

A Tale of Two Contracts

By: Michael Speakmon, CPPO

It was the best of times, it was the worst of times, it was the age of wisdom, it was... well, you get the idea so let's move on.

There is some confusion about the two separate contracts for Executive Search Services, so we want to take this opportunity to clear some things up so we're all on the same page.

How it Began

The State has long had a contract in place for [Executive Search Services](#) (ESS). This is a State Human Resources (HR) managed contract (a few of our STCs are actually for other State agencies) and they are responsible for the overall management of the contract. More on that later.

The contract's main purpose is to assist in the search for and hiring of high-level executive positions for State agencies. Of course, it's also available for use to political subdivisions. Typically, these higher-level positions are going to be State Pay Band 8 or above, but there could be exceptions, depending on the circumstances (That you would need to discuss with State HR).

Fixed Priced Bid (FPB) contracts are awarded to all vendors who agree to the terms and conditions, including a maximum payment of 20% of the first year's salary for the employee once they're hired by the agency. That's the cost to you for using the contract(s).

What Changed

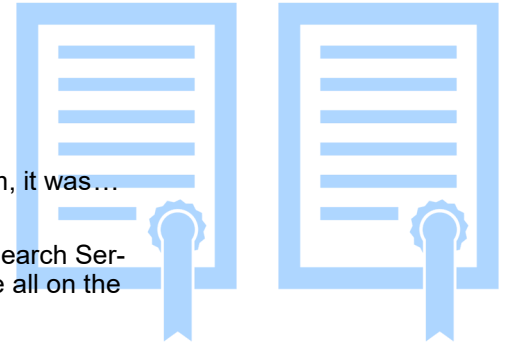
In the world of higher education, the qualifications for some of these higher-level positions are much more specialized than what we normally see. The vendor community in this realm is used to receiving a higher first year's salary percentage than the limit established by the ESS contracts. So, to attract those vendors who specialize in higher education world and, in consultation with State HR, we decided to add to the existing ESS contract to account for this new requirement.

So the Executive Search Services – Higher Education (ESS-HR) solicitation was born. Administrative limitations prevented us from adding a new line item to an already published contract, so we created a second solicitation for the ESS-HR line item and married the dates so the existing contracts will all expire and be resolicited at the same time and under the same solicitation. The two solicitations are identical except for two things. 1.) You cannot be awarded a contract under one and perform under the other and 2.) the ESS-HR limit is 30% of the first year's salary rather than the 20% for ESS. Separate responses and awards are necessary to offer services on each one. Also, contractors are limited to what they can charge based on which contract they're awarded. The next iteration of the contract will provide for a single line item for each and will better define the expectations for both.

Using the Contracts

The first step for all governmental bodies using either of these contracts is to contact State HR and have an initial conversation with them about what your needs are. They'll work with you to design a way forward and stay with you during the process. Then you'll work with at least two of the contractors to develop a Job Order using the Job Order and Job Order Request form, both in the solicitation main document. Once you have those, you'll sit down again with State HR and determine which contractor will be the best fit for your purposes. That's a very high-level view of the process; State HR will provide you with better details when you contact them.

Good luck and good (executive) hunting.





Welcome the STC Team's Newest Team Member...

The Goods & Services Statewide Term Contracting team wants to welcome **Ginger Hardee**. Ginger is a former employee of SC DHEC and for the last three(ish) years has been working procurement for SFAA in the Finance department. She comes to us with a fresh perspective that we fully plan on exploiting and we are very excited for her to join us. Congratulations, Ginger.

...and Her CONTRACTS!

Now that Ginger is on board, we've had to reassign several Goods and Services STCs. We did our best not to shake things up too much, but some changes were necessary. As always, the contract sheet on our website is the best place to start when you need to know who's managing the contracts you use. We can say without a doubt that **Ellicia Howard has fully transitioned to her new position on the Division's training team and is no longer responsible for any STCs**. We're excited for her to fully enjoy her new role and ask that you no longer reach out to Ellicia for questions on any contracts. Reach out to the procurement manager who is now assigned.

Ellicia and Kristi Sligh would be happy to discuss your training needs and answer any questions you have about the training program.

The UAW and YOU!

As of this writing, The United Auto Workers have reached a tentative deal with General Motors, the last of the "big three" automakers holding out during a weeks-long strike that brought production to a standstill at many GM, Ford, and Stellantis plants in the US.

Interruptions like this wreak havoc on production schedules so we could see a situation where, once the workers are back, the manufacturers may adjust their productions schedules for different reasons. If that happens, your vehicle order may be impacted. It's important that you remain in communication with the contractor you're ordering your vehicles through to get the latest updates.

Update to The NEW Traffic Control Devices Contract

On October 19, 2023, our office executed a change order to the Temple, Inc. contract 4400032883 to add the Pedestrian Push Button Assembly line item to Lot M – Signal Controllers & Cabinets lot. Their discounted price off on the list is 15%.

New FPB Contracts Awarded for ESS-HE (Executive Search Services-Higher Education)

As noted on Page One, our office published new awards for the ESS-HE Fixed Price Bid (FPB) October 17 and 18, 2023. Those contracts will be effective October 27 & 28, 2023, respectively, and the contract sheet will be updated at that time.

Market Research and Agency Input Requests for NEW State Term Contracts (STC):

The Office of State Procurement (OSP) is seeking input on the following recommendations for new State Term Contracts (STC). If you have any information you can share, please contact the appropriate procurement manager. Our goal is to put contracts in place that will meet your needs, but we need your input to ensure success.

Sophos – Due to unforeseen circumstances, we've had to push out publishing this solicitation. We anticipate publishing it in January 2024. If you have any questions or concerns, please contact Yolanda Cohen, at ycohen@mmo.sc.gov. If you're a future user of Sophos, we'd love to hear from you to ensure the new state term contract will effectively meet your needs. Let us know what you currently use and what you anticipate using over the next one to three years and we'll make every effort to ensure those items are included in the upcoming solicitation.

Market Research and Agency Input Requests for existing State Term Contracts

All-Terrain Vehicles (Expires 10/9/2024) – New Ginger Hardee (gghardee@mmo.sc.gov) is beginning her market research into the next iteration of this contract. SCDNR is the primary user of this contract, and they provide the specifications that we use. However, we want to investigate expanding the types of vehicles available on this contract, so those of you in the coastal areas, or anywhere really, who use these please get with her and provide some specifications on the ATVs you use and help us expand what is offered under this contract.

Truck Bodies – Dump, Utility and Flatbed – Michael Speakmon (mspeakmon@mmo.sc.gov) is already working with SCDOT on updating the specifications on the three types of bodies that are currently on contract. However, we know that there are more body types that our users need, and now is the time to have a conversation about those body types. Reach out to Michael so we can have that conversation, but you'll need to come with a basic set of specifications on body types you have purchased in the past to best shape the conversation.

Electronic Transcripts Services (Expires 02/11/24) – We anticipate publishing this solicitation in November 2023. If you have any questions, inputs, or concerns, please contact Randy Barr, Sr. at rbarr@mmo.sc.gov. If you are a current or potential user of this contract, we'd love to hear from you to ensure the new contract meets your needs.

State Term Contracts that will NOT be renewed or resolicited

The following current STCs will not be resolicited:

Classroom Training – Classroom Training contracts will sunset in February 2024, unless the State receives compelling information to continue with a new solicitation. If this would be an issue for your agency, please contact Stephen Taylor ASAP at staylor@mmo.sc.gov.

SafeNet Two-Factor Authentication Software – SafeNet Two-Factor Authentication Software will be sunset in March of 2024. SafeNet has been acquired by Thales Data Protection Products and that contract number is 4400025632 and is available to purchase SafeNet products. Should you have any questions and/or concerns, please contact Yolanda Cohen at ycohen@mmo.sc.gov.

Currently Published Solicitations

NEW! STC for Mattresses (5400025637) – DeAna Reed-Sharpe (drsharpe@mmo.sc.gov) is evaluating offers received and we anticipate awards being posted as scheduled on November 1, 2023.

NEW! STC for Protective Equipment and Supplies (5400025505) – Portia Davis (pdavis@mmo.sc.gov) received offers on October 26, 2023, and is evaluating those offers now.

IT Equipment Leasing (5400025256) – Stephen Taylor staylor@mmo.sc.gov published this solicitation on August 11, 2023, with an anticipated award date of December 2023. The bid opening was held on October 2, 2023. The State is currently reviewing proposals received and has begun the evaluation process. If you have any questions or concerns, please contact Stephen Taylor, at staylor@mmo.sc.gov.

One Card Identification Systems (5400025634) – We published this solicitation on July 24. The bid opening was held on September 12 and we have an anticipated award date of December 1, 2023. The State is reviewing proposals received and has begun the evaluations. If you have any questions or concerns, please contact Stephen Taylor at staylor@mmo.sc.gov. **This solicitation allows for expanded offerings beyond the previous contract.**

E-Recruitment & Onboarding System (5400023901) – This solicitation remains in the evaluation process. The existing contract with Neogov has been extended to July 1, 2024, or until a new contract is awarded, effective, and all transition services are completed, whichever date arrives first. If you have any questions or concerns, please contact Kristen Hutto at khutto@mmo.sc.gov.

Service Now (5400025182) – This solicitation was published on May 3, 2023, and bid opening occurred June 16, 2023. There were no responsive and responsible offers received. The No Award Statement was published. The State is now working with the Division of Technology to revise the specifications and the intent is to publish a new solicitation as soon as that process is complete. We anticipate this will occur in November/December. If you have any questions or concerns, please contact Randy Barr at rbarr@mmo.sc.gov.

Poly Video Conferencing Equipment expires (5400025777) – Yolanda Cohen published this solicitation September 29, 2023 with an anticipated award date of December 28, 2023. If you should have any questions or concerns, please contact Yolanda Cohen at ycohen@mmo.sc.gov.

Newly Awarded State Term Contracts (STCs)

Forescout (5400025072) – Stephen Taylor published the Intent to Award September 20, 2023. The term for the new contracts begins October 27, 2023. If you have any questions or concerns, please contact Stephen at staylor@mmo.sc.gov.

Managed Services Provider (5400024620) – The protest received for this solicitation has been denied by the chief procurement officer. However, an appeal to the Procurement Review Panel was received. If you have any questions, please contact Stephen Taylor at staylor@mmo.sc.gov.

IT Temporary Staff Augmentation MPS and Supplier Contracts – 173 contractors have been awarded.

Current suppliers on the previous IT Temp contract will remain with TAPFIN until the new Managed Service Provider is awarded and the appeal process is resolved.

New suppliers will follow the onboarding process with the Managed Service Provider who is awarded the contract under the Managed Service Provider (MSP) solicitation #5400024620. The expected date the new Managed Service Provider will begin services is November / December 2023, but this is contingent on the appeal process being completed first.

Cooperative Contracts Updates

NASPO PCs, Servers, Storage, Peripherals – We continue to work on Participating addendums (PAs) and anticipate having them completed by October 31. Contract start dates will be November 1, except for three vendors; IBM, Microsoft, and Howard. Those three will be extended until January 31, 2024 to continue negotiating the NASPO Master Agreements and the subsequent PAs with the State. If you should have any questions and/or suggestions, feel free to reach out to Yolanda Cohen at ycohen@mmo.sc.gov.

Additional NASPO updates are not available at the time of this writing.



October is Breast Cancer Awareness Month. Our team wore pink on the 24th and made sure no one forgot that early detection is key! Our folks also donated the contents of and assembled 51 care packages for patients!

Each package contains: lotion, lip balm, hand sanitizer, a handmade mask, and treatment for dry mouth.