



Interoffice Memorandum

February 14, 2022

TO: Mayor Jerry L. Demings
-AND-
County Commissioners

From: Carrie Mathes, CFCM, NIGP-CPP, CPPO, C.P.M., Manager II,
Procurement Division

CONTACT: Reginald C. Davis, MHR, HR Section Manager I, Human Resources
Division
407-836-5479

SUBJECT: Selection of Firms, Request for Proposals Y21-1012-RM, Labor
Counsel Services

RECOMMENDATION:

Selection of two firms and an alternate to provide Labor Counsel Services, Request for Proposals Y21-1012-RM, from the following firms listed alphabetically:

Allen, Norton & Blue, P.A.
Fisher & Phillips, LLP
Weiss Serota Helfman Cole & Bierman, P.L.

Request authority for the Procurement Division to negotiate and execute both three-year contracts within a budget amount of \$600,000 each. Further request authorization for the Procurement Division to renew the contracts for two one-year terms.

Commissioner Nicole Wilson was assigned to the Procurement Committee.

PURPOSE:

The consultants will serve as counsel to Orange County to render legal services for labor contract negotiations and other related legal services.

FUNDING:

Funding is available in account number 0001-025-0274-3119.

REMARKS:

Three proposals were received in response to this Request for Proposals (RFP). Two firms will be selected to prevent any conflict of interest or perceived conflict of interest with either firm in the performance of the varied work which will be assigned.

Work assigned to each firm will include a variety of employment law related services, including, but not limited to labor contract negotiations, arbitrations, unfair labor practices, impact bargaining, Public Employee Relation Counsel hearings, administrative hearings, and hearings brought before the Board of County Commissioners.

Work will be assigned according to organizational need, historical involvement of the firm, and expertise of the firm. The proposals were evaluated by the Procurement Committee in accordance with the criteria set forth in the RFP. Consensus scores from the Procurement Committee's evaluation for the selected firms are attached.

Procurement Committee Meeting - February 3, 2022
Y21-1012-RM, LABOR COUNSEL

| CRITERIA | Qual. of Staff | Qual of Firm | Location | M/WBE | Dislocated Workers (B) | SDV (B) | Fee Proposal | Sub Total Weighted | Total Weighted Points |
|----------------------------------------------------------|----------------|--------------|----------|-------|------------------------|---------|--------------|--------------------|-------------------------------|
| Weighted Value | 25 | 25 | 10 | 0 | 0 | 0 | 30 | 90 | Multiplier .9 to scale to 100 |
| (B) Indicates Bonus Points (Maximums Bonus Points Above) | | | | | | | | | |
| Allen, Norton & Blue, P.A. | 108.33 | 100.00 | 50.00 | n/a | n/a | n/a | 150.00 | 408.33 | 453.70 |
| Fisher & Phillips, LLP | 125.00 | 125.00 | 50.00 | n/a | n/a | n/a | 132.53 | 432.53 | 480.59 |
| Weiss Serota Helfman Cole & Bierman, P.L. | 100.00 | 100.00 | 0.00 | n/a | n/a | n/a | 143.48 | 343.48 | 381.64 |



BUSINESS DEVELOPMENT DIVISION

February 21, 2022

TO: Rebeca Malave, Contracting Agent
Procurement Division

From: Kesi Warren, Senior Contract Administrator
Business Development Division

Subject: Y21-1012-RM, Labor Counsel

Business Development Division has reviewed the preliminary scopes of services for the Labor Counsel Request for Proposal.

Although, there are several State of Florida certified attorney's in our database, after reviewing their experiences to determine if it was relevant to the scope of services, none have the expertise. Therefore, Business Development has determined there is no M/WBE availability for the proposed scopes of services.

If the scope of services for this project changes, let us know so we can re-check for M/WBE availability.

VaSantha Raysor, BDD Administrator
2/21/2022