

**ADDENDUM #3 – May 16, 2022
REQUEST FOR PROPOSALS
ORGANIZATIONAL DEVELOPMENT, SUCCESS PLANNING,
WAGE AND BENEFIT STUDY**

Commission Contact: Marty Lenss
Airport Director
Phone: (319) 731-5711
Fax: (319) 362-1670
M.Lenss@flyCID.com

This Addendum is added to and shall become a part of the Request for Proposals (RFP) documents dated April 6, 2022. Proposers shall acknowledge receipt of this Addendum in the Signature Page. Failure to comply may result in rejection of the Proposal.

Note:	The Response Due Date <u>has</u> been changed.	Due Date:	May 30, 2022
	The Response Time <u>has not</u> been changed.	Time Due:	2:00 PM (CDT)

❖ **This Addendum consists of the following:**

☐ **Questions and Answers:**

1. What is the total number of non-bargaining and bargaining positions to be included in the: Classification Study? Compensations Study? Job Description Updates?

Answer: 12 bargaining employees, and 56 non-bargaining employees will be included in the classification, compensation, and job descriptions study updates.

2. When is the term of the current union contract?

Answer: The current International Association of Firefighters Local 2607 bargaining agreement runs through June 30, 2023.

3. Does the Airport Director compensation study need a separate presentation to a compensation committee?

Answer: No. This does not need to be separate.

4. What is the total number of Director positions today that will be covered by the succession planning activities?

Answer: We currently have five director positions.

5. What is the total number of open Director positions today and expected Director departures in 2022?

Answer: 0

6. What types of historical key performance indicator or employee productivity information will be available to support the detailed examination/assessment of the organizational structure, functions, functional assignments and staffing levels – or is the selected consulting firm to do this work on a more subjective basis based on their past experiences?

Answer: **No historical performance or productivity information is available.**

7. Will the fees for the implementation support and additional training as needed to ensure maintenance of the classification and compensation structure (4.2.7.e) be in addition to the fees in the firm fixed price?

Answer: **Yes.**

8. Do you have a budgeted amount or an expected/desired amount for the all-in cost of this engagement?

Answer: **No**

9. Do you have any buy local programs in place or have a preference on a local, regional or national consulting firm?

Answer: **No.**

Acknowledge receipt of this Addendum in the Letter of Transmittal.