and hours of weekly service will your off-site support manager be responsible for, including PPC?

C. Customer Service and Safety

1. Briefly describe your company's performance commitment to regularly scheduled services.
2. What is your response time for routine communication, and emergency service requests?
3. Will you offer dedicated customer service representatives for PPC?
4. What is your company's OSHA incident rate for the past three years?

D. Implementation

- 1 Describe how your account management team would implement the services outlined in this document and transition this account if awarded the program.
2. What is the recommended procedure and timeframe for the account transition?
3. Does your company assign a dedicated transition team to manage new accounts?
4. What quality assurance steps are taken to ensure a smooth transition?

E. Pricing

1. Submit total proposed cost for providing the services outlined in this RFP. Also, provide any additional cost items on a separate line
2. Pricing should include the hourly pay and billable rates for staff.

F. Billing and Payment

1. PPC will pay "net 30 days" upon receipt of a valid invoice. Please confirm acceptance of these payment terms.
2. If required by PPC, invoice shall be delivered electronically & per the invoicing process as determined by PPC.
3. Payment must be accepted in a variety of methods: check, EFT, or ACH. Please confirm acceptance of all payment methods.

G. Certificate of Insurance

Please provide a copy of your company's current certificate of insurance in response to this RFP.

4. Terms /Provisions

A. Personnel Screening and Selection Process:

Contractor must make every effort to ensure that its employees placed onsite at PPC are of the highest caliber.

1. Personnel Standards: The following personnel standards should apply to all employees assigned to the PPC. Deviations from these standards may require written approval from PPC before the assignment can be made.
 - Communication skills: Onsite employees are required to be able to effectively communicate with our customers, park patrons, visitors and PPC personnel, and to comprehend and follow all oral and written rules, regulations, orders, training and special instructions. The level of proficiency must be such that the individual is able to perform sufficiently under routine, as well as, emergency situations. Contractor is required to evaluate the individual's ability to understand and communicate accurately and effectively.
 - Age: Onsite employees must be the legally required age set by the State of Georgia. Contractor must require proof of age (e.g. Birth Certificate, Driver's License, etc.)
 - Transportation: Onsite employees must have dependable transportation to and from PPC, or access to public transportation that will ensure on-time arrival for their assigned shift.