



## Brazos River Authority

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May 27, 2021

### Addendum No. 1 JOB EVALUATION SYSTEM RFP No. 21-06-1222

It is the responsibility of the Respondent to assure and guarantee by acknowledging the receipt of this Addendum in the Proposal that the Respondent has received the Addendum in its entirety, and that the Respondent accepts all conditions contained herein.

#### **Question 1:**

I am really trying to understand the full scope of the project that your organization is looking for- When looking through the RFP, I see items that seem to pertain to Performance and Compensation management while others seem to align more so with Recruiting and Job-Posting. Are both features and types of functionality items that Brazos River Authority are seeking? Or is it one or the other? Once that is confirmed I will be happy to complete the RFP and provide my responses but will need an MNDAs executed by a member of Brazos River Authority before doing so.

#### **Answer 1:**

The scope of work does not contain any items pertaining to Performance Management and/ or Recruiting. However, the scope does request the potential for vacancy announcements and interview questions. This RFP is specifically for a job evaluation tool that uses a systematic method of establishing a hierarchy of jobs in the organization based on objective and measurable compensable factors. The goal is to have a job evaluation tool that has scalable compensable factors, with varying degrees of complexity within the factors; a consistent approach for the determination and management of relativities between jobs; and the ability to be updated and validated to ensure factors remain relevant and substantiated among other capabilities detailed in the RFP.

The BRA will not sign an MNDAs as a condition of receiving a submission. However, the BRA will consider signing an MNDAs upon award to the vendor in the event it is required.

#### **Question 2:**

In section 6.1, the RFP Reads : **“This Contract may be terminated at any time by BRA for any cause without penalty or liability. Upon receipt of such notice by BRA, the PROVIDER shall immediately discontinue all services and actions on behalf of BRA.”**

Would this be a required, non-negotiable term for any agreement you sign with any vendor? I am unsure if Cornerstone would be able to accommodate this request so I would love to confirm either way before proceeding.

#### **Answer 2:**

The executed contract between BRA and the selected Respondent shall be a BRA standard form contract for Professional Services. Contract terms are not subject to modification and Respondent will be expected to execute the contract in substantially the form provided. Respondent should not base a proposal on an expectation that BRA will modify its contract terms.

Sincerely,

*Anastasia V. Vance*

Anastasia Vance, CTCD  
Purchasing Agent

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