



**COUNTY OF ORANGE, VIRGINIA  
RFP#2020-01 INSURANCE CONSULTING SERVICES**

Issue Date: November 7, 2019  
Due Date: December 13, 2019  
Time: 2:00 P.M. EST  
RFP #: 2020-01  
Issuing Department: Orange County Government  
Management Services Division  
112 W. Main Street, 2<sup>nd</sup> Floor  
P.O. Box 111  
Orange, VA 22960  
Procurement Contact: Amanda Amos  
Procurement Coordinator  
Phone: 540-661-5378  
E-mail: [aamos@orangecountyva.gov](mailto:aamos@orangecountyva.gov)

The Orange County Board of Supervisors is seeking proposals from qualified firms to provide insurance consulting services for Orange County, Orange County School Board, and the Orange County Department of Social Services hereinafter referred to as County. All proposals shall be turned into the office of the Procurement Coordinator located at 112 West Main Street, 2<sup>nd</sup> Floor Orange, VA 22960. All proposals shall be turned in no later than 2:00 P.M. EST on December 13, 2019. ***This procurement shall utilize competitive negotiation.*** If proposals are mailed or hand delivered, send directly to the issuing department shown above. Any proposals sent in via facsimile, telephone, or e-mail will not be considered. It is the Offeror's sole responsibility to ensure proposals are received by the Procurement Coordinator by the due date and time.

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## I. Purpose & Background

- a. The purpose of this Request for Proposal (RFP) is to obtain the services of a qualified Insurance Consultant licensed in the Commonwealth of Virginia. The awarded Consultant shall provide consulting services including but not limited to the continuous design, preparation, procurement, negotiation, and implementation of the health care programs for the Orange County Government and Orange County Public School Board. All services shall be provided in accordance with the specifications contained herein and attached to. This solicitation is issued by the Orange County Government on behalf of the Orange County Government and Orange County School Board, and political subdivisions of the Commonwealth of Virginia, herein referred to collectively for convenience as "Owner".
- b. Any communications pertaining to the scope of work, the preparation or submittal of a proposal, and all other communications referred to in this RFP, must be made in **writing** to:  

Amanda Amos  
Procurement Coordinator  
112 W. Main Street  
P.O. Box 111  
Orange, VA 22960  
[aamos@orangecountyva.gov](mailto:aamos@orangecountyva.gov)
- c. The contents of the proposal submitted by the successful Offeror, this RFP (including general terms and conditions) and all modifications made thereof, will become part of any contract awarded as a result of this solicitation. The successful Consultant will be required to sign a contract with the Owner upon approval of the Orange County Board of Supervisors.
- d. Currently, the Orange County Government and Orange County School Board have a contract for Insurance Consulting Services with One Digital located in Richmond, Virginia.

- e. Currently, health insurance is provided by Anthem Blue Cross Blue Shield. The plan includes medical, dental, vision, and prescription coverage. Delta Dental is the current provider of dental insurance. EyeMed is the provider for additional vision insurance. For hybrid employees short and long term disability is provided through Anthem Blue Cross Blue Shield. Legacy employees have long term disability through Standard. Life Insurance is provided by Minnesota Life. Accidental Death & Dismemberment is provided by Standard. Employee Assistance Program (EAP) is provided by Anthem Blue Cross Blue Shield. Benefits are provided to full time employees and full time retirees.
- f. Currently, insurance is self-funded. The Orange County Government and Orange County School Board are all under one (1) contract for each of the benefits. Retirees can enroll in health, dental, and vision plans.
- g. The plan anniversary date for open enrollment begins on October 1 of each year. Health, dental, and vision insurance were last bid out in the spring of 2019. Short term disability was bid out in the summer of 2019.
- h. The table below lists the different agencies with a breakout of benefit plans and the number of participants for each plan (as of June 2019).

<b>Orange County Government</b>	<b>Active Participants</b>	<b>Retirees</b>	<b>COBRA Participants</b>
Health Insurance	203	2	N/A
Dental Insurance	204	19	N/A
Vision Insurance	146	3	N/A
<b>Orange County School Board</b>			
Health Insurance	604	30	5
Dental Insurance	606	118	4
Vision Insurance	363	60	2

## II. **Contract Period & Award Information**

- a. The initial contract period shall be for a period of one (1) year, commencing on February 1, 2020 and continuing through January 31, 2021. The contract may be renewed up to four (4) additional one (1) year terms upon mutual agreement by both parties, unless terminated earlier as hereinafter provided. The initial cost for the first year of services rendered shall be a firm fixed price negotiated with the selected Offeror. Cost adjustments may be negotiated annually for subsequent contract terms but shall not increase more than 2.5% per renewal term.

### III. **Scope of Services**

a. Provide the County with an estimate of annual hours for reoccurring services.

These services are to be included into the Annual Fixed Price Fee. The successful Offeror shall:

1. Assist in the design, implementation, and administration of employee programs which currently include the following, but are not limited to:
  - a. Short-Term Disability
  - b. Medical
  - c. Dental
  - d. Vision
  - e. Life Insurance
  - f. Accidental Death & Dismemberment
  - g. Disability Insurance
  - h. Long-Term Care Insurance
  - i. Employee Assistance & Behavioral Health Programs
2. Review and make recommendations to the Owner regarding the existing and potential benefits plans and programs as well as modifications to the existing plan design, cost, cost shares, and quality of employee benefits plans and programs.
3. Review the Owner's Employee Benefits Program on a continual basis to ensure that the plans are in compliance with government regulations.
4. Provide consultation and guidance with regards to governmental mandates including but not limited to:
  - a. FMLA (Family Medical Leave Act)
  - b. COBRA (Consolidated Omnibus Budget Act)
  - c. HIPAA (Health Insurance Portability Accountability Act)
  - d. ADA (American Disability Act)
  - e. USERRA (Uniformed Services Employment Reemployment Rights Act)
  - f. ACA (Affordable Care Act)

5. Track and report progress of the benefits plan on a quarterly basis, coordinating with benefit providers to obtain relevant performance data. Provide analysis of benefit plan performance EX. Health Care Plan – Premiums vs. Claims.
  6. Provide the Owner with communications to the employees of any changes to the benefits plan on an “as needed” basis (newsletters, press releases, presentations, etc.)
  7. Conduct benefits renewal negotiations with providers on behalf of the Owner.
  8. Provide any additional reoccurring services that your firm provides as a standard to the base contract. Additional reoccurring services should be detailed in full, clearly, precisely and adequately in the Offeror’s proposal. The Owner will not be held responsible for misinterpreting proposals.
- b. Perform additional task order related services to the Owner on a preapproved, as needed basis. A written proposal for these types of services shall include Scope of Work, timelines, project team identification and the fee for the task order. This information shall be submitted to the Owner prior to commencement of the work. Upon acceptance by the Owner, the written proposal will become part of the task order. The task order will become an ‘amendment’ to the original contract.
1. Assist the Owner in the development of all solicitations (RFP, IFB, ITB, RFQ, etc.) for the solicitation of future employee benefits plans and programs in full compliance with the Virginia Public Procurement Act (VPPA). This shall include but not limited to: creating the solicitation; assisting the Owner in the management of the solicitation process; preparation of a comprehensive report of the recommendations; and presenting to the Owner regarding the selection recommendations; providing the Owner with all documentation related to the solicitation process.
  2. Assist with the review, update, draft and presentation to the Board of Supervisors of the County’s human resources and personnel policies.

3. Please provide examples of “value added” services that are “task order related (Ex. Actuary services, etc.)

#### IV. **Proposal Format**

- a. An authorized representative of the Offeror shall sign the proposal.
- b. Proposals are to be submitted in a simple and economical format, which allows uniform review and easy access to information by the evaluation committee. Emphasis should be placed on completeness and clarity of content.
- c. Introductory letter of interest.
- d. Table of contents which cross-references the solicitation requirements and numbers all pages of the proposal.
- e. Proposals should be organized in the order in which the requirements are presented in the RFP.
- f. Statement of qualifications and any additional information that the Offeror considers pertinent to its qualifications for the projects and which respond fully to the Scope of Work described herein. “Additional Information” is defined as:
  1. Licenses to conduct services required by the Code of Virginia
  2. Specify any additional individuals who will be assigned to the contract, the level of their experience including credentials, related experience, training, and education of the personnel.
  3. Sample documents and/or reports, which shall include, but not limited to work plan, strategic planning report, claims experience audit report, etc.
- g. The staffing of the Offeror firm and firm’s approach to ensure quality control and completion of all projects within the time frame set forth.
- h. Provide no less than five (5) recent client references. The references shall consist of two (2) or more of the clients your company has performed health insurance consulting services for within the last five (5) years.
- i. The cost proposal will consist of two (2) elements.
  1. An annual not to exceed fee proposal. This section must include a proposed fixed annual fee along with a detailed description of the number of

hours your firm believes necessary to complete the recurring tasks identified herein.

2. The hourly rates of key individuals to compete the task order services described.
- j. An estimated work plan including the number of hours anticipated and pricing for a complete review, analysis and solicitation of the Owner's benefits.
- k. Each copy of the proposal should be bound or contained in a single volume where practical. All documents that pertain to the proposal should be contained in a single volume.

#### V. **Submittal Instructions**

- a. In order to be considered for selection, all Offerors must submit a complete response to this solicitation. The Procurement Coordinator must receive one (1) original and six (5) copies of each proposal no later than 2:00PM EST on December 13, 2019. The Offeror shall make no other distribution of the proposal. Proposals must be marked accordingly as referenced in the "General Terms and Conditions" listed herein. All portions of the proposal should be submitted at the same time as one (1) comprehensive document.
- b. Addenda: An Offeror who requests clarification or interpretation of or improvements to this solicitation shall make a written request which must be received by the Orange County Procurement Coordinator at least seven (7) business calendar days prior to the date set for the receipt of proposals. If the Owner determines a clarification or any further information is necessary, it shall issue an addendum to this solicitation on the Orange County Government website and the eVA website. An addendum extending the date for the receipt of proposals or withdrawing this solicitation may be issued at any time prior to the date set for the receipt of proposals. Offerors may sign up for instant alerts regarding solicitation posting and changes on the Orange County website and eVA websites. IT IS THE SOLE RESPONSIBILITY OF EACH PROSPECTIVE OFFEROR TO FIND, OBTAIN, AND RECOGNIZE ANY ADDENDUMS TO THIS SOLICITATION.



- c. Each Offeror assumes full responsibility for delivery and deposit of the completed proposal on or before the deadline for submission. The Owner is not responsible for any loss or delay with respect to the delivery of proposals. ANY PROPOSAL RECEIVED AFTER THE DEADLINE FOR SUBMISSION WILL NOT BE ACCEPTED AND WILL BE REJECTED AS UNTIMELY. Proposals are to be submitted in a sealed envelope bearing the following information:

**RFP#2020-01 Insurance Consulting Services**  
**Due: December 13, 2019 2:00PM**  
**Attn: Amanda Amos, Procurement Coordinator**  
**112 W. Main Street**  
**P.O. Box 111**  
**Orange, VA 22960**

#### **VI. Evaluation of Proposals**

- a. The Owner will conduct an evaluation of all proposals submitted based upon specific criteria. The evaluation team will review the submissions and award the Offeror a contract based on the competitive negotiation process. The process mentioned in the previous sentence can be referenced in the VPPA Section 2.2-4301.3.b.
- b. The contract shall be awarded to the Offeror that is deemed to be in the best interest of the Owner.

**VII. Selection Criteria**

All proposals received shall be evaluated based upon the evaluation criteria listed below.

<b>Evaluation Criteria</b>		<b>Points</b>
1.	A complete understanding of the projects, the firm’s proposed concepts and approach to insurance consulting services, cost-effective solutions, and methodology that will meet the requirements of the Owner	35
2.	Credentials of the firm, individuals who will be assigned to or be responsible for any aspect of the projects/contract	10
3.	Letters of reference from other organizations in which the Offeror has performed the same type of service in the past five (5) years. Offerors are requested to provide a minimum of two (2) governmental and two (2) school references.	10
4.	Evidence of good customer service, organization and management practices includes but is not limited to an Offeror that can follow the instructions in the solicitation, delivery to the Owner a clear and concise response of the Offeror’s capabilities and answer the questions that are listed in the solicitation	15
5.	Cost.	30
<b>Total</b>		<b>100</b>

**VIII. Timeline**

- a. Solicitation Issued..... November 2019
- b. Deadline for Questions..... December 2019
- c. Proposals Due..... December 2019
- d. Contract Awarded (approximately).....January 2020

## APPENDIX A: General Conditions and Instructions to Bidders/Offerors

Offeror: These general rules and conditions shall apply to all purchases and be a part of each solicitation and every contract awarded by the Orange County Purchasing Agent unless otherwise specified. The Orange County Purchasing Agent is responsible for the purchasing activity of Orange County. The term "Owner" as used herein refers to the contracting entity which is the signatory on the contracts for Orange County, a political subdivision of the Commonwealth of Virginia. Bidder/Offeror or their authorized representatives are expected to inform themselves fully as to the conditions, requirements, and specifications before submitting bids/proposals: failure to do so will be at the Bidder's/Offeror's own risk and except as provided by law, relief cannot be secured on the plea of error. Subject to all Federal, State and local laws, policies, resolutions, regulations, rules, limitations and legislation, bids/proposals on all solicitations issued by the Purchasing Agent will bind Bidders/ Offerors to applicable conditions and requirements herein set forth unless otherwise specified in the solicitation.

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**1. AUTHORITY:** The Orange County purchasing system shall operate under the direction and supervision of the County Administrator, who shall be the Purchasing Agent for the County. In the discharge of these responsibilities, the Purchasing Agent may delegate the administrative purchasing responsibility to a responsible subordinate, upon approval of the Board of Supervisors. Unless specifically delegated by the Purchasing Agent, no other Owner officer or employee is authorized to order supplies or services, enter into purchase negotiations or contracts, or in any way obligate the Owner for indebtedness. Any purchase order or contract made which is contrary to these provisions and authorities shall be of no effect and void and the Owner shall not be bound thereby.

**2. COMPETITION INTENDED:** It is the Owner's intent that this solicitation permit competition. It shall be the Bidder's/Offeror's responsibility to advise the Purchasing Agent in writing if any language, requirement, specification, etc., or any combination thereof, stifles competition or inadvertently restricts or limits the requirements stated in this solicitation to a single source. The Purchasing Agent must receive such notification not later than five (5) business days prior to the deadline set for acceptance of the bids/proposals.

### CONDITIONS OF BIDDING

**3. CLARIFICATION OF TERMS -** If any Bidder/ Offeror has questions about the specifications or other solicitation documents, the prospective Bidder/ Offeror should contact the Procurement Coordinator whose name appears on the face of the solicitation no later than seven (7) business days prior to the date set for the opening of bids or receipt of proposals. Any revisions to the solicitation will be made only by addendum issued by the Procurement Coordinator. Notifications regarding specifications may not be considered if received in less than seven (7) business days of the date set for opening of bids/receipt of proposals.

**4. Mandatory Use of Owner Form and Terms and Conditions:** Failure to submit a bid/proposal on the official Owner form provided for that purpose shall be a cause for rejection of the bid/proposal. Unauthorized modification of or additions to any portion of the Invitation to Bid or Request for Proposal may be cause for rejection of the bid/proposal. However, the Owner reserves the right to decide, on a case by case basis, in its sole discretion, whether to reject any bid or proposal which has been modified.

**5. LATE BIDS/proposals & MODIFICATION OF BIDS/proposals:** Any bid/proposal/modification received at the office designated in the solicitation after the exact time specified for receipt of the bid/proposal/modification is considered a late bid/proposal/modification. The Owner is not responsible for delays in the delivery of the mail by the U.S. Postal Service, private carriers or the inter-office mail system. It is the sole responsibility of the Bidder/Offeror to ensure their bid/proposal reaches Procurement by the designated date and hour.

- a. The official time used in the receipt of bids/ proposals is that time on the clock in the Finance Department.
- b. Late bids/proposals/modifications will be returned to the Bidder/Offeror UNOPENED, if solicitation number, acceptance date and Bidder/Offeror's return address is shown on the container.
- c. If the Owner closes its offices due to inclement weather scheduled bid openings or receipt of proposals will be extended to the next business day, same time.

**6. IDENTIFICATION OF PROPRIETARY INFORMATION:** Trade secrets or proprietary information submitted in a proposal shall not be subject to disclosure under the Virginia Freedom of Information Act. However, in order for this information to be protected from disclosure, the Offeror must specifically invoke the protections of Sec. 2.2-4342, Code of Virginia, 1950, as amended, or other applicable statute, prior to or upon submission of the trade secrets or proprietary information. The Offeror must clearly identify any part of its proposal considered to be protected as trade secret or as proprietary information, and must state the reasons why protection is necessary.

- a. Any Offeror shall identify a trade secret or proprietary information by clearly stating "Trade Secret" or "Proprietary Information" adjacent to the particular information, and by clearly identifying the information to be subject to the protection, such as by encircling, highlighting, underlining or other similar means. The Offeror shall state the reasons why protection is necessary on a separate page of the proposal.
- b. Any Offeror shall not identify as a trade secret or proprietary information those sections of the proposal that are material to Orange County's ultimate award of the contract.

c. The County reserves the right to contact an Offeror and to request that the Offeror explain or clarify why the Offeror identified certain information as a trade secret or as proprietary information.

d. Any Offeror shall not identify as trade secret or proprietary information their complete proposal.

**7. WITHDRAWAL OF BIDS/PROPOSALS:**

a. Bidder/Offeror for a contract other than for public construction may request withdrawal of his or her bid/proposal under the following circumstances:

i. Bids/Proposals may be withdrawn on written request from the Bidder/Offeror received at the address shown in the solicitation prior to the time of acceptance.

b. Requests for withdrawal of bids/proposals after opening of such bids/proposals but prior to award shall be transmitted to the Procurement Coordinator, in writing, accompanied by full documentation supporting the request. If the request is based on a claim of error, documentation must show the basis of the error. Such documentation may take the form of supplier quotations, Offeror work sheets, etc. If bid bonds were tendered with the bid, the Owner may exercise its right of collection.

c. No Bid/Proposal may be withdrawn under this paragraph when the result would be the awarding of the contract on another Bid/Proposal of the same Bidder/Offeror or of another Bidder/Offeror in which the ownership of the withdrawing Bidder/Offeror is more than five percent. In the case of Invitation for Bid's, if a bid is withdrawn under the authority of this paragraph, the lowest remaining bid shall be deemed to be the low bid. No Bidder/Offeror who, is permitted to withdraw a bid/proposal shall, for compensation, supply any material or labor to or perform any subcontract or other work agreement for the person or firm to whom the contract is awarded or otherwise benefit, directly or indirectly, from the performance of the project for which the withdrawn bid/proposal was submitted.

**8. ERRORS IN BIDS/PROPOSALS:** When an error is made in extending total prices, the unit bid price will govern. Erasures in bids/proposals must be initialed by the Bidder/Offeror. Carelessness in quoting prices, or in preparation of bid/proposal otherwise, will not relieve the Bidder/Offeror. Bidders/Offerors are cautioned to recheck their bids/proposals for possible error. Errors discovered after public opening cannot be corrected and the bidder will be required to perform if his or her bid is accepted.

**9. Identification of BID/Proposal Envelope:** The signed bid/proposal and requested copies should be returned in a separate envelope or package, sealed and identified with the following information:

**Addressed as indicated on page 1**

**IFB/RFP Number**

**Title**

**Bid/proposal due date and time**

i. If a bid/proposal is not addressed with the information as shown above, the Bidder/Offeror takes the risk that the envelope may be inadvertently opened and the information compromised, which may cause the bid/proposal to be disqualified. Bids/Proposals may be hand delivered to the designated location in the office issuing the solicitation. No other correspondence or other proposals should be placed in the envelope.

**10. ACCEPTANCE OF BIDS/PROPOSALS:** Unless otherwise specified, all formal bids/proposals submitted shall be valid for a minimum period of one hundred twenty (120) calendar days following the date established for acceptance. At the end of the one hundred twenty (120) calendar days the bid/proposal may be withdrawn at the written request of the Bidder/Offeror. If the proposal is not withdrawn at that time it remains in effect until an award is made or the solicitation is canceled.

**11. CONDITIONAL BIDS:** Conditional bids are subject to rejection in whole or in part.

**12. BIDDERS PRESENT:** At the time fixed for the opening of responses to a bid, bid contents will be made public for the information of bidders and other interested parties who may be present either in person or by representative. All bids will be opened at the time and place specified and read publicly. Bid tabulations are posted on Public Bulletin Board for a minimum of 10 days from award date. At the time fixed for the receipt of responses for Request for Proposals, only the names of the Offerors will be read and made available to the public.

**13. RESPONSE TO SOLICITATIONS:** In the event a Offeror cannot submit a bid on a solicitation, the Offeror is requested to return the solicitation cover sheet with an explanation as to why the Offeror is unable to bid on these requirements. Because of the large number of firms listed on the Owner's Bidders List, it may be necessary to delete from this list the names of those persons, firms or corporations who fail to respond after having been invited to bid for three (3) successive solicitations. Such deletion will be made only after formal notification of the intent to remove the firm from the Owner's Bidder's List.

**14. BIDDER INTERESTED IN MORE THAN ONE BID:** If more than one bid is offered by any one party, either directly or by or in the name of his or her clerk, partner, or other persons, all such bids may be rejected. A party who has quoted prices on work, materials, or supplies to a bidder is not thereby disqualified from quoting prices to other bidders or firms submitting a bid directly for the work, materials or supplies.

**15. TAX EXEMPTION:** The Owner is exempt from the payment of any federal excise or any Virginia sales tax. The price bid must be net, exclusive of taxes. Tax exemption certificates will be furnished if requested by the Bidder/Offeror.

**16. DEBARMENT STATUS:** By submitting their bids/proposals, Bidders/Offerors certify that they are not currently debarred from submitting bids/proposals on contracts by Orange County, nor are they an agent of any person or entity that is currently debarred from submitting bids or proposals on contracts by Orange County or any agency, public entity/locality or authority of the Commonwealth of Virginia.

**17. ETHICS IN PUBLIC CONTRACTING:** The provisions contained in the Virginia Public Procurement Act as set forth in the 1950 Code of Virginia, as amended, shall be applicable to all contracts solicited or entered into by the Owner. By submitting their bids/proposals, all Bidders/Offerors certify that their bids/proposals are made without collusion or fraud and that they have not offered or received any kickbacks or inducements from any other Bidder, Offeror, supplier, manufacturer or subcontractor in connection with their bid/proposal, and that they have not conferred on any public employee having official responsibility for this procurement transaction any payment, loan, subscription, advance, deposit of money, services or anything of more than nominal value, present or promised, unless consideration of substantially equal or greater value was exchanged.

**18. NO CONTACT POLICY:** No Bidder/Offeror shall initiate or otherwise have contact related to the solicitation with any Owner representative or employee, other than Procurement, after the date and time established for receipt of bids/proposals. Any contact initiated by a Bidder/Offeror with any Owner representative, other than the Procurement Division, concerning this solicitation is prohibited and may cause the disqualification of the Bidder/Offeror from this procurement process.

## **SPECIFICATIONS**

**19. BRAND NAME OR EQUAL ITEMS:** Unless otherwise provided in the solicitation, the name of a certain brand, make or manufacturer does not restrict bidders to the specific brand, make or manufacturer named; it conveys the general style, type, character, and quality of the article desired, and any article which the Owner in its sole discretion determines to be the equal of that specified, considering quality, workmanship, economy of operation, and suitability for the purpose intended, shall be accepted. The Bidder is responsible to clearly and specifically indicate the product being offered and to provide sufficient descriptive literature, catalog cuts and technical detail to enable the Owner to determine if the product offered meets the requirements of the solicitation. This is required even if offering the exact brand, make or manufacturer specified. Normally in competitive sealed bidding, only the information furnished with the bid will be considered in the evaluation. Failure to furnish adequate data for evaluation purposes may result in declaring a bid non-responsive. Unless the Bidder clearly indicates in its bid/proposal that the product offered is "equal" product, such bid/proposal will be considered to offer the brand name product referenced in the solicitation.

**20. FORMAL SPECIFICATIONS:** When a solicitation contains a specification which states no substitutes, no deviation therefrom will be permitted and the bidder will be required to furnish articles in conformity with that specification.

**21. OMISSIONS & DISCREPANCIES:** Any items or parts of any equipment listed in this solicitation which are not fully described or are omitted from such specification, and which are clearly necessary for the completion of such equipment and its appurtenances, shall be considered a part of such equipment although not directly specified or called for in the specifications.

a. The Bidder/Offeror shall abide by and comply with the true intent of the specifications and not take advantage of any unintentional error or omission, but shall fully complete every part as the true intent and meaning of the specifications and drawings. Whenever the mention is made of any articles, material or workmanship to be in accordance with laws, ordinances, building codes, underwriter's codes, A.S.T.M. regulations or similar expressions, the requirements of these laws, ordinances, etc., shall be construed as to the minimum requirements of these specifications.

**22. CONDITION OF ITEMS:** Unless otherwise specified in the solicitation, all items shall be new, in first class condition.

## **AWARD**

**23. AWARD OR REJECTION OF BIDS:** The Purchasing Agent shall award the contract to the lowest responsive and responsible bidder complying with all provisions of the IFB, provided the bid price is reasonable and it is in the best interest of the Owner to accept it. Awards made in response to a RFP will be made to the highest qualified Offeror whose proposal is determined, in writing, to be the most advantageous to the Owner taking into consideration the evaluation factors set forth in the RFP. The Purchasing Agent reserves the right to award a contract by individual items, in the aggregate, or in combination thereof, or to reject any or all bids/proposals and to waive any informality in bids/proposals received whenever such rejection or waiver is in the best interest of the Owner. Award may be made to as many Bidders/Offerors as deemed necessary to fulfill the anticipated requirements of the Owner. The Purchasing Agent also reserves the right to reject the bid if a bidder is deemed to be a non-responsible bidder.

**24. ANNOUNCEMENT OF AWARD:** Upon the award or announcement of the decision to award a contract as a result of this solicitation, the Procurement Coordinator will publicly post such notice on the following websites: [www.eva.virginia.gov](http://www.eva.virginia.gov) and [www.orangecountyva.gov](http://www.orangecountyva.gov).

**25. QUALIFICATIONS OF BIDDERS OR OFFERORS:** The Owner may make such reasonable investigations as deemed proper and necessary to determine the ability of the Bidder/Offeror to perform the work/furnish the item(s) and the Bidder/Offeror



shall furnish to the Owner all such information and data for this purpose as may be requested. The Owner reserves the right to inspect Bidder's/Offeror's physical facilities prior to award to satisfy questions regarding the Bidder's/Offeror's capabilities. The Owner further reserves the right to reject any bid or proposal if the evidence submitted by or investigations of, such Bidder/Offeror fails to satisfy the Owner that such Bidder/Offeror is properly qualified to carry out the obligations of the contract and to complete the work/furnish the item(s) contemplated therein.

**26. NEGOTIATION WITH LOWEST RESPONSIBLE BIDDER:** Unless canceled or rejected, a responsive bid from the lowest responsible bidder shall be accepted as submitted, except that if the bid from the lowest responsible bidder exceeds available funds, the public body may negotiate with the apparent low bidder to obtain a contract price within available funds.

**27. TIE BIDS:** In the case of a tie bid, the Owner may give preference to goods, services and construction produced in Orange County or provided by persons, firms or corporations having principal places of business in the County. If such choice is not available, preference shall then be given to goods and services produced in the Commonwealth pursuant to the Code of Virginia. If no Owner or Commonwealth choice is available, the tie shall be decided by lot.

## **CONTRACT PROVISIONS**

**28. APPLICABLE LAW AND COURTS:** Any contract resulting from this solicitation shall be governed in any respects by the laws of Virginia, and any litigation with respect thereto shall be brought in the Circuit Court of Orange County, Virginia. The Contractor shall comply with applicable federal, state and local laws and regulations.

**29. VIRGINIA STATE CORPORATION COMMISSION:** If required by law, the Contractor shall maintain a valid certificate of authority or registration to transact business in Virginia with the Virginia State Corporation Commission as required by Section 13.1 or Title 50 of the Code of Virginia, during the term of the Contract or any Contract renewal. The Contractor shall not allow its existence to lapse or its certificate of authority or registration to transact business in the Commonwealth to be revoked or cancelled at any time during the terms of the contract. If the Contractor fails to remain in compliance with the provisions of this section, the contract may become void.

**30. IMMIGRATION REFORM AND CONTROL ACT OF 1986:** By submitting their bids, Bidders certify that they do not and will not during the performance of this contract employ illegal alien workers or otherwise violate the provisions of the federal Immigration Reform and Control Act of 1986.

**31. ANTI TRUST:** By entering into a contract, the Contractor conveys, sells, assigns, and transfers to the Owner all rights, title and interest in and to all causes of the action it may now have or hereafter acquire under the antitrust law of the United States and Orange County, relating to the particular goods or services purchased or

acquired by the Owner under said contract. Consistent and continued tie bidding could cause rejection of bids by the Purchasing Agent and/or investigation for Anti-Trust violations.

**32. PAYMENT TERMS:** Unless otherwise provided in the solicitation payment will be made thirty (30) days after receipt of a proper invoice, or thirty (30) days after receipt of all goods or acceptance of work, whichever is the latter.

- a. Invoices for items/services ordered, delivered/performed and accepted shall be submitted by the Contractor directly to the department responsible for initiating the purchase order/contract. All invoices shall show the contract number, purchase order number, and any federal employer identification number.
- b. Any payment terms requiring payment in less than 30 days will be regarded as requiring payment 30 days after invoice or delivery, whichever occurs last. This shall not affect offers of discounts for payment in less than 30 days, however.
- c. The date of payment shall be deemed the date of postmark in all cases where payment is made by mail.

**33. PAYMENT TO SUBCONTRACTORS:** A contractor awarded a contract under this solicitation is hereby obligated:

- a. To pay the subcontractor(s) within seven (7) days of the contractor's receipt of payment from the Owner for the proportionate share of the payment received for work performed by the subcontractor(s) under the contract; or
- b. To notify the Owner and the subcontractor(s), in writing, of the contractor's intention to withhold payment and the reason. The contractor is obligated to pay the subcontractor(s) interest at the rate of one percent per month (unless otherwise provided under the terms of the contract) on all amounts owed by the contractor that remain unpaid seven (7) days following receipt of payment from the Owner, except for amounts withheld as stated in 2 above. The date of mailing of any payment by U.S. Mail is deemed to be payment to the addressee. These provisions apply to each sub-tier contractor performing under the primary contract. A contractor's obligation to pay an interest charge to a subcontractor may not be construed to be an obligation of the Owner.

**34. ASSIGNMENT OF CONTRACT:** A contract shall not be assignable by the Contractor in whole or in part without the written consent of the Purchasing Agent.

**35. DEFAULT:** In case of failure to deliver goods or services in accordance with the contract terms and conditions, the Owner, after due oral or written notice, may procure them from other sources and hold the Contractor responsible for any

resulting additional purchases and administrative costs. This remedy shall be in addition to and other remedies which the Owner may have.

**36. ANTI DISCRIMINATION:** By submitting their bids/proposals, Bidders/Offerors certify to the Owner that they will conform to the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Act of 1975, as amended, where applicable, the Virginians With Disabilities Act, the Americans With Disabilities Act and those applicable Sections of the Virginia Public Procurement Act. If the award is made to a faith-based organization, the organization shall not discriminate against any recipient of goods, services, or disbursements made pursuant to the contract on the basis of the recipient's religion, religious belief, refusal to participate in a religious practice, or on the basis of race, age, color, gender or national origin and shall be subject to the same rules as other organizations that contract with public bodies to account for the use of the funds provided; however, if the faith-based organization segregates public funds into separate accounts, only the accounts and programs funded with public funds shall be subject to audit by the public body.

**37.** In every contract over \$10,000 the provisions in A and B below shall apply:

a. During the performance of this contract, the Contractor agrees as follows:

i. The Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or any other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the contractor. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

ii. The Contractor, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, will state that such Contractor is an equal opportunity employer.

iii. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting the requirements of this Section.

b. The Contractor will include the provisions of A. above in every subcontract or purchase order over \$10,000, so that the provisions will be binding upon each subcontractor or Offeror.

**38. INVOICES:** Invoices for items ordered, delivered and accepted shall be submitted by the Contractor directly to the department address requesting the purchase order/contract. All invoices shall show the IFB/RFP number and/or purchase order number and must have the department heads approval.

**39. CHANGES TO THE CONTRACT:** Changes can be made to the contract in any of the following ways:

a. The parties may agree to modify the scope of the contract. An increase or decrease in the price of the contract resulting from such modification shall be agreed to by the parties as a part of their written agreement to modify the scope of the contract.

b. The Owner may order changes within the general scope of the contract at any time by written notice to the Contractor. Changes within the scope of the contract include, but are not limited to, things such as services to be performed, the method of packing or shipment, and the place of delivery or installation. The Contractor shall comply with the notice upon receipt. The Contractor shall be compensated for any additional costs incurred as the result of such order and shall give the Owner a credit for any savings. Said compensation shall be determined by one of the following methods.

i. By mutual agreement between the parties in writing; or

ii. By agreeing upon a unit price or using a unit price set forth in the contract, if the work to be done can be expressed in units, and the contractor accounts for the number of units of work performed, subject to the Owner's right to audit the Contractor's records and/or determine the correct number of units independently; or

iii. By ordering the Contractor to proceed with the work and keep a record of all costs incurred and savings realized. A markup for overhead and profit may be allowed if provided by the contract. The same markup shall be used for determining a decrease in price as the result of savings realized. The Contractor shall present the Owner with all vouchers and records of expenses incurred and savings realized. The Owner shall have the right to audit the records of the Contractor as it deems necessary to determine costs or savings. Any claim for an adjustment in price under this provision must be asserted by written notice to Procurement within thirty (30) days from the date of receipt of the written order from Procurement. If the parties fail to agree on an amount of adjustment, the questions of an increase or decrease in the contract price or time for performance shall be resolved in accordance with the procedures for relieving disputes provided by the Disputes clause of this contract. Neither the existence of a claim nor a dispute resolution process, litigation or any other provision of this contract shall excuse the Contractor from promptly complying with the changes ordered by the Owner or with the performance of the contract generally.

c. No modification for a fixed price contract may be increased by more than 25% or \$50,000, whichever is greater without the advanced written approval of the Board of Supervisors as applicable.

**40. INDEMNIFICATION:** Contractor shall indemnify, keep and save harmless the Owner, its agents, officials, employees and volunteers against claims of injuries, death, damage to property, patent claims, suits, liabilities, judgments, cost and expenses which may otherwise accrue against the Owner in consequence of the granting of a contract or which may otherwise result there from, if it shall be determined that the act was caused through negligence or error, or omission of the Contractor or his or her employees, or that of the subcontractor or his or her employees, if any; and the Contractor shall, at his or her own expense, appear, defend and pay all charges of attorneys and all costs and other expenses arising therefrom or incurred in connection therewith; and if any judgment shall be rendered against the Owner in any such action, the Contractor shall, at his or her own expenses, satisfy and discharge the same. Contractor expressly understands and agrees that any performance bond or insurance protection required by this contract, or otherwise provided by the Contractor, shall in no way limit the responsibility to indemnify, keep and save harmless and defend the Owner as herein provided.

**41. DRUG-FREE WORKPLACE:** During the performance of this contract, the contractor agrees to (i) provide a drug-free workplace for the contractor's employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the contractor that the contractor maintains a drug-free workplace; and (iv) include the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or Offeror. For the purposes of this section, "drug-free workplace" means a site for the performance of work done in connection with a specific contract awarded to a contractor in accordance with this chapter, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the contract.

**42. CERTIFICATION REGARDING SEX OFFENSES:** As a condition of awarding a contract for the provision of services that require the contractor or his employees to have direct contact with students on school property during regular school hours or during school-sponsored activities, the school board requires the contractor to provide certification that all persons who will provide such services have not been convicted of a felony or any offense involving the sexual molestation or physical or sexual abuse or rape of a child.

**43. TERMINATION:** Subject to the provisions below, the contract may be terminated by the Owner upon thirty (30) days advance written notice to the other party. Any contract cancellation notice shall not relieve the contractor of the obligation to deliver and/or perform on all outstanding orders issued prior to the effective date of cancellation.

a. Termination for Convenience: In the event that the contract is terminated upon request and for the convenience of the Owner, without the required thirty (30) days advance notice, then the Owner shall be responsible for payment of services up to the termination date.

b. Termination for Cause: Termination by the Owner for cause, default or negligence on the part of the contractor shall be excluded from the foregoing provision; termination costs, if any shall not apply. However, pursuant to paragraph 32 of these General Conditions, the Owner may hold the contractor responsible for any resulting additional purchase and administrative costs. The thirty (30) days advance notice requirement is waived in the event of Termination for Cause.

c. Termination Due to Unavailability of Funds in Succeeding Fiscal Years: When funds are not appropriated or otherwise made available to support continuation of performance in a subsequent fiscal year, the contract shall be canceled as of the first day of that subsequent fiscal year.

**44. VIRGINIA FREEDOM OF INFORMATION ACT:** All proceedings, records, contracts and other public records relating to procurement transactions shall be open to the inspection of any citizen, or any interested person, firm or corporation, in accordance with the Virginia Freedom of Information Act except as provided below:

a. Cost estimates relating to a proposed procurement transaction prepared by or for a public body shall not be open to public inspection.

b. Any competitive sealed bidding bidder, upon request, shall be afforded the opportunity to inspect bid records within a reasonable time after the opening of bids but prior to award, except in the event that the Owner decides not to accept any of the bids and to reopen the contract. Otherwise, bid records shall be open to public inspection only after award of the contract. Any competitive negotiation Offeror, upon request, shall be afforded the opportunity to inspect proposal records within a reasonable time after the evaluation and negotiations of proposals are completed but prior to award except in the event that the Owner decides not to accept any of the proposals and to reopen the contract. Otherwise, proposal records shall be open to the public inspection only after award of the contract except as provided in paragraph "c" below. Any inspection of procurement transaction records under this section shall be subject to reasonable restrictions to ensure the security and integrity of the records.

c. Trade secrets or proprietary information submitted by a Bidder, Offeror or Contractor in connection with a procurement transaction shall not be subject to public disclosure under the Virginia Freedom of Information Act; however, the Bidder, Offeror or Contractor must invoke the protections of that section prior to or upon submission of the data or other materials, and must identify the data or other materials to be protected and state the reasons why protection is necessary.

d. Nothing contained in this section shall be construed to require the Owner, when procuring by “competitive negotiation” (Request for Proposal), to furnish a statement of reasons why a particular proposal was not deemed to be the most advantageous to the Owner.

**45. USE OF CONTRACT BY OTHER POLITICAL JURISDICTIONS:** Bidders are advised that all resultant contracts will be extended, with the authorization of the Bidder, to Northern Virginia Metropolitan Washington Council of Governments jurisdictions and other jurisdictions and Political Subdivisions of the Commonwealth of Virginia to permit their ordering of supplies and/or services at the prices and terms of the resulting contract. If any other jurisdiction decides to use the final contract, the Contractor must deal directly with that jurisdiction or political subdivision concerning the placement or orders, issuance of the purchase order, contractual disputes, invoicing and payment. Orange Owner acts only as the “Contracting Agent” for these jurisdictions and political subdivisions. Failure to extend a contract to any jurisdiction will have no effect on consideration of your bid/proposal.

a. It is the awarded Offeror’s responsibility to notify the jurisdictions and political subdivision of the availability of the contract.

b. Each participating jurisdiction and political subdivision has the option of executing a separate contract with the awardee. Contracts entered into with them may contain general terms and conditions unique to those jurisdictions and political subdivisions covering minority participation, non-discrimination. If, when preparing such a contract, the general terms and conditions of a jurisdiction are unacceptable to the awardee, the awardee may withdraw its extension of the award to that jurisdiction.

c. Orange Owner shall not be held liable for any costs or damage incurred by another jurisdiction as a result of any award extended to that jurisdiction or political subdivision by the awardee.

**46. AUDIT:** The Contractor hereby agrees to retain all books, records, and other documents relative to this contract for five years after final payment, or until audited by the Owner, whichever is sooner. The agency, its authorized agents, and/or Owner auditors shall have full access to and the right to examine any of said materials during said period.

**47. LABELING OF HAZARDOUS SUBSTANCES:** If the items or products requested by this solicitation are “Hazardous Substances” as defined by Article 3.1-250 of the Code of Virginia (1950), as amended, or Article 1261 of Title 15 of the United States Code, then the Bidder, by submitting his bid, certifies and warrants that the items or products to be delivered under this contract shall be properly labeled as required by the forgoing sections and that by delivering the items or products the Bidder does not violate any of the prohibitions of Article 3.1-252 of the Code of Virginia or Title 15 USC, Article 1263.

**48. MATERIAL SAFETY DATA SHEETS:** Material Safety Data Sheets and descriptive literature shall be provided with the bid for each chemical and/or contract offered. Failure on the part of the Bidder to submit such data sheet may be cause for declaring the bid as non-responsive.

**49. SUBCONTRACTS:** No portion of the work shall be subcontracted without prior written consent of the Purchasing Agent. In the event that the Contractor desires to subcontract some part of the work specified herein, the Contractor shall furnish the Purchasing Agent the names, qualifications and experience of their proposed subcontractors. Notwithstanding any approval by the Owner permitting subcontracting the Contractor shall, however, remain fully liable and responsible for the work to be done by his subcontractor(s) and shall assure compliance with all requirements of the contract.

**50. PROTECTION OF PERSON AND PROPERTY:** The Contractor expressly undertakes both directly and through its subcontractor(s), to take every precaution at all times for the protection of persons and property which may come on the building site or be affected by the contractor’s operation in connection with the work.

- a. The Contractor shall be solely responsible for initiating, maintaining, and supervising all safety precautions and programs in connection with the work.
- b. The provisions of all rules and regulations governing safety as adopted by the Safety Codes Commission of the Commonwealth of Virginia, issued by the Department of Labor and Industry under Title 40.1 of the Code of Virginia shall apply to all work under this contract.
- c. The Contractor shall continuously maintain adequate protection of all his work from damage and shall protect the owner’s property from injury or loss arising in connection with this contract. He shall make good any such damage, injury, or loss, except such as may be directly due to errors in the contract documents or caused by agents or employees of the Owner. He shall adequately protect adjacent property to prevent any damage to it or loss of use and enjoyment by its owners. He shall provide and maintain all passageways, guard fences, lights and other facilities for the protection required by public authority, local conditions, any of the contract documents or erected for the fulfillment of his obligations for the protection of person and property.



d. In an emergency affecting the safety or life of persons or of the work, or of the adjoining property, the contractor, without special instruction or authorization from the Owner, shall act, at his discretion, to prevent such threatened loss or injury. Also, should he, to prevent threatened loss or injury, be instructed or authorized to act by the Owner, he shall so act immediately, without appeal. Any additional compensation or extension of time claimed by the Contractor on account of any emergency work shall be determined as provided by paragraph 35, of the General Terms and Conditions.

**51. WORK SITE DAMAGES:** Any damage, including damage to finished surfaces, resulting from the performance of this contract shall be repaired to the Owner's satisfaction at the Contractor's expense.

## **DELIVERY PROVISION**

**52. SHIPPING INSTRUCTIONS-CONSIGNMENT:** Unless otherwise specified in the solicitation each case, crate, barrel, package, etc., delivered under the contract must be plainly stenciled or securely tagged, stating the Contractor's name, purchase order number, and delivery address as indicated in the order. Where shipping containers are to be used, each container must be marked with the purchase order number, name of the Contractor, the name of the item, the item number, and the quantity contained therein. Deliveries must be made within the hours of 8:00 a.m. – 2:30 p.m. Deliveries at any other time will not be accepted unless specific arrangements have been previously made with the designated individual at the delivery point. No deliveries will be accepted on Saturdays, Sundays and holidays unless previous arrangements have been made. It shall be the responsibility of the contractor to insure compliance with these instructions for items that are drop-shipped.

**53. RESPONSIBILITY FOR SUPPLIES TENDERED:** The Contractor shall be responsible for the materials or supplies covered by the contract until they are delivered at the designated point, but the Contractor shall bear all risk on rejected materials or supplies after notice of rejection. Rejected materials or supplies must be removed by and at the expense of the contractor promptly after notification of rejection, unless public health and safety require immediate destruction or other disposal of rejected delivery. If rejected materials are not removed by the Contractor within ten (10) days after date of notification, the Owner may return the rejected materials or supplies to the Contractor at his or her risk and expense or dispose of them as its own property.

**54. INSPECTIONS:** The Owner reserves the right to conduct any test/inspection it may deem advisable to assure supplies and services conform to the specification. Inspection and acceptance of materials or supplies will be made after delivery at destinations herein specified unless otherwise stated. If inspection is made after delivery at destination herein specified, the Owner will bear the expense of inspection except for the value of samples used in case of rejection. Final inspection shall be conclusive except in regard to latent defects, fraud or such gross mistakes

as to amount of fraud. Final inspection and acceptance or rejection of the materials or supplies will be made as promptly as practicable, but failure to inspect and accept or reject materials or supplies shall not impose liability on the Owner for such materials or supplies as are not in accordance with the specifications.

**55. COMPLIANCE:** Delivery must be made as ordered and in accordance with the solicitation or as directed by Procurement when not in conflict with the bid/contract. The decision as to reasonable compliance with delivery terms shall be final. Burden of proof of delay in receipt of goods by the purchaser shall rest with the Contractor. Any request for extension of time of delivery from that specified must be approved by the Procurement Agent, such extension applying only to the particular item or shipment affected. Should the Contractor be delayed by the Owner, there shall be added to the time of completion a time equal to the period of such delay caused by the Owner. However, the contractor shall not be entitled to claim damages of extra compensation for such delay or suspension. These conditions may vary for construction contracts.

**56. POINT OF DESTINATION:** All materials shipped to the Owner must be shipped F.O.B. DESTINATION unless otherwise stated in the contract. The materials must be delivered to the "Ship To" address indicated on the purchase order.

**57. REPLACEMENT:** Materials or components that have been rejected by Procurement, in accordance with the terms of the contract, shall be replaced by the Contractor at no cost to the Owner.

**58. PACKING SLIPS OR DELIVERY TICKETS:** All shipments shall be accompanied by Packing Slips or Delivery Tickets and shall contain the following information for each item delivered:

- a. Purchase Order Number,
- b. Name of Article and Stock Number,
- c. Quantity Ordered,
- d. Quantity Shipped,
- e. Quantity Back Ordered,
- f. The Name of the Contractor.
  - i. Contractors are cautioned that failure to comply with these conditions shall be considered sufficient reason for refusal to accept the goods.

## **BIDDER/CONTRACTOR REMEDIES**

**59. PROTEST OF AWARD OR DECISION TO AWARD:** Any Bidder/Offeror who desires to protest the award or decision to award a contract, by Orange Owner, shall submit such protest in writing to the Owner Administrator (if the award or decision to award was made by Orange County (if the award or decision to award was made by Orange County), no later than ten (10) days after public notice of the award or announcement of the decision to award, whichever comes first. No protest shall lie for a claim that the selected Bidder/Offeror is not a responsible Bidder/Offeror. The

written protest shall include the basis for the protest and the relief sought. The Owner Administration shall issue a decision in writing within ten (10) days stating the reasons for the action taken. This decision shall be final unless the Bidder/Offeror appeals within ten (10) days of the written decision by instituting legal action as provided in Section 7.8 C of the Procurement Policy. Nothing in this paragraph shall be construed to permit an Offeror to challenge the validity of the terms or conditions of the solicitation.

**60. DISPUTES:** Contractual claims, whether for money or other relief, shall be submitted in writing to the Owner Administrator (if the claim is against Orange County) no later than sixty (60) days after final payment; however, written notice of the Contractor's intention to file such claim shall have been given at the time of the occurrence or beginning of the Work upon which the claim is based. Nothing herein shall preclude a contract from requiring submission of an invoice for final payment within a certain time after completion and acceptance of the work or acceptance of the goods. Pendency of claims shall not delay payment of amount agreed due in the final payment. A written decision upon any such claims will be made by the Board of Supervisors (if the claim is against Orange County Government) within sixty (60) days after submittal of the claim. The Contractor may not institute legal action prior to receipt of Board of Supervisor's (whichever is applicable) decision on the claim unless the applicable party fails to render such decision within sixty (60) days. The decision of the Board of Supervisor's (as applicable) shall be final and conclusive unless the Contractor within six (6) months of the date of the final decision on a claim, initiates legal action as provided in Section 2.2-4364 of the Code of Virginia. Failure of the Board of Supervisors to render a decision within sixty (60) days shall not result in the Contractor being awarded the relief claimed nor shall it result in any other relief or penalty. Should the Board of Supervisors (as applicable) fail to render a decision within sixty (60) days after submittal of the claim, the Contractor may institute legal action within six (6) months after such 60-day period shall have expired, or the claim shall be deemed finally resolved. No administrative appeals procedure pursuant to Section 2.2-4365 of the Code of Virginia has been established for contractual claims under this contract.

**Appendix B: Insurance Checklist**

**Items marked “X” are required to be provided if award is made to your firm.**

<b>Required</b>	<b>Coverage Required</b>	<b>Limits of Liability (Denotes minimums)</b>
X	<b>Worker’s Compensation</b> and Employers’ Liability; Admitted in Virginia Employers’ Liability All States Endorsement Voluntary Compensation Endorsement Best’s Guide Rating-A-VIII or better, or its equivalent	Statutory Limits of the Commonwealth of VA Yes \$100,000/\$500,000/\$100,000 Statutory
X	<b>Commercial General Liability</b> General Aggregate Products/Completed Operations Personal and Advertising Injury Fire Legal Liability Best’s Guide Rating-A-VIII or better, or its equivalent	\$1,000,000 Each Occurrence \$2,000,000 \$2,000,000 \$1,000,000 \$50,000 Per Occurrence
X	<b>Automobile Liability</b> Owned, Hired, Borrowed & Non-owned Motor Carrier Act End Best’s Guide Rating-A-VIII or better, or its equivalent	\$1,000,000 Combined Single Limit Bodily Injury and Property Damage Each Occurrence
	Prof. Errors and Omissions Best’s Guide Rating-A-VIII or better, or its equivalent	\$1,000,000 Limit Ea. Occurrence
	Garage Liability	\$1,000,000 CSL Ea. Occurrence
	Garage Keeper’s Legal Liability Best’s Guide Rating-A-VIII or better, or its equivalent	Maximum Value of One Vehicle Maximum Value of All Vehicles Contractor
X	Umbrella Liability Best’s Guide Rating-A-VIII or better, or its equivalent.	\$1,000,000
	Other Insurance:	
X	“Orange County Board of Supervisors 112 W. Main Street, P.O. Box 111 Orange, VA 22960” named as an additional insured on Auto and General Liability Policies. (This coverage is primary to all other coverage the County may possess and must be shown on the certificate.)	
X	30-day written cancellation notice required, 15-day cancellation notice required for non-payment to Orange, owner– Ref. Code of Virginia Section 38.2-231. <b>Also, the words “endeavor to” and “failure to mail such notice” clause shall be removed from the cancellation notice.</b>	
X	The Certificate must state Bid/RFP No. and Bid/RFP Title.	
X	Contractor shall submit Certificate of Insurance within five business days from notification of award.	

**We understand the Insurance Requirements of these specifications and will comply in full if awarded this contract.**

\_\_\_\_\_  
Name & Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**RETURN THIS PAGE**

**Appendix C: Non-Collusion Statement**

The party making the foregoing quote hereby certifies that such quote is genuine and not collusive or sham; that said Offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any Bidder/Offeror or person, to put in a sham bid or to refrain from bidding, and has not in any manner, directly or indirectly, sought by agreement or collusion, or communication or conference, with any person to fix the bid price or affiant or of any Offeror, or to fix any overhead, profit or cost element of said bid price, or of that of any other Offeror, or to secure any advantage against the Owner or any person interested in the proposed contract; and that all statements in said proposal or bid are true.

By signing this quote the undersigned certifies that this person/firm/corporation is not currently barred from bidding on contracts by any agent of Orange County of the Commonwealth of Virginia. Offeror also certifies by signing this quote that no conflict of interest exists between Contractor and the Owner that interferes with fair competition and no conflict of interest exists between Contractor and another person or organization that constitutes a conflict of interest with respect to the contract with the Owner. Undersigned Offeror hereby certifies that he/she has carefully examined all conditions and specifications of this Request for Proposal and hereby submits this proposal pursuant to such instructions and specifications, without exception.

---

Name & Title

---

Signature

---

Date

**RETURN THIS PAGE**

**Appendix D: Offeror Data Sheet**

The following information is required as part of your response to this solicitation. Failure to complete and provide this sheet may result in determining your proposal to be not acceptable.

1. Qualification: The Offeror must have the capability and capacity to satisfy all the contractual requirements.

2. Offeror's Primary Contact:

Name: \_\_\_\_\_ E-mail: \_\_\_\_\_ Phone: \_\_\_\_\_

3. Years in Business: Indicate the length of time you have been in business providing this type of goods and service: \_\_\_\_\_ Years

4. SCC # \_\_\_\_\_

5. Have you or any representative within your organization ever been debarred from submitting bids/proposals on contracts by Orange County? \_\_\_\_\_

6. Have you or any representative within your organization ever been debarred from submitting bids/proposals on contracts by an agency, public entity/locality or authority of the Commonwealth of Virginia? \_\_\_\_\_

7. Indicate three (3) current or recent accounts, either commercial or governmental, that your company is servicing, has serviced, or has provided similar services.

A. Company: \_\_\_\_\_  
Contact: \_\_\_\_\_  
Phone: (    ) \_\_\_\_\_  
Project: \_\_\_\_\_  
Dates of Service: \_\_\_\_\_ \$Value: \_\_\_\_\_

B. Company: \_\_\_\_\_  
Contact: \_\_\_\_\_  
Phone: (    ) \_\_\_\_\_  
Project: \_\_\_\_\_  
Dates of Service: \_\_\_\_\_ \$Value: \_\_\_\_\_

C. Company: \_\_\_\_\_  
Contact: \_\_\_\_\_  
Phone: (    ) \_\_\_\_\_  
Project: \_\_\_\_\_  
Dates of Service: \_\_\_\_\_ \$Value: \_\_\_\_\_

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**Appendix E: Offeror Statement**

Undersigned Offeror hereby certifies that he/she has carefully examined all conditions and specifications of this solicitation and hereby submits this proposal pursuant to such instructions and instructions.

\_\_\_\_\_

Print Name & Title of Authorized Person Submitting Proposal

\_\_\_\_\_

Signature of Authorized Person Submitting Proposal

\_\_\_\_\_

Date

SUBSCRIBED AND SWORN to before me by the above named

\_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_, 2019

\_\_\_\_\_

Notary Public in and for the State of \_\_\_\_\_

My commission expires: \_\_\_\_\_

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**Appendix F: SCC Form**

The Bidder/Offeror/Contractor:

\_\_\_ is a corporation or other business entity with the following SCC identification number:

---

**OR**

\_\_\_ is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust

**OR**

\_\_\_ is an out of state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the Offeror in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contract by which such goods were sold and shipped into Virginia from Offeror's out of state location)

**OR**

\_\_\_ is an out of state business entity that is including with this proposal an opinion of legal counsel which accurately and completely discloses the undersigned Offeror's contracts with Virginia and describes why those contracts do not constitute the transaction of business in Virginia within the meaning of §13.1-757 or other similar provisions in Titles 13.1 or 50 of the Code of Virginia.

Please check the following if you have not completed any of the foregoing options but currently have pending before the SCC an application for authority to transact businesses in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number once issued (Orange County reserves the right to determine in its sole discretion whether to allow such waiver) \_\_\_\_\_

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**APPENDIX H: FEE PROPOSAL**

Below please list the firm, fixed price for the services as described herein:

FY20 Annual Consulting Services \$ \_\_\_\_\_

Hourly Rates for Additional Services:

Principal: \$ \_\_\_\_\_

Manager: \$ \_\_\_\_\_

Staff: \$ \_\_\_\_\_

**Optional Years Annual Consulting Services**

	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
<b>Annual Fee</b>	\$	\$	\$	\$
<b>Principal</b>	\$	\$	\$	\$
<b>Manager</b>	\$	\$	\$	\$
<b>Staff</b>	\$	\$	\$	\$

***RETURN THIS PAGE***

**APPENDIX H: BENEFIT DETAILS**

**(SEE ATTACHED)**



# **Orange County Open Enrollment October 1, 2019**



Goal to provide highest value benefit package to employees, offering choice while managing cost for Orange County.

## *We will review*

- Online Enrollment Process
- Medical Benefits including Health Savings Accounts
- Dental Benefits
- Vision Benefits
- Disability Benefits
- Worksite benefits including Legal and EAP services
- 2019 Enrollment Process and Timeline



This is your opportunity to elect or decline coverage

You may not elect coverage or drop coverage mid year unless you have a qualified life event

- (marriage, divorce, birth, death, etc.)
- You can elect to add or drop coverage during your spouse's open enrollment period. But you cannot elect to change plans at that time.

You are locked into your decision for the entire year because of the pre-tax advantage

You may also make changes each year at Open Enrollment, with any changes effective October 1 each year



- 2019 Renewal
  - Public bids were submitted for the following benefits:
    - Medical/Dental/Vision
    - Legal/FSA/EAP Services
  - As a result of the bid process the following decisions were made and approved by the Board:
    - Medical benefits staying with Anthem
    - Dental benefits staying with Delta Dental of Virginia
    - Vision benefits remain with EyeMed
    - EAP services will be moving to Anthem
    - FSA/HSA services are moving to HealthEquity
    - Legal services will remain with Legal Resources

# Health Plan Options with Anthem



In Network Benefits	Anthem HealthKeepers POS OA 25/500/20%	Anthem KeyCare PPO 25/500/20%	Anthem HealthKeepers HSA 3000/0%
Referrals Required	No	No	No
Plan Year Deductible	\$500 individual \$1,000 family	\$500 individual \$1,000 family	\$3,000 individual \$6,000 family
Maximum Out-of-Pocket	\$4,500 individual \$9,000 family	\$4,000 individual \$8,000 family	\$4,000 individual \$8,000 family
Preventive Care	Covered 100%	Covered 100%	Covered 100%
Physician's Office Visits	PCP: \$25 copay / Specialist \$50 copay	PCP: \$25 copay / Specialist \$50 copay	Deductible, then 0%



# Health Plan Options with Anthem



In Network Benefits	Anthem HealthKeepers POS OA 25/500/20%	Anthem KeyCare PPO 25/500/20%	Anthem HealthKeepers HSA 3000/0%
Urgent Care	\$50 copay	\$50 copay	Deductible, then 0%
Emergency Room	Deductible, then 20%	Deductible, then 20%	Deductible, then 0%
Inpatient and Outpatient Services	Deductible, then 20%	Deductible, then 20%	Deductible, then 0%
Advanced Diagnostic Services	Deductible, then 20%	Deductible, then 20%	Deductible, then 0%

# RX and Out of Network Benefits



In Network Benefits	Anthem HealthKeepers POS OA 25/500/20%	Anthem KeyCare PPO 25/500/20%	Anthem HealthKeepers HSA 3000/0%
Pharmacy Prescription Drugs (Tier 1/2/3/4)	\$10/\$30/\$50/ <b>\$100</b>	\$10/\$30/\$50/ <b>\$100</b>	AFTER DEDUCTIBLE \$10/\$30/\$50/20%
Mail Order Prescription Drugs (Tier 1/2/3/4)	\$25/\$75/\$125/ Not applicable	\$25/\$75/\$125/ Not applicable	AFTER DEDUCTIBLE \$25/\$75/\$125/ Not applicable

Out of Network benefits are available on all three plans. Deductibles, out of pocket maximums, and coinsurance can be significantly higher, so it is best to use in network providers when at all possible.

# Potential Savings – HSA 3000 versus POS 500



Employee Monthly Contribution	2019 POS 500 Premium	2019 3000 HDHP Premium	Monthly HDHP Premium Savings	Annual HDHP Premium Savings	County's HSA Contribution	Total HSA Savings for Possible Funding
<b>Employee</b>	\$20.00	\$20.00	\$0.00	\$0.00	\$1,500	<b>\$1,500</b>
<b>Employee + Spouse</b>	\$639.92	\$464.93	\$174.99	\$2,099.88	\$1,500	<b>\$3,599.88</b>
<b>Employee + Child</b>	\$284.85	\$208.29	\$76.56	\$918.72	\$1,500	<b>\$2,418.72</b>
<b>Employee + Family</b>	\$752.37	\$545.93	\$206.44	\$2,477.28	\$1,500	<b>\$3,977.28</b>



Medical Plan Design: In-network benefits

## Individual Deductible (\$3,000)

**Individual Pays First  
\$3,000  
For Medical & Rx Costs**

**Individual Pays Next  
\$1,000 in  
Rx Copayments**

**Carrier  
Pays After  
\$4,000**

## Family Deductible (\$6,000)

**Family Pays First  
\$6,000  
For Medical & Rx Costs**

**Family Pays  
Next \$2,000 in Rx  
Copayments**

**Carrier  
Pays After  
\$8,000**



## Tax Free Savings Account for You and Your Family in 2019

No “use it or lose it”

Money contributed to an HSA is yours

You Can Take It With You!

Tax advantages are excellent—money goes in tax free, grows tax free and can be used tax free for qualified expenses!

Contribution amount	2019
Individual	\$3,500
Family	\$7,000

If you are age 55 or older you can contribute an additional \$1,000 under the catch-up provision





- Who can participate?
  - Must be enrolled in qualifying high deductible plan
  - Cannot be enrolled in Medicare (generally those over 65) and still contribute funds to the account
  - Cannot be enrolled in Tri-Care
  - Cannot have received VA Benefits in the past 90 days
  - Cannot be covered by another health insurance program
  - **Cannot be enrolled in a medical Flexible Savings Account (you or spouse) and also contribute to a Health Savings Account (you can be enrolled in the HDHP without the HSA)**



- The HSA account belongs to you and you can take it with you if you leave or retire. Even the funds from Orange County are yours and cannot be taken away
- You can continue to pay expenses out of the account, even after you leave or retire. Or if you change next year to a non HSA plan
- It is always available for you, your spouse or tax dependents medical expenses. Even if they are not covered by insurance
- You cannot make more contributions to the account



**LiveHealth**<sup>®</sup>  
O N L I N E



**WHAT?** Secure video access to in-network, board-certified doctors.

**WHERE?** Anywhere with an Internet connection, at home, in the office, on the go.

**WHO?** Anyone in your household, even if not covered by Anthem.

**WHEN?** 24 hours, 7 days a week. 365 days a year.

**HOW MUCH?** For those in the traditional 500 plans, you will pay your PCP copay for standard medical visits. **You will ONLY PAY a \$49 copay per standard medical visit online for those on the high deductible plan.** There are additional costs for mental health visits. You can pay your cost share portion by Visa, MasterCard or Discover. And it will apply toward your deductible.

**WHY?** Convenience! No appointments or long waits. You can be seen for common ailments like: Colds, Flu, Pink eye, Rashes, Sinus Infections and more







## A new anthem.com awaits

Your plan, your benefits, your answers – in no time



### Find Benefits

See what's covered including your cost.



### Find a Doctor

Search for a doctor or hospital in your plan.



### Claims Status

Get details about your claims.



### Plan Progress

View your progress on deductibles and out-of-pocket limits.



### Health Resources

Find tips, tools and info for your health.



### ID Card

See, email or fax your card.

Register or log in to get information that is secure and personalized just for you!

- Review your benefits/claims/deductibles
- Find a doctor or hospital near you
- Check pharmacy costs
- Access your ID card



Consider using websites like:

[www.goodrx.com](http://www.goodrx.com)

**GoodRx** Mobile App Sign Up Log In Help

## Stop paying too much for your prescriptions

🔍 Type your drug name *(like Lipitor, Gabapentin, etc)* **FIND THE LOWEST PRICE**

Popular searches: [Lipitor](#), [Cialis](#), [Neurontin](#), [Prilosec](#), [Synthroid](#), [Lexapro](#) | [Browse All Drugs](#)

- 1**  

Wal-Mart	\$11.10	<a href="#">Get Coupon</a>
Walgreens	\$15.00	<a href="#">Get Coupon</a>
Whe-Ad	\$27.29	<a href="#">Get Coupon</a>
CVS Pharmacy	\$48.19	<a href="#">Get Coupon</a>

**Compare prices**  
GoodRx collects prices & discounts from over 60,000 U.S. pharmacies
- 2**  

**Print free coupons**  
Or send coupons to your phone by email or text message
- 3**  

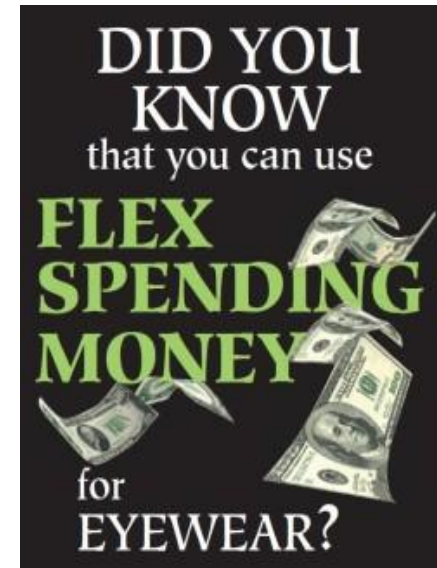
**Save up to 80%**  
Show the coupon to your pharmacist for massive savings on your meds

**Start saving now for free — no sign-up or credit card required!**



## Medical FSA

- May set aside PRE TAX up to \$2,700 for medical expenses from your pay to use for a wide array of approved medical expenses
- Access to the money immediately even if its not in your account yet
- You can roll up to \$500 of unused medical FSA funds over to the following year if not used.



- If you move to the HSA plan, you will need to spend all of your money in the medical FSA out in order to open the Health Savings Account



## Dependent Care FSA

- May also set aside up to \$5,000 for dependent care expenses
- Funds only available for use as they are deposited into your account



***In this account, funds must be used within the plan year or remaining balances will be forfeited***



The Anthem EAP program is provided to you at **no charge**. It provides up to **4 free face-to-face visits to a counselor** per issue for any member of your household. You **MUST** contact the EAP program to be eligible for the free visits. Services are available for:

- Stress management
- Family issues
- Drug and Alcohol issues
- Child and Elder care resources
- Financial advice and more.....



**You can reach the EAP at:**

**1 (800) 865-1044**

**or**

**[www.anthemeap.com](http://www.anthemeap.com)**

**Use login: Orange County and Schools**



# Dental Benefits with Delta Dental



Type of Service	Low Plan – <u>In Network</u>	High Plan – <u>In Network</u>
<b>Annual Maximum</b> (per person covered)	\$1,000	\$1,200
<b>Annual Deductible</b> (waived for preventive services)	\$50/person \$150/family max	\$25/person \$75/family max
<b>Preventive Services</b> (cleaning, bitewing x-rays, fluoride treatments, sealants, full mouth x-rays, space maintainers)	100% no deductible	100% no deductible
<b>Basic Services</b> (fillings, endodontics, periodontics, oral surgery)	80% after deductible <b>*new this plan year, composites on all teeth</b>	80% after deductible <b>*new this plan year, composites on all teeth</b>
<b>Major Services</b> (crowns, dentures, bridges)	Not Covered	50% after deductible
<b>Orthodontics</b>	Not Covered	50% to lifetime max of \$1,000



EyeMed Network			
Service	Frequency	In-Network Provider	Non-Network Provider
Vision Exam	12 months	\$10 copay	Up to \$30 allowance
Lenses for Glasses	12 months	\$10 copay	Range up to \$55 allowance for lenses
Frames	24 months	<b>\$140 allowance and 20% off balance</b>	Up to \$60 allowance
Contact Lenses (elective) in lieu of glasses	12 months	\$135 allowance and 15% off balance	Up to \$108 allowance

# Short Term Disability – VRS Hybrid



	Short Term Disability – VRS Legacy Plan 1 and Plan 2 Members	Short Term Disability – VRS Hybrid Plan Members
<b>Waiting Period</b>	no coverage	1st day after 1 year of employment
<b>Elimination Period</b>	no coverage	After 7 days for illness or injury, and approval
<b>Benefit Duration</b>	no coverage	Up to 125 work days
<b>Percentage of Income Replaced</b>	no coverage	60% See VRS Hybrid program booklet for details
<b>Maximum Benefit</b>	no coverage	See VRS Hybrid program booklet for details





# Voluntary Short Term Disability Option



This is a voluntary benefit with premiums paid by the employee, via payroll deductions.

This benefit can be purchased by eligible employees at an affordable group rate. Employees are required to pay 100% of the premium per month.

VOLUNTARY SHORT TERM DISABILITY PLAN	
<b>Waiting Period</b>	Accident: Benefits start on the 15 <sup>th</sup> calendar day Sickness: Benefits start on the 15 <sup>th</sup> calendar day
<b>Benefit and Maximum</b>	60% of covered weekly earnings up to \$2,000, rounded to the nearest \$50
<b>Benefit Duration</b>	11 weeks
<b>Maternity</b>	Covered the same as any other illness
<b>Rates</b>	See The Standard materials in your enrollment kit. Rates are based on age and salary.
<b>Eligibility</b>	Benefits are only guaranteed during the initial enrollment period. If you do not elect benefits during this time, you will need to supply evidence of medical insurability to be considered for benefits at a later date.

# Long Term Disability Plan



Orange County provides all full time, benefit eligible employees, who are in the Virginia Retirement System (VRS) and not participating in the Hybrid retirement plan, with Long Term Disability coverage.

Your benefit is paid 100% by your employer.

	Long Term Disability – VRS Legacy Plan 1 and Plan 2 Members	Long Term Disability - VRS Hybrid Plan Members
<b>Elimination Period</b>	90 days	125 work days
<b>Percentage of Income Replaced</b>	The lessor of 60% of an employee's monthly covered earnings rounded to the nearest dollar or the maximum disability benefit.	60% of the first \$47,667 of your Pre-disability Earnings reduced by Deductible income
<b>Maximum Benefit</b>	\$7,500 per month	\$25,000 per month

# Legal Assistance Plan with Legal Resources



- Do you need a will, power of attorney or living will?
- Are you thinking of buying, selling or refinancing a home?
- Have you or your teenager ever been cited for a speeding ticket?
- If so, you may want to consider this benefit option.



The plan provides:

- 100% coverage of attorney fees for a select list of services like traffic court representation, will preparation, credit/warranty disputes, uncontested divorce representation, uncontested domestic adoption, purchasing/selling/refinancing a primary residence, defending a child in juvenile court, and more
- 25% discount on other legal matters
- Coverage for all members of your immediate family
- Cannot be used against Orange County, its affiliate companies, owners or clients per the contract





## Before You Get Started, General Guidelines

Internet access is necessary in order to access MUNIS Employee Self Service (MSS)

User Name is your First Initial, Last Name and Employee Number. (Jane Doe 1234 = jdoe1234)

First time users will enter the last 4 digits of their SSN# as the password and then be required to change their password.

Passwords guidelines are as follows:

- minimum of 12 characters in length

- alphanumeric

- upper and lower case

- at least one special character such as

- @, #, \$, %, \*, etc.

- (passwords cannot begin with a special character)

First time users will be prompted to provide a password hint. Your password will expire every 3 months.

# MUNIS Enrollment System 2019





**Questions?**

**Thank You For Your  
Time!**