

**Request for Proposal**  
**Parking Lot Resurfacing, Seal & Striping**  
**Question & Answer Submissions**

**Question Submissions**

1. Is the material (asphalt sealer) to be applied in two coats or one? We recommend first coat squeegee applied by machine and second coat spray. Squeegee and then spray application will use more material but last longer.

**A:** This will depend on the material / sealer the vendor chooses to use, how the vendor chooses to quote the project, and how the vendor chooses to apply the material, verses any type of warranty that would come with project or material used. Perhaps the vendor might think about a quote with several options, such as choosing really good, higher end product that could / would cover in one coat, verses let's say a cheaper product that might require two coats, or perhaps the difference in cost between spraying on verses squeegee? Obviously there is a labor cost associated that the vendor needs to keep in mind when quoting.

**Part 2:** The vendors recommendation is a good/fair assessment.

2. Is the material for cracksealing to be a hot pour material or cold pour? We recommend a hot pour material as specified by MoDOT

**A:** The material for crack sealing could be either, the vendors assessment would be correct, obviously again there would be a cost difference between the two, this may sound strange but perhaps a quote with several options?

3. It is stated that a bond is to be provided. What is the percentage of the bid security to be provided (normally 5% or 10%)? Or is just a payment and performance bond required which is normally presented with the signed contract?

**A:** Please see our policy concerning the bonds at <http://www.eastcentral.edu/board-policies/4-8construction-contracts-bidding-and-awards/>

4. Are the stop and start points for each lot marked in the field? I didn't know if any of the drive lanes to them are included.

**A:** Drive lanes in each of the marked areas are included.

5. On the alternate are we to price the other lots individually? Also, what is the specification for the sealing? One or two coats? Squeegee or spray? Any specific sealant?

**A:** Alternate bid should be listed individually, with a total cost. You may also stipulate in the bid if there are any discounts associated with doing the entire project. Vendor is to determine the type of sealant to be used, as well as the spray or squeegee method, this will determine the direct labor cost and warranty, of which they have to stand behind.

6. Do you have a specific material to be used?

A: There are a multitude of materials that can be used, I would leave that selection up to the vendor, they are the ones who will have to stand behind the product and finished work.

7. How many coats of material to be applied?

A: I would believe that the amount of coats / applications to used would be in direct correlation to the material that the vendor would select to use.

8. What is the application method preferred? I.e. squeegee, spray?

A: The application method to be used again, goes to the vendor, and their specific bid, meaning how much does it cost to spray verse using the squeegee method, taking into account labor verses materials. This would also be a huge selling point to the vendor in providing us the best method, the highest quality, along with the best cost. Again they have to stand behind their work-so it their choice of method.

9. Are Roadways to be included, or just parking lots?

A: Some roadways will be included, which they will be shown.

10. What is the spec for cracksealing? I.e. Type of material to be used, size of cracks to be filled, is routing required?

A: The cracks would be something that would need to be seen and inspected on site by each vendor, different size cracks will need different types of attention for repair. Vendors need to make these decisions on their own, simply they will be responsible for the work completed and have to stand behind it.

11. How thick is the new asphalt surface?

A: The thickness of our current asphalt would vary greatly, but it should not matter, because all we are wanting/ doing is applying a coating /sealant over the top of existing surface.

### Third Question Submission

12. Please provide us with more detail about how “fringe benefits” are defined in the SCOPE OF SERVICES section of the RFP.

A: College offers medical, dental, vision and the premium is covered by the college for full-time employees. \$50,000 Life and AD/D policy. Members of the Public School Retirement System.

13. Please confirm that East Central College (“ECC”) is interested in evaluating and changing the current pay structure in place.

A: YES

14. How do you currently evaluate jobs for placement into the pay structure?

A: We base it on the duties, comparison to other positions with the College and Community colleges when needed.

15. The BACKGROUND section notes the full and part-time roles that exist at ECC. Are all of these roles in-scope? If so, what is the total number of in-scope roles?

A: See attachment C which lists all the positions at 47+the College.

16. Are the roles covered under the collective bargaining agreement in scope?

A: Only the full-time faculty.

If so, how many roles are covered by the collective bargaining agreement?

A: 66

Is this number included in the total number of in-scope roles above?

A: Yes

17. When is the last time ECC has evaluated compensation?

A: 2008

18. In the last evaluation, what surveys and peer groups were used?

A: CUPA, national, state and regional wage data.

19. What survey management platform do you use?

A: We do not

20. What surveys do you currently participate in and/or have access to?

A: IPEDS, Chronicle, Great Colleges to work and Workplace Dynamics

21. Do you have a compensation philosophy that we could review?

A: We do not

22. For the population included in the analysis, do any of the employees currently receive incentive compensation?

A: No

23. Does ECC have updated job descriptions which accurately reflect the roles and responsibilities for positions to be reviewed?

A: We do have job descriptions and request that the supervisor update annually during the review.

24. What is your budget for this work?

A: We do not provide an anticipated budget in advance of the submission of proposals.

25. These types of projects need strong change and communications support. Should we include in scope?

A: You can.

Do you have an internal change management process that has been adopted?

A: No

If so, do you have internal experts to support the project?

A: President, Vice Presidents and Human Resources