INVITATION TO BID

FIRE UNIFORMS

ITB # 269-2015-059

CITY OF CHARLOTTE
MECKLENBURG COUNTY
NORTH CAROLINA

MARCH 23, 2015
The City of Charlotte on behalf of itself and other public agencies is soliciting bids from qualified Suppliers to provide FIRE UNIFORMS to satisfactorily support the City, and other public agencies supported under this contract. This Invitation to Bid is issued on behalf of the Charlotte Cooperative Purchasing Alliance (CCPA) through a group purchasing clause, which provides that any county, city, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), state, other government agency or nonprofit organization may purchase Products and Services through this contract. Therefore, respondents to this ITB must give due consideration to the potential market.

Please be advised that this ITB will be a two phase solicitation process. The first phase will require interested Bidders to submit sample garments, financial information, and other materials for review and evaluation by the City. The City will then evaluate any samples that are submitted as proposed alterations for specified brands, and will also review and evaluate the financial statements and other information submitted by each Bidder. At the conclusion of the evaluation, the City will post a list of any proposed alternates that are accepted as “or equal” substitutes for specified brands. The posting of that list will commence the second phase of the bid process, during which Bidders will be asked to submit their price bids for the goods and services sought by this ITB. Please read Section of this ITB very carefully regarding the requirements and deadlines for each phase of this procurement.

A pre-Bid conference for the purpose of reviewing the ITB and answering questions regarding the Project, will be held on APRIL 1, 2015 at 1:00 p.m. EDT, at the Charlotte-Mecklenburg Government Center, 600 East Fourth Street, Management & Financial Services, Finance Office - Procurement Management, 9th floor large conference room, Charlotte, North Carolina 28202. You are encouraged to attend and to bring a copy of the ITB with you at that time. Bidders are permitted to dial 704-432-5489 to attend via teleconference.

Sealed bids are due to the Management & Financial Services, Finance Office - Procurement Management, located on the 9th floor of the Charlotte-Mecklenburg Government Center, 600 East Fourth Street, Charlotte, North Carolina 28202, no later than 1:00 p.m. EDT on MAY 26, 2015.

Instructions for the preparation and submission of a bid are contained in the attached packet. Please read them carefully. If you do not desire to offer a bid, we ask that you let us know by signing in the appropriate space on the Bid Response Form, and returning it to us, according to the instructions found in Section 1.9. Otherwise, your name may be removed from our list of potential Bidders considered for future participation.

Any changes to the terms, conditions or specifications stated in this Invitation to Bid will be documented in a written addendum, issued by the Management & Financial Services, Finance Office - Procurement
Management. These addenda will be posted on the Internet, at www.ips.state.nc.us, and may be accessed at this website by searching for bid number 269-2015-059.

A response from your firm to this Invitation to Bid would be appreciated. Questions should be submitted in writing to Genetta Carothers at gcarothers@charlottenc.gov.

Sincerely,

Kay Elmore
Chief Procurement Officer

cc: Genetta Carothers, Procurement Management
Karen Ewing, Procurement Management
Deputy Chief, Rich Granger, Fire
Linda Lewis, Fire
Battalion Chief, Damian Owens
1. **Charlotte Cooperative Purchasing Alliance:**

Charlotte Cooperative Purchasing Alliance (CPPA) is a cooperative purchasing program established by the City of Charlotte with the specific purpose of reducing procurement costs by leveraging aggregate purchasing volume to receive better pricing.

CPPA serves as a government cooperative purchasing organization for government agencies and all contracts are publicly solicited, awarded, and held by the City of Charlotte, North Carolina. CPPA contracts are available for use and benefit all entities that must comply with state purchasing laws.

The City of Charlotte is referred to in this procurement as “CLT.” The other government entities and non-profits that may participate in a CCPA Contract are referred to as “Participating Public Agencies,” and may include any county, city, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), other government agency or nonprofit organization that elects to access the CCPA contract.

The Supplier(s) shall establish a direct contractual relationship with each Participating Public Agency concerning the placement of orders, issuance of the purchase order, contractual disputes, invoicing, payment and all other matters relating or referring to such Participating Public Agency’s access to the Master Agreement. The CLT shall not be responsible for any costs, damages, liabilities or other obligations incurred in connection with any Participating Public Agency’s use of a CCPA Contract. It is up to the Supplier and the Participating Public Agency to ensure that the Contract is valid and binding as to the Supplier and the Participating Public Agency, and that all required approvals have been obtained.

The subsequent contract(s) shall be construed to be in accordance with and governed by the laws of the State in which the Participating Public (government) Agency exists.

1.1 **Objective: The ITB is intended to achieve the following objectives:**

1.1.1 Enable the City to determine which Bidder and Bid will best meet the City needs;

1.1.2 Provide a comprehensive competitively solicited Master Agreement offering Products and Services to Participating Public Agencies

1.1.3 Achieve cost savings for Suppliers and Participating Public Agencies through a single competitive solicitation process that eliminates the need for multiple proposals;

1.1.4 Combine the volumes of Participating Public Agencies to achieve cost effective pricing; and

1.1.5 Reduce the administrative and overhead costs of Suppliers and Participating Public Agencies through state of the art ordering and delivery systems;

1.2 **Participating Public Agencies:** The Supplier(s) must communicate directly with any Participating Public Agency concerning the placement of orders, issuance of the purchase order, contractual disputes, invoicing, and payment.

The City of Charlotte shall **not** be held liable for any costs, damages, expenses, fees, liabilities, etc. incurred by any other Participating Public Agency.
To participate in the CCPA, each Participating Public Agency enters into a Master Intergovernmental Cooperative Purchasing Agreement (MICPA) outlining the terms and conditions that allow access to the CCPA Contracts. Under the terms of the MICPA, the procurement by the Participating Public Agency shall be construed to be in accordance with, and governed by, the laws of the state in which the Participating Public Agency resides. A copy of the MICPA is attached as Appendix A.

1.3 Review and Comply: This Invitation To Bid consists of the following components:

"Cover Letter:" the letter that appears on the first two pages of this Invitation To Bid;

Section 1: General instructions regarding the bid process (called “Instructions To Bidders”);

Section 2: The City’s standard contractual terms and conditions (called the “Terms and Conditions”)

Section 3: Special conditions that apply to this procurement (called "Special Conditions");

Section 4: Specifications that describe the functions or features of the products and services for which the City seeks bids (called "Specifications");

Section 5: Insurance and indemnity requirements (called “Insurance Requirements”);

Section 6: The forms that a Bidder is required to complete and return as its Bid (called the "Bid Response Forms");

Section 7: The form contract that the City and the successful Bidder will sign upon award of a contract by City Council (called the “Form Contract”);

Addenda: refers to any and all modifications or additions to this Invitation to Bid that are issued in writing by the City's Finance Office – Procurement Management.

Each reference to this Invitation to Bid (also referred to as “ITB”) includes all components listed above. Please review each of them carefully. Bidders will be held accountable for having full knowledge of the contents of this ITB and for performing any due diligence that may be necessary to submit a binding Bid.

1.4 Definitions:

Bid: A bid submitted in response to this ITB. A Bid shall be made on the Bid Response Forms included in Section 6 of this ITB.

Bidder: A person or entity that submits a Bid.

CBI: Refers to the Charlotte Business INClusion office of the City of Charlotte.

CFD: The Charlotte Fire Department.

CCPA: The Charlotte Cooperative Purchasing Alliance.

City: The City of Charlotte, North Carolina.

CLT: Refers to the City of Charlotte Management & Financial Services, Finance Office - Procurement Management.
Company:
A Bidder that enters into a Contract with the City for all or part of the Products and Services covered by this ITB.

Contract:
A contract under which a Bidder agrees to provide all or part of the Products and Services to the City. A Contract shall include the Form Contract set forth in Section 7 of this ITB, together with all attachments referenced therein.

CSA:
Refers to the Charlotte-Gastonia-Salisbury Combined Statistical Area consisting of: (a) the North Carolina counties of Anson, Cabarrus, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, and Union; and (b) the South Carolina counties of Chester, Lancaster, and York; a criteria used by Charlotte Business INClusion to determine eligibility to participate in the program.

Environmentally Preferable Products:
Products that have a lesser or reduced effect on human health and the environment when compared with competing products that serve the same purpose. This comparison may consider raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, or disposal of the product.

MBE:
Refers to a business enterprise that: (a) is certified by the State of North Carolina as a Historically Underutilized Business (HUB) within the meaning of N.C. Gen. Stat. § 143-128.4; (b) is at least fifty-one percent (51%) owned by one or more persons who are members of one of the following groups: African American or Black, Hispanic, Asian, Native American or American Indian; and (c) is headquartered in the Charlotte Combined Statistical Area.

MWSBE:
Refers to SBEs, MBEs and WBEs, collectively.

Participating Public Agency:
Refers to a public entity, county, city, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), other government agency or nonprofit organization.

Post Consumer Recycled Material:
Material and by-products which have served their intended end-use by a consumer and have been recovered or diverted from solid waste. It does not include those materials and by-products generated from, and commonly reused within, an original manufacturing process.

Products:
All products that the Bidder agrees to provide to the City as part of its Bid.
Recyclability: Products or materials that can be collected, separated or otherwise recovered from the solid waste stream for reuse, or used in the manufacture or assembly of another package or product, through an established recycling program. For products that are made of both recyclable and non-recyclable components, the recyclable claim should be adequately qualified to avoid consumer deception about which portions or components are recyclable.

Recycled Material: Material and by-products which have been recovered or diverted from solid waste for the purpose of recycling. It does not include those materials and by-products generated from, and commonly reused within, an original manufacturing process.

SBE: Refers to a business enterprise that is certified by the City of Charlotte under Part E of the CBI Policy as meeting all of the requirements for SBE certification.

Services: All services that the Bidder agrees to provide to the City as part of its Bid, including but not limited to training, warranty and maintenance.

WBE: Refers to a business enterprise that: (a) is certified by the State of North Carolina as a Historically Underutilized Business (HUB) within the meaning of N.C. Gen. Stat. § 143-128.4; (b) is at least fifty-one percent (51%) owned by one or more persons who are female; and (c) is headquartered in the Charlotte Combined Statistical Area.

1.5 Contract Documents: Each Bid constitutes an offer to become legally bound to a Contract with the City incorporating the ITB and the Bidder’s Bid. Upon Contract award by City Council, the City will send the successful Bidder the Contract, which shall consist of the Form Contract contained in Section 7 of this ITB, together with all attachments referenced therein.

1.6 Exceptions: Each Bid submitted in response to this Invitation to Bid constitutes a binding offer to comply with all terms, conditions, special conditions, specifications, and requirements stated in this Invitation to Bid (including but not limited to the Form Contract), except to the extent that a Bidder takes exception to such provisions in the manner required by this Section. To take exception to a provision of this Invitation to Bid, the Bidder must clearly identify in Section 6, Form 2 of the Bid Response Forms each of the following: (a) the number and title of each section of this ITB that the Bidder takes exception to; (b) the specific sentence within such section that the Bidder takes exception to; and (c) any alternate provision proposed by the Bidder. Bidders are reminded that a material variance from the terms of this Invitation to Bid may result in the Bid being rejected by the City.

1.7 Multiple/Alternate Bids: No Bidder shall submit more than one bid unless multiple or alternate bids are requested in the Special Conditions. Unless specifically stated in the Special Conditions, any multiple or alternate bids must be brought to the City’s attention either during the pre-bid conference or submitted in writing at least five (5) days prior to the opening of the bid.
1.8 How to Prepare Bid Responses: All bids shall be prepared as follows:

1.8.1 Complete the Bid Response Forms provided in Section 6 of this Invitation to Bid. *Bid responses must be submitted only on these forms.*

1.8.2 Bid responses must be typewritten or completed in ink, signed by the Bidder or the bidding firm's authorized representative. All erasures or corrections must be initialed and dated by the person who signs the Bid Response Form on behalf of the Bidder.

1.8.3 Bids must be accompanied by accurate descriptions of the exact materials, supplies, vehicles, and/or equipment offered for purchase. The Specifications may require that copies of detailed factory specifications, ratings, technical data, etc. be submitted along with the Bidder's response package.

1.9 How to Submit Bid Responses: All Bidders shall:

1.9.1 Submit their Bid in a sealed opaque envelope with the following information written on the outside of that envelope:

1.9.1.1 The Bidder’s company name;

1.9.1.2 The bid number as indicated on the cover letter to this Invitation to Bid; and

1.9.1.3 Identification of the equipment, supply and/or service for which the Bid is submitted as indicated at the top of the cover letter to this Invitation to Bid.

1.9.2 Mail or Deliver one (1) unbound original Bid signed in ink by a company official authorized to make a legal and binding offer and two (2) electronic copies on CD in PDF format to the address listed below, to be received no later than **MAY 26, 2015 at 1:00 p.m. EDT**. The original Bid shall be complete and unabridged, and shall not refer to any other copy of the signed and sealed original for any references, clarifications, or additional information. When received, all Bids and supporting materials, as well as correspondence relating to this ITB, shall become the property of the City. Please be advised that the electronic copies on CD must be identical to the unbound original. The CDs are for evaluation purposes only and will not be accepted as the official original Bid. *The original Bid signed in ink by a company official must be submitted to be considered a responsive and valid Bid.* Bids sent by facsimile will not be accepted.

Mail or Deliver to:

Charlotte/Mecklenburg Government Center
Management & Financial Services, Finance Office - Procurement Management
600 East Fourth Street, 9th. Floor- CMGC
Charlotte, NC 28202
Attn: GENETTA CAROTHERS

Due to increased security concerns at the Charlotte-Mecklenburg Government Center (CMGC) sealed boxed may be searched and thoroughly inspected prior to admittance. Please allow time for this search to take place if delivering your Bid in person to the CMGC.

1.9.3 Bids not received by the time and date specified in the Cover Letter of this Invitation to Bid will not be opened or considered, unless the delay is a result of the negligence of the City, its agents, or assigns.
1.9.4 Note that the Bid opening date listed above is based on the assumption that one or more Bidders will submit samples of alternate products for evaluation by the City. In the event no samples are submitted, or in the event the evaluation does not require as much time as anticipated, the City may move up the Bid opening date by issuing a written addendum to this ITB. The City reserves the right to change the Bid opening date, or any other dates relevant to this procurement process, at any time in its sole discretion.

1.10 Trade Secrets/Confidentiality: Upon receipt at the Finance Office - Procurement Management, your Bid is considered a public record except for material which qualifies as "trade secret" information under N.C. Gen. Stat. 66-152 et. seq. After the Bid opening your Bid will be provided to City staff and others who participate in the evaluation process, and to members of the general public who submit public records requests. To properly designate material as trade secret under these circumstances, each Bidder must take the following precautions: (a) any trade secrets submitted by a Bidder must be submitted in a separate, sealed envelope marked "Trade Secret - Confidential and Proprietary Information - Do Not Disclose Except for the Purpose of Evaluating this Bid," and (b) the same trade secret/confidentiality designation must be stamped on each page of the trade secret materials contained in the envelope.

Do not attempt to designate your entire Bid as a trade secret, and do not attempt to designate pricing information as a trade secret. Doing so may result in your Bid being disqualified.

In submitting a Bid, each Bidder agrees that the City may reveal any trade secret materials contained in such response to all City staff and City officials involved in the selection process, and to any outside consultant or other third parties who assist the City in the selection process. Furthermore, each Bidder agrees to indemnify and hold harmless the City and each of its officers, employees, and agents from all costs, damages, and expenses incurred in connection with refusing to disclose any material, which the Bidder has designated as a trade secret.

1.11 Questions: The City is committed to providing all prospective Bidders with accurate and consistent information in order to ensure that no Bidder obtains an unfair competitive advantage. To this end, from the date of this Invitation to Bid until the time of Bid opening, no interpretation or clarification of the meaning of any part of this Invitation to Bid will be made orally to any prospective Bidder. Requests for information or clarification of this Invitation to Bid must be made in writing and addressed to GENETTA CAROTHERS at the address, fax, or email address listed below, with e-mail being the preferred method of communication. Questions should reference the Invitation to Bid page and topic number. In order for questions to be answered at the pre-bid meeting, they must be submitted by 12:00 p.m. EDT on MARCH 30, 2015.

GENETTA CAROTHERS
Procurement Management
ITB # 269-2015-059
600 East Fourth Street, 9th Floor
Charlotte, North Carolina 28202
Phone: 704-336-5195
Fax: 704-632-8257
E-mail: gcarothers@charlottenc.gov

The City will post answers to questions posed by prospective Bidders and/or general information concerning this Invitation to Bid in the form of an addendum to the Invitation to Bid on the Internet at www.ips.state.nc.us. Invitation to Bid information can be accessed at the website by searching for bid number 269-2015-059. It is the responsibility of the prospective Bidder to
check the website for any addenda issued for this Invitation to Bid. The City reserves the right to disqualify any prospective Bidder who contacts a City employee, or agent concerning this Invitation to Bid, other than in accordance with this Section.

1.12 How to Submit an Objection Relating to This Invitation To Bid:

1.12.1 When a pre-bid conference is scheduled, Bidders should either present their objection at that time (either verbally or in writing), or submit a written objection prior to the scheduled pre-bid conference.

1.12.2 When a pre-bid conference is not scheduled, Bidders must submit objections in writing at least ten (10) days prior to the opening of the bid.

1.12.3 Except for objections raised at the pre-bid conference, all objections must be in writing directed to the Procurement Management contact designated in the preceding section.

1.12.4 Failure to object in the manner specified above shall constitute a waiver of any objections the Bidder may have to the terms of this Invitation to Bid, or anything that occurred in the bid process through the end of the pre-bid conference.

1.13 Binding Offer: Each Bid shall constitute a firm offer that is binding for one hundred twenty (120) calendar days from the date of the Bid opening.

1.14 Errors in Bids: In case of error in extension of prices in the Bid, the unit prices shall govern.

1.15 City’s Rights and Options: The City reserves the following rights, which may be exercised at the sole discretion of the City of Charlotte:

1.15.1 to supplement, amend, substitute or otherwise modify this ITB at any time;

1.15.2 to cancel this ITB with or without the substitution of another ITB;

1.15.3 to take any action affecting this ITB, this ITB process, or the Products or Services subject to this ITB that would be in the best interests of the City;

1.15.4 to issue additional requests for information;

1.15.5 to require one or more Bidders to supplement, clarify or provide additional information in order for the City to evaluate the Bids submitted;

1.15.6 to conduct investigations with respect to the qualifications and experience of each Bidder;

1.15.7 to change the Bid opening date or any other dates relevant to this ITB;

1.15.8 to waive any defect or irregularity in any Bid received;

1.15.9 to reject any or all Bids;

1.15.10 to award all, none, or any part of the items that is in the best interest of the City, with one or more of the Bidders responding, which may be done with or without re-solicitation; and

1.15.11 to enter into any agreement deemed by the City to be in the best interest of the City, with one or more of the Bidders responding.

1.16 Bids on All or Part: Unless otherwise specified by the City or by the Bidder, the City reserves the right to make award on all or part of the items to be purchased. Bidders may restrict their bids to consideration in the aggregate by so stating in the bid. However, bids restricted to consideration in the aggregate must also include a unit price on each item bid.
1.17 **Invitation to Bid Not an Offer:** This Invitation to Bid does not constitute an offer by the City. No recommendations or conclusions from this Invitation to Bid process shall constitute a right (property or otherwise) under the Constitution of the United States or under the Constitution, case law, or statutory law of North Carolina.

1.18 **Charlotte Business INClusion Program:** Pursuant to Charlotte City Council’s adoption of the Charlotte Business INClusion (CBI) Policy, the CBI program promotes diversity, inclusion, and local business opportunities in the City’s contracting and procurement process for Minority, Women, and Small Business Enterprises (MWSBEs) headquartered in the Charlotte Combined Statistical Area (CSA). The CBI Policy is posted at: [www.charlottebusinessinclusion.com](http://www.charlottebusinessinclusion.com).

The City is committed to promoting opportunities for maximum participation of certified MWSBEs on City funded contracts at both the Prime and Subcontract level. For MWSBE participation to count towards a Goal, MWSBEs must meet both the certification and geographic requirements as detailed throughout this solicitation and in the CBI Policy.

1.19 **Equal Opportunity:** The City has an equal opportunity purchasing policy. The City seeks to ensure that all segments of the business community have access to supplying the products and services needed by City programs. The City provides equal opportunity for all businesses and does not discriminate against any Bidders regardless of race, color, religion, age, sex, and national origin or disability.

1.20 **No Collusion or Conflict of Interest:** By responding to this ITB, the Bidder shall be deemed to have represented and warranted that the Bid is not made in connection with any competing Bidder submitting a separate response to this ITB, and is in all respects fair and without collusion or fraud.

1.21 **Anti-lobbying Provision:** Maintaining the integrity of its Invitation to Bid process is of paramount importance for the City. To this end, we ask each Bidder’s cooperation in voluntarily refraining from contacting any members of the Charlotte City Council until the award of this contract is presented to them for approval.

1.22 **Certified Test Report:** If the Specifications or Special Conditions require a certified test report, Bidders shall provide such report at their expense, prior to or with their sealed bids. The certified test report shall be from a recognized independent testing laboratory or manufacturer’s quality control laboratory and shall show all test results and full compliance with the applicable Specifications.

1.23 **Brand Name:** If and whenever brand names, makes, names of manufacturers, trade names, bidder catalogs or model numbers are stated in this ITB, they are for the purpose of establishing a grade or quality of material. The City will evaluate any approved alternates to specified brand names as provided in Section 1.24 of this ITB, except for items identified in Section 4 as Products for which no substitute is acceptable.
Phase 1 of the Bid Process  
Submission and Evaluation of Proposed Alternate

1.24 To Submit a Proposed Alternate Product In Lieu of a Specified Brand: Samples of each uniform currently worn by CFD and is listed in the Specifications as an acceptable brand will be made available for inspection at the Pre-Bid Conference. Bidders that desire to submit a proposed alternate Product in lieu of a brand specified in Section 4 of this ITB (referred to as an “Alternate”) must comply with the following:

1.24.1 The Bidder must notify GENETTA CAROTHERS in writing no later than 12:00 p.m. EDT on APRIL 2, 2015 that it intends to submit one or more Alternate products for evaluation and/or testing (see address in Section 1.9). A Bidder may submit more than one Alternate product for an individual item included in the Specifications if the Bidder so elects. The Bidder’s notice to the City must identify each Alternate product that the Bidder intends to submit by manufacturer, style number (if available) and general description of the product. Following receipt of this notice, the City will notify the Bidder in writing of the number of samples to be submitted for each Alternate product proposed, and the sizes that the samples must be submitted in.

1.24.2 The Bidder must submit samples of each proposed Alternate product for evaluation to the City Management & Financial Services, Finance Office - Procurement Management at the address stated in Section 1.9 of this ITB no later than 12:00 p.m. EDT on MAY 6, 2015. The samples must be in the number specified by the City, and must be accompanied by:

1.24.2.1 A written statement identifying the manufacturer, brand name, make and, if applicable, style number;

1.24.2.2 Any descriptive literature such as illustrations, drawings or data that are necessary for the City to make a comparison with the brand specified for that item in Section 4; and

1.24.2.3 Certified test reports (if applicable) by an independent laboratory attesting that the proposed Alternate is equal to or better than the specified brand with respect to the applicable specifications for which certified test reports are required.

All samples submitted will become the property of the City upon receipt by the City. In submitting a sample, each Bidder agrees that the sample does not contain trade secret material, and that it may be disclosed by the City to any person or entity in the City’s sole discretion. All samples will be made available for inspection by all Bidders.

Samples must be an exact and true representation of the actual Products that will be offered in response to the Invitation to Bid. **Samples shall not include the manufacturer’s label sewn in the garments. Samples shall be provided at no cost to the City.**

The City reserves the right to require additional samples for further testing if the City deems it necessary. The City also reserves the right to require Bidders to have their sample(s) tested by an independent laboratory if the City so directs. In such event, the Bidder shall provide the requested additional samples within five business days at no cost to the City.
Failure to comply with each of the above requirements with respect to a proposed Alternate Product shall result in the City rejecting the Alternate as an acceptable “or equal” for a specified brand.

The City cannot be responsible for testing and/or accepting every new or evolving product proposed and reserves the right to reject proposed products that do not meet the City’s current business model.

1.25 Permitted Inspection of Samples: Bidders that desire to inspect the sample Alternates submitted by other Bidders shall make such request in writing to the City on or before April 29, 2015. The City will schedule appointments for Bidders to view sample Alternates on the first day they are due (May 6, 2015), and will notify the Bidders of the time of their appointments at least three (3) business days before such date. The following rules will apply to inspection of samples:

1.25.1 The City will decide how long each Bidder has to inspect samples based on the total number of samples submitted. The City will inform Bidders of the inspection time limit when it notifies Bidders of their appointment time. All Bidders will be permitted the same length of inspection time.

1.25.2 Bidders will be allowed to have no more than three (3) representatives present for the inspection.

1.25.3 Bidders will be allowed to touch the samples, but will not be allowed to pull, tug, scrape, test the zippers or do anything else that could damage or alter the samples.

1.25.4 The City will have one or more representatives present during all sample inspections to ensure that the rules set forth herein are followed. However, the Bidders conducting the inspections will not be permitted to discuss their opinions of the samples with the City employees. Bidders that wish to comment on the samples shall do so in writing on or before 5:00 p.m. EDT on Thursday, May 7, 2015.

1.26 Initial Evaluation of Samples: Upon receipt of the samples, a committee of City employees (the “Evaluation Committee”) will conduct an initial evaluation to determine whether the samples appear to be “or equal” Alternates for the brand names listed in Section 4 of this ITB. In making this determination, the Evaluation Committee will inspect the samples received for compliance with the Specifications and overall suitability. As part of the initial evaluation, CFD will wash the uniform samples along with a new garment of each brand listed in the Specifications multiple times to evaluate and compare durability, colorfastness, color striations, stretch, pilling, and wrinkle resistance. The City reserves the right to consider any additional factors the City deems relevant to the performance, durability, appearance, and fit of any proposed alternate.

During the initial evaluation phase, the City reserves the right to contact Bidders as the City deems necessary with questions or concerns regarding the samples submitted or with requests for additional documentation, samples or information. Bidders must promptly comply with all such requests. It is the Bidder’s responsibility to prove to the City that each proposed sample is equal to or better than the grade or quality of the brand name specified.

The City will evaluate the merits of the grade or quality of product specified based on the information furnished by the Bidder. The City is not responsible for locating or obtaining any
Section 1
Instructions to Bidders

1.27 Notification of Accepted Alternates: At the conclusion of the evaluation, the City will notify each Bidder in writing of the City’s decision to accept or reject each proposed Alternate proposed by the Bidder. The City will also post any approved Alternate Products in the form of an addendum to the Invitation to Bid on the Internet at www.ips.state.nc.us. Bidders may submit price Bids only for Products that are listed in the Specifications, or that are listed by the City as an approved Alternate in an Addendum to this ITB.

The City reserves the right to pull any product or group of products from this ITB at any time prior to Contract award. For example, if an issue were to occur regarding the suitability of an Alternate Product, or if the prices submitted in response to this ITB for a particular product are higher than the prices under a contract currently in place for such product, the City may elect to remove such product from the Contract or Contracts awarded in response to this ITB.

1.28 Client References: Bidders must submit a minimum of three (3) client references for which you have provided goods and services similar to those outlined in this ITB as Attachment 1 no later than 12:00 p.m. EDT on May 6, 2015.

1.29 Sample Reports: Bidders must submit the sample reports required in Section 3 of Special Conditions and address the requirements in Section 4 of Specifications as Attachment 2 no later than 12:00 p.m. EDT on May 6, 2015.

1.30 Guarantor: If the Bidder is a subsidiary of another entity, the City requires that the Bidder’s parent entity provide a guarantee of payment of all of the Bidder’s obligations under the Contract. The City may also require that the Bidder obtain a guaranty from an entity other than the parent if the City concludes that such guaranty would be beneficial to protect the City’s interest. If the Bidder is not a subsidiary, the City may require that the Bidder obtain a guaranty of payment from another entity if the City concludes that such guaranty would be beneficial to protect the City’s interest. If a guarantor is required, the Bidder must: (a) identify a guarantor that is acceptable to the City, (b) provide the City with the same financial information about the guarantor that the Bidder is required to provide about itself under this ITB; and (c) provide the City with a signed, legally binding guaranty agreement from the approved guarantor that is acceptable to the City in the City’s sole discretion. Failure to comply with the foregoing shall be grounds for rejection of the Bidder’s Bid.

1.31 Requests for Financial Information: The Bidder must have the financial information requested in this Section readily available, without exception, within twenty-four (24) hours upon the CLT’s request during the solicitation evaluation process.

If your Company does not have the audited financial statements requested, it is the responsibility of the Company to provide the City with information of sufficient quantity and with verifiable sources to ascertain that the Company is financially capable of performing the Services described in this ITB. Failure to provide adequate financial information may result in the exclusion of your Bid from the procurement process.

Please furnish the following financial information for the proposing Bidder(s), guarantor(s), and any sub-contractor included as having a significant role (defined as providing more than fifteen percent (15%) of the services) in providing Services to the City:

1.31.1 Include in the statement of guarantor(s), as described in Section 1.30 Guarantor, evidence of the ability of the guarantor to meet the short-term funding needs of this project;
Section 1
Instructions to Bidders

1.31.2 Evidence that demonstrates the ability to obtain the insurance as required in Section 5. Such insurance should provide coverage in the stated amount for each occurrence of bodily injury and for each occurrence of property damage with coverage for products/completed operations, personal injury liability, and contractual liability;

1.31.3 Annual audited financial reports for each of the past five (5) fiscal years, prepared in accordance with Generally Accepted Accounting Principles (GAAP), and all relevant notes;

1.31.4 The most recent Form 10-K and Form 10-Q filed with the Securities and Exchange Commission (SEC); or, if the contractor is not regulated by the SEC, then the most recent quarterly financial report.

1.31.5 Description of any material adverse changes in financial position within the past five (5) years; any material changes in the mode of conducting business; any bankruptcy proceedings, mergers, acquisitions, takeovers, joint ventures, and/or divestitures within the past five (5) years. In addition, provide a clear and definitive statement of the following:

1.31.5.1 Years of providing similar Services by the Bidder and/or predecessor organization;

1.31.5.2 Whether or not the Bidder (and/or predecessor, guarantor or subcontractor) has declared bankruptcy within the last five (5) years;

1.31.5.3 Description of the financial impact of any past or pending legal proceedings and judgments, that could materially affect the Bidder’s financial position or ability to provide Services to the City. This information will be reviewed and assessed in accordance with the information provided by the Bidder, in the above referenced Section;

1.31.5.4 All credit reports, credit bulletins, and any other published statements by the most recognized agencies (Standard & Poors Rating Group, Moody, Investor Services, Dun & Bradstreet, and Value Line) that have been issued or published about the entity within the past five (5) years;

1.31.5.5 The prospectus or offering statement for the entity’s latest security or equity offering;

1.31.5.6 The company name, contact person, telephone number, and fax number of at least two (2) references from bank or institutional lenders which have extended credit to the entity in the past five (5) years; or if the entity has not applied for credit in the past five (5) years, the contact person’s name, telephone number, and fax number of at least two (2) references from banks with which the entity conducts business;

1.31.5.7 The company name, contact person, telephone number, and fax number of at least two (2) credit references from suppliers/vendors; and

1.31.5.8 Any additional information, which the Bidder believes, is appropriate to fully reflect the financial strength of the entity.
Failure to provide such information is cause for rejection of the Bid at the sole discretion of the City. For any subcontractor providing more than fifteen percent (15%) of the Services, the City reserves the right, at its sole discretion, to reject the subcontractor if it fails to meet minimum financial requirements. In the event the City’s Evaluation Committee rejects the subcontractor, the Bidder must assume the responsibilities of the subcontractor or find a replacement satisfactory to the Evaluation Committee.

Phase 2 of the Bid Process
Submission of Price Bid

1.32 Submission of Bids: Bids are due in the office of the City Procurement Management, Charlotte-Mecklenburg Government Center, 9th Floor, 600 East Fourth Street, Charlotte, NC 28202, on or before 1:00 p.m. EDT on May 26, 2015. The CLT is requesting a fixed unit cost for (a) the Core Items list included in Section 6, Form 3; and a fixed percentage discount from the List Price (list price less discount) included in the Company’s most current full line catalog identified in Section 4.4 for (b) all other items (Non-Core) included in your catalog for the life of the contract. The fixed unit cost and fixed percentage discount shall include shipping and delivery, any discounts, vendor mark-up/profit, item cost and storage. No other charges are allowed.

1.33 Statutory Requirements: Any Bid submitted in response to this ITB shall be deemed to include full conformance with all statutory requirements of North Carolina and all statutory requirements of the Federal Government, to the extent applicable. It is up to each Bidder to conduct its own due diligence as to what statutory requirements may apply.

1.34 Guarantor: If the Bidder is a subsidiary of another entity, the City requires that the Bidder’s parent entity provide a guarantee of payment of all of the Bidder’s obligations under the Contract. The City may also require that the Bidder obtain a guaranty from an entity other than the parent if the City concludes that such guaranty would be beneficial to protect the City’s interest. If the Bidder is not a subsidiary, the City may require that the Bidder obtain a guaranty of payment from another entity if the City concludes that such guaranty would be beneficial to protect the City’s interest. If a guarantor is required, the Bidder must: (a) identify a guarantor that is acceptable to the City, (b) provide the City with the same financial information about the guarantor that the Bidder is required to provide about itself under this ITB; and (c) provide the City with a signed, legally binding guaranty agreement from the approved guarantor that is acceptable to the City in the City’s sole discretion. Failure to comply with the foregoing shall be grounds for rejection of the Bidder’s Bid.

1.35 Award Criteria: The City reserves the right to award a Contract to the lowest responsive responsible bidder taking into consideration vendor qualifications and experience, quality, delivery, workmanship, services, on-line order capabilities, ordering/tracking process, administrative fees and reporting. The City reserves the right to reject any bid on the basis of function, compatibility with user requirements of utility as well as cost.

1.36 Environmental Preferable Purchasing: The City promotes the practice of Environmentally Preferable Purchasing (EPP) in acquiring products or services. Applicable EPP attributes that may be taken into consideration as environmental criterion include the following:

- Recycled content
- Recyclability
- Biodegradability
- Energy and water efficiency
- Durability
- Renewable resources
- Packaging
- Reduced toxicity
- Low volatile organic compounds
- Take back options
Environmentally Preferable Products have a lesser or reduced effect on human health and the environment when compared with competing products that serve the same purpose. This comparison may consider raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, or disposal of the product.

Bidders able to supply Products or Services containing any of the applicable environmentally preferable attributes that meet performance requirements are encouraged to offer them in their Bids. Bidders must provide certification of environmental standards and other environmental claims, such as recycled content and emissions data or a formal statement signed by a senior company official.

1.37 Contract Award by Charlotte City Council: The Contract to be awarded under this ITB must be approved by the Charlotte City Council. If such approval is granted, the Management & Financial Services, Finance Office - Procurement Management will provide the Contract to the Bidder for the Bidder to sign and return. In the event City Council approval is not received within one hundred twenty (120) calendar days after opening of the Bids, the Bidder may request that it be released from the Bid.

1.38 Post Award Conference: A Post-Award Conference will be scheduled as soon as practical after the award of the Contract. The successful Bidder shall attend the conference along with the Company’s prospective Project Manager and any anticipated major subcontractors, and shall provide at such conference a written schedule for the delivery of any Products or Services for which no delivery dates have been specified in this ITB. The successful Bidder shall provide at least two (2) local telephone numbers that may be used to contact the successful Bidder’s authorized representative in the event of an emergency after normal business hours.

1.39 Charlotte Cooperative Purchasing Alliance: Except as specifically set forth in the Bidder’s Bid, the terms and conditions of the Contract entered into with the successful Bidder may be extended to other public entities that are, or at any time in the future become members of the Charlotte Cooperative Purchasing Alliance (“CCPA”). Except as prohibited in the Bid, and subject to the City and the successful Bidder entering into an administrative agreement that includes a fee payable to the City, members of CCPA will have the right to enter into contracts with the successful Bidder at the same prices, discounts and other terms as are in the Bidder’s Contract with the City.

If a Participating Public Agency decides to take advantage of this option, the Bidder(s) must deal directly with that public entity concerning the placement of orders, issuance of purchase orders, contractual disputes, invoicing and payment. The City of Charlotte acts only as the entity conducting the initial procurement.

The Bidder may notify other public entities of the availability of the Contract(s) for use under the CCPA. Other public entities desiring to procure Products and Services under the terms set forth in the City’s Contract will need to make their own legal determinations as to whether the use of this Contract is consistent with their laws, regulations, and other policies.

Each member of CCPA has the option of executing a separate contract with the successful Bidder(s). Public entities may add terms and conditions to their proposed contract(s) with the successful Bidder to the extent allowed or required by statute, ordinances, regulations or policy. If such proposed additional terms are not acceptable to the successful Bidder, the Bidder may refuse...
to enter into a contract with such public entity.

The City of Charlotte shall not be held liable for any costs or damages incurred by any other public entity or the successful Bidder as a result of any contract or other arrangement entered into between that public entity and the successful Bidder.
Section 2
Terms and Conditions

Each Bid submitted in response to this ITB constitutes an offer to become legally bound to a Contract incorporating terms and conditions set forth in this Section 2. For purposes of this Section, a Bidder that enters into a Contract with the City may be referred to as the “successful Bidder” or the “Company.”

2.1 Contract Types: The Contract resulting from this Invitation to Bid will be of the type indicated below:

2.1.1 ___ Definite Quantity: The Contract will be a fixed-price contract that provides for delivery of a specified quantity of Products and Services either at specified times or when ordered.

2.1.2 X Indefinite Quantity: The Contract will be a unit price contract for an indefinite amount of Products and Services to be furnished at specified times, or as ordered. In some cases, indefinite quantity contracts may state a minimum quantity that the City is obligated to order. The City may make available to Bidders information regarding the City’s purchase history or projected estimates of the approximate quantity of Products that will be needed. The City makes no representations as to the accuracy of such information. Each Bidder is required to perform its own due diligence on which to base its bid. Inaccuracy of purchase history or projected quantity estimates provided by the City will not give rise to any claim against the City, or entitle any Bidder to rescind its bid or terminate or amend the Contract.

2.2 Terms of Contract:

2.2.1 X Unit Price Contract: Contract awarded is for a unit price when product and service needs are based upon indefinite quantities, and where orders will be based on actual needs that may exceed or be less than projections. All expenditures under a unit price contract are contingent upon appropriations having been made by Charlotte City Council.

Contract Terms and Renewal Options: The contract term shall be for a period of three (3) years from the date of award. The City at its option may extend the contract for up to two (2) additional one-year extensions unless the Bidder objects in writing at least ninety (90) days prior to the beginning of the extension term.

2.2.2 ___ One Time Purchase: Contract awarded is for a specific quantity purchased at one time.

2.3 Notice to Proceed: The successful Bidder shall not commence work or make shipment under this Invitation to Bid until duly notified by receipt of an executed Contract from the City. If the successful Bidder commences work or makes shipment prior to that time, such action is taken at the Bidder's risk, without any obligation of reimbursement by the City.

2.4 Delivery Time: When delivery time is requested in this Invitation to Bid, (whether in the form of a specific delivery date or maximum number of days for delivery) time is of the essence. Each Bid shall be deemed a binding commitment of the Bidder to meet the delivery time stated herein unless the Bid specifically takes exception. If such delivery time is not met, the City shall be entitled to terminate the Contract immediately for default and/or exercise any other remedies available at law or in equity.

2.5 Prices Are Firm: Each Bidder warrants the bid price(s), terms and conditions quoted in its bid shall be firm for acceptance by the City for a period of one hundred twenty (120) calendar days.
from the date of the Bid opening. Once award is made and a Contract is in place, prices shall remain firm and fixed for the entire Contract period, unless otherwise allowed in the Special Conditions and stated in the Bid. If your Bid includes price increases over the term of the Contract, such increases must be clearly designated on Section 6, Form 3 of the Bid Response Package (Pricing Sheet).

2.6 **Prompt Payment Discounts:** Bidders are urged to compute all discounts into the price offered. If a prompt payment discount is offered, it will not be considered in the award of the contract except as a factor to aid in resolving cases of identical prices.

2.7 **Quality:** Unless this Invitation to Bid specifically states otherwise for a particular item, all components used to manufacture or construct any supplies, materials or equipment or Products provided under this Invitation to Bid shall be: (a) new; (b) the latest model; (c) of the best quality and highest grade workmanship; and (d) in compliance with all applicable federal, state and local laws, regulations and requirements. By “new”, the City means that the item has been recently produced and has not been previously sold or used.

Whenever this Invitation to Bid or any other part of the Contract states that a Product or Service shall be in accordance with laws, ordinances, building codes, underwriter’s codes, applicable A.S.T.M. regulations or similar expressions, the requirements of such laws, ordinances, etc., shall be construed to be minimum requirements that are in addition to any other requirements that may be stated in this Invitation to Bid or the Contract.

2.8 **Inspection at Bidder’s Site:** The City reserves the right to inspect the equipment, plant, store or other facilities of a Bidder prior to Contract award, and during the Contract term from time to time as the City deems necessary to confirm that such equipment, plant, store or other facilities conform with the Specifications and are adequate and suitable for proper and effective performance of the Contract. Such inspections shall be conducted during normal business hours and upon at least three (3) days’ notice to the Bidder (except that a store may be inspected at any time during regular store hours without notice).

2.9 **Preparation For Delivery:**

2.9.1 **Condition and Packaging.** All containers/packaging shall be suitable for handling, storage or shipment, without damage to the contents. The Bidder shall make shipments using the minimum number of containers consistent with the requirements of safe transit, available mode of transportation routing. The Bidder will be responsible for confirming that packing is sufficient to assure that all the materials arrive at the correct destination in an undamaged condition ready for their intended use.

2.9.2 **Marking.** All cartons shall be clearly identified with the City purchase order number and the name of the department making the purchase. Packing lists must be affixed to each carton identifying all contents included in the carton. If more than one carton is shipped, each carton must be numbered and must state the number of that carton in relation to the total number of cartons shipped (i.e. 1 of 4, 2 of 4, etc.).

2.9.3 **Shipping.** The Bidder shall follow all shipping instructions included in this Invitation to Bid, the City’s purchase order or in the Contract with the City.

2.10 **Acceptance of Products/Services:** The Products delivered under this Invitation to Bid shall remain the property of the successful Bidder until the City physically inspects, actually uses and accepts the Products. In the event Products provided to the City do not comply with the Contract, the City shall be entitled to terminate the Contract upon written notice to the successful Bidder and return such Products (and any related goods) to the Bidder at the Bidder’s expense. In the
event the Services provided under this Invitation to Bid do not comply with the Contract, the City reserves the right to cancel the Service and rescind any related purchase of products upon written notice to the successful Bidder. The remedies stated in this Section are in addition to and without limitation of any other remedies that the City may have under the Contract, at law or in equity.

2.11 **Guarantee:** Unless otherwise specified by the City, the Bidder unconditionally guarantees the materials and workmanship on all Products and Services. If, within the guarantee period any defects occur due to a faulty Product or Services (including without limitation a failure to comply with the Specifications), the Bidder at its expense, shall repair or adjust the condition, or replace the Product and/or Services to the complete satisfaction of the City. These repairs, replacements or adjustments shall be made only at such time as will be designated by the City to ensure the least impact to the operation of City business.

2.12 **Manufacturer or Dealer Advertisement:** No manufacturer or dealer shall advertise on Products delivered to the City without prior approval by the City.

2.13 **Right to Cover:** If the successful Bidder fails to comply with any term or condition of the Contract or the Bidder’s response to this Invitation to Bid, the City may take any of the following actions with or without terminating the Contract, and in addition to and without limiting any other remedies it may have:

2.13.1 Employ such means as it may deem advisable and appropriate to obtain the applicable Products and/or Services (or reasonable substitutes) from a third party; and

2.13.2 Recover from such Bidder the difference between what the City paid for such Products and/or Services on the open market and the price of such Products and/or Services under the Contract or the Bidder’s response to this Invitation to Bid.

2.14 **Right to Withhold Payment:** If a Bidder breaches any provision of the Contract, the City shall have the right to withhold all payments due to the Bidder until such breach has been fully cured.

2.15 **Certification of Independent Price Determination:** By submission of a Bid, the Bidder certifies, and in the case of a joint Bid each party thereto certifies as to its own organization, that in connection with this procurement:

2.15.1 The prices in the Bid have been arrived at independently, without consultation, communication, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any other Bidder or with any competitor;

2.15.2 Unless otherwise required by law, the Bidder has not knowingly disclosed the prices that have been quoted in this bid directly or indirectly to any other Bidder or to any competition prior to the opening of the bid; and

2.15.3 No attempt has been made or will be made by the Bidder to induce any other person or firm to submit or not to submit a Bid for the purpose of restricting competition.

2.16 **Subcontracting:** The Company shall not subcontract any of its obligations under this Contract without the City’s prior written consent. In the event the City does consent in writing to a subcontracting arrangement, Company shall be the prime contractor and shall remain fully responsible for performance of all obligations which it is required to perform under this Contract. Any subcontract entered into by Company shall name the City as a third party beneficiary.

2.17 **Compliance with Laws:** All Products and Services delivered under this Invitation to Bid shall be in compliance with all applicable federal, state and local laws, regulations and ordinances. In performing the Contract, the successful Bidder shall obtain and maintain all licenses and permits,
and comply with all federal, state and local laws, regulations and ordinances.

2.18 **E-Verify:** As a condition for payment under this Contract, Company shall: (i) comply with the E-Verify requirements set forth in Article 2 of Chapter 64 of the North Carolina General Statutes (the “E-Verify Requirements”); and (ii) cause each subcontractor under this Contract to comply with such E-Verify Requirements as well. Company will indemnify and save harmless the City from all losses, damages, costs, expenses (including reasonable attorneys’ fees), obligations, duties, fines, penalties, interest charges and other liabilities (including settlement amounts) incurred on account of any failure by Company or any subcontractor to comply with the E-Verify Requirements.

2.19 **City License Requirement:** A current City of Charlotte and/or Mecklenburg County Business License is required for a successful Bidder who either personally or through agents, solicits business within City limits; or picks up and/or delivers Products or delivers Services within City limits. All questions regarding licensing should be directed to the Business Tax Collections Office, 704-336-6315.

2.20 **No Liens:** All Products shall be delivered and shall remain free and clear of all liens and encumbrances.

2.21 **Other Remedies:** Upon breach of the Contract, each party may seek all legal and equitable remedies to which it is entitled. The remedies set forth herein shall be deemed cumulative and not exclusive and may be exercised successively or concurrently, in addition to any other available remedy.

2.22 **Amendment:** No amendment or change to the Contract shall be valid unless in writing and signed by both parties to the Contract.

2.23 **Governing Law and Jurisdiction:** North Carolina law shall govern the interpretation and enforcement of the Contract, and any other matters relating to the Contract (all without regard to North Carolina conflicts of law principles). All legal actions or other proceedings relating to the Contract shall be brought in a state or federal court sitting in Mecklenburg County, North Carolina. By submitting a response to this Invitation to Bid, the parties submit to the jurisdiction of said courts and hereby irrevocably waive any and all objections that they may have with respect to venue in any court sitting in Mecklenburg County, North Carolina.

2.24 **Binding Nature and Assignment:** The Contract shall bind the parties and their successors and permitted assigns. Neither party may assign the Contract without the prior written consent of the other. Any assignment attempted without the written consent of the other party shall be void. For purposes of this Section, a Change in Control, as defined in this Invitation to Bid shall constitute an assignment.

2.25 **No Delay Damages:** Under no circumstances shall the City be liable to the successful Bidder for any damages arising from delay, whether caused by the City or not.

2.26 **Force Majeure:** Neither party shall be liable for any failure or delay in the performance of its obligations pursuant to the Contract, and such failure or delay shall not be deemed a default of the Contract or grounds for termination hereunder if all of the following conditions are satisfied:

2.25.1 If such failure or delay:

2.25.1.1 could not have been prevented by reasonable precaution;

2.25.1.2 cannot reasonably be circumvented by the non-performing party through the use of alternate sources, work-around plans, or other means; and
2.25.1.3 if, and to the extent, such failure or delay is caused, directly or indirectly, by fire, flood, earthquake, hurricane, elements of nature or acts of God, acts of war, terrorism, riots, civil disorders, rebellions or revolutions or court order.

2.25.2 An event that satisfies all of the conditions set forth above shall be referred to as a “Force Majeure Event.” Upon the occurrence of a Force Majeure Event, the affected party shall be excused from any further performance of those of its obligations which are affected by the Force Majeure Event for as long as (a) such Force Majeure Event continues and (b) the affected party continues to use reasonable efforts to recommence performance whenever and to whatever extent possible without delay.

2.25.3 Upon the occurrence of a Force Majeure Event, the affected party shall promptly notify the other by telephone (to be confirmed by written notice within five (5) days of the inception of the failure or delay) of the occurrence of a Force Majeure Event and shall describe in reasonable detail the nature of the Force Majeure Event. If any Force Majeure Event prevents the successful Bidder from performing its obligations for more than fifteen (15) days, the City shall have the right to terminate the Contract by written notice to the successful Bidder.

2.25.4 Notwithstanding anything contained herein to the contrary, strikes, slow-downs, walkouts, lockouts, and industrial disputes of the successful Bidder or its subcontractors shall not constitute “Force Majeure Events” and are not excused under this provision. Nothing in the preceding Force Majeure provisions shall relieve the successful Bidder of any obligation it may have regarding disaster recovery, whether under the Contract or at law.

2.26 **Severability:** The invalidity of one or more of the phrases, sentences, clauses or sections contained in the Contract shall not affect the validity of the remaining portion of the Contract so long as the material purposes of the Contract can be determined and effectuated. If any provision of the Contract is held to be unenforceable, then both parties shall be relieved of all obligations arising under such provision, but only to the extent that such provision is unenforceable, and the Contract shall be deemed amended by modifying such provision to the extent necessary to make it enforceable while preserving its intent.

2.27 **No Publicity:** No advertising, sales promotion or other materials of the successful Bidder or its agents or representations may identify or reference the Contract or the City in any manner without the prior written consent of the City. Notwithstanding the forgoing, the parties agree that the successful Bidder may list the City as a reference in responses to requests for Bids, and may identify the City as a customer in presentations to potential customers.

2.28 **Waiver:** No delay or omission by either party to exercise any right or power it has under the Contract shall impair or be construed as a waiver of such right or power. A waiver by either party of any covenant or breach of the Contract shall not constitute or operate as a waiver of any succeeding breach of that covenant or of any other covenant. No waiver of any provision of the Contract shall be effective unless in writing and signed by the party waiving the rights.

2.29 **Survival of Provisions:** Those Sections of the Contract and the Exhibits, which by their nature would reasonably be expected to continue after the termination of the Contract shall survive the termination of the Contract, including but not limited to all definitions and a list of surviving Sections which will be included in the final Contract.

2.30 **Change In Control:** In the event of a change in “Control” of the successful Bidder (as defined below), the City shall have the option of terminating the Contract by written notice to the
successful Bidder. The Company shall notify the City within ten (10) days of the occurrence of a change in control. As used in the Contract, the term “Control” shall mean the possession, direct or indirect, of either (i) the ownership of or ability to direct the voting of, as the case may be fifty-one percent (51%) or more of the equity interests, value or voting power in the successful Bidder or (ii) the power to direct or cause the direction of the management and policies of the successful Bidder whether through the ownership of voting securities, by contract or otherwise.

2.31 Commercial Non-Discrimination: The City has adopted a Commercial Non-Discrimination Ordinance that is set forth in Section 2, Article V of the Charlotte City Code, and is available for review on the City’s website (the “Non-Discrimination Policy”). As a condition of entering into this Contract the Company agrees to comply with the Non-Discrimination Policy, and consents to be bound by the award of any arbitration conducted thereunder. As part of such compliance, the Company shall not discriminate on the basis of race, gender, religion, national origin, ethnicity, age, or disability in the solicitation, selection, hiring, or treatment of subcontractors, vendors, suppliers, or commercial customers in connection with a City contract or contract solicitation process, nor shall the Company retaliate against any person or entity for reporting instances of such discrimination. The Company shall provide equal opportunity for subcontractors, vendors and suppliers to participate in all of its subcontracting and supply opportunities on City contracts, provided that nothing contained in this clause shall prohibit or limit otherwise lawful efforts to remedy the effects of marketplace discrimination that has occurred or is occurring in the marketplace.

As a condition of entering into the Contract, the Company agrees to: (a) promptly provide to the City all information and documentation that may be requested by the City from time to time regarding the solicitation, selection, treatment and payment of subcontractors in connection with this Contract; and (b) if requested, provide to the City within sixty days after the request a truthful and complete list of the names of all subcontractors, vendors, and suppliers that Company has used on City contracts in the past five years, including the total dollar amount paid by Company on each subcontract or supply contract. The Company further agrees to fully cooperate in any investigation conducted by the City pursuant to the City’s Non-Discrimination Policy, to provide any documents relevant to such investigation that are requested by the City, and to be bound by the award of any arbitration conducted under such Policy.

The Company agrees to provide to the City from time to time on the City’s request, payment affidavits detailing the amounts paid by Company to subcontractors and suppliers in connection with this Contract within a certain period of time. Such affidavits shall be in the format specified by the City from time to time.

The Company understands and agrees that violation of this Commercial Non-Discrimination provision shall be considered a material breach of this Contract and may result in contract termination, disqualification of the Company from participating in City contracts and other sanctions.
In this Section of the ITB, a Bidder that enters into a Contract with the City may be referred to as the “successful Bidder” or the “Company.”

3.1 **Price Adjustment As Part of the Bid:** To submit price adjustments as part of your Bid, you must: (a) comply with any limitations or instructions that are stated in this ITB; and (b) state very clearly in the Price Sheet of your Bid Response Forms the proposed price adjustments or, if permitted, the price adjustment formula. Restrictions and instructions regarding price adjustments are provided in the Bid Response Forms. It is important that you check for these restrictions and instructions carefully. In some instances price adjustments are not permitted as part of the Bid. In other instances formula price increases are prohibited due to the difficulty they create in comparing Bid prices.

3.2 **Price Adjustment If Not Included As Part of the Bid:** If price adjustments are not included in your Bid, the price(s) stated in your Bid shall apply for the entire term of the Contract unless the City approves a price adjustment in writing in accordance with the following terms:

3.2.1 Price increases shall only be allowed when justified in the City’s sole discretion based on legitimate, bona fide increases in the cost of materials. No adjustment shall be made to compensate a Bidder for inefficiency in operation, increase in labor costs, or for additional profit.

3.2.2 To obtain approval for a price increase, the Bidder shall submit a written request to the Management & Financial Services, Finance Office - Procurement Management representative, at the address listed below, together with written documentation sufficient to demonstrate that the increase is necessary based on a legitimate increase in the cost of materials. The request must state and fully justify the proposed price increase per unit over the price originally bid.

City of Charlotte
Management & Financial Services, Finance Office - Procurement Management
600 East Fourth Street
Charlotte, NC 28202

3.2.3 No proposed price increase shall be valid unless accepted by the City in writing. The City may approve such price increase for the remaining term of the Contract or for a shorter specified period, in the City’s sole discretion. If the City rejects such price increase, the Bidder shall continue performance of the Contract.

3.2.4 If the City approves a price increase pursuant to this Section and the market factors justifying the increase shift so that the increase is no longer justified, the City shall have the right to terminate the price increase and revert back to the prices that were in effect immediately prior to the increase. The Company shall notify the City in writing if the market factors on which the City granted the increase change such that the City’s reasons for granting the increase longer apply.

3.3 **Options and Accessories:** The City may in its discretion purchase from the successful Bidder options and accessories beyond what is called for in the Specifications, provided that such purchase does not create unfairness so as to defeat the purpose of the bid statutes, and provided the City is authorized by law to make such purchases without a formal bid process.

3.4 **Documentation:** The successful Bidder will provide for all Products purchased under this Invitation to Bid written or electronic documentation that is complete and accurate, and sufficient
3.5 **Design and/or Manufacturer Requirement:** All Products and Services shall meet the Specifications set forth in Section 4 of this ITB.

3.6 **Contract Monitoring:** The City shall have the right to audit the Company’s compliance with the terms and conditions of the Contract at such times as the City deems appropriate. Unless the City elects to terminate the Contract, the successful Bidder shall develop a written action plan to correct any Contract deficiency identified during these compliance audits, and shall submit such plan to the City within thirty (30) days of notification of non-compliance.

3.7 **Site Visit:** At the option of the City, a plant and facility inspection may be required as described under Section 2.8 of this Invitation to Bid.

3.8 **Reporting:** The Company shall provide such written reports of purchasing and expenditures as may be requested by the City from time to time, including without limitation any reports described in the Specifications.

3.9 **Audit:** During the term of the Contract and for a period of three (3) years after termination or expiration of this Contract for any reason, the City shall have the right to audit, either itself or through a third party, all books and records (including but not limited to the technical records) and facilities of the Company necessary to evaluate Company’s compliance with the terms and conditions of the Contract or the City’s payment obligations. The City shall pay its own expenses, relating to such audits, but shall not have to pay any expenses or additional costs of the Company. However, if non-compliance is found that would have cost the City in excess of $5,000 but for the audit, then the Company shall be required to reimburse the City for the cost of the audit.

3.10 **Liquidated Damages:** The Company acknowledges and agrees that the City may incur costs if the Company fails to meet the certain requirements set forth in the Specifications (including without limitation the delivery times, accurate invoices and reporting requirements). The Company further acknowledges and agrees that: (a) the City may be damaged by such failures, including loss of goodwill and administrative costs; but that (b) the costs that the City might reasonably be anticipated to accrue as a result of such failures are difficult to ascertain due to their indefiniteness and uncertainty. Accordingly, the Company agrees to pay liquidated damages at the rates set forth in the Specifications. The parties agree that the liquidated damages set forth in the Specifications shall be the City’s exclusive remedy for loss of goodwill and administrative costs, attributable to a failure by the Company to meet such delivery times, but shall not be the remedy for the cost to cover or other direct damages.

3.11 **Background Checks:** The Company agrees that it has conducted or will conduct background checks on all personnel who will be working at the Charlotte service facility or delivering Products or Services under the Contract. The Company will conduct such background checks prior to the personnel commencing work hereunder, whether as part of the Company’s standard pre-employment screening practices or otherwise. The Company will complete a background check on an annual basis for each person working at the Charlotte facility. Background check will include at a minimum:
3.11.1 Criminal records search;
3.11.2 Identification verification; and
3.11.3 Proof of authorization to work in the United States.

The Company agrees if any personnel does not meet the background qualifications, he/she shall not be assigned to perform services under this Contract. The Company will notify the City immediately if a background check reveals any conviction(s). If there is any question as to whether any personnel meets the background qualifications, prior to assignment of any Services under this Contract, the Company shall contact the City immediately.

3.12 Multiple Contract Awards: The City reserves the right to award one or multiple Contracts by line item, combination of items, categories, or grand total for the Products and Services required by this ITB if the CLT deems multiple Contracts to be in the CLT and CCPA’s best interest. The Pricing Sheet in Section 6 provides options for the Bidder to propose alternative pricing if the Bidder is not awarded various portions of the Contract.

3.13 Administrative Fees: The successful bidder(s) shall pay the CLT a minimum of one (1) percent quarterly administrative fee based on overall CCPA Program spend by the CLT and Participating Public Agencies during the term of the contract and will include a report as mutually agreed to by the parties outlining the CCPA spend. The Administrative Fee shall be paid no later than 30 days after the end of each calendar quarter during the term of the contract. It is the responsibility of the Bidder to set the Administrative Fee on Section 6, Form 3.
In this Section of the ITB, a Bidder that enters into a Contract with the City may be referred to as the “successful Bidder” or the “Company.”

4.1 **Introduction:** Pursuant to N.C. G.S. 160A-461 and 143-129(e)(3), the City of Charlotte Management & Financial Services, Finance Office - Procurement Management has established the Charlotte Cooperative Purchasing Alliance (CCPA). The purpose of the CCPA is to allow other public agencies regionally and nationwide to use contracts competitively solicited and awarded by the City of Charlotte (herein “CLT”). Combining the volumes of government agencies achieves cost effective pricing and reduces the administrative and overhead costs of suppliers and public agencies alike. By providing a comprehensive and competitively solicited Contract through a single bid process, county, city, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), state, other government agency or nonprofit organization can utilize the subsequent contract(s) without the need for further solicitation. Bidders should consider the potential volumes when responding to this ITB. Participation by other entities is strictly voluntary and no volumes are guaranteed. **Participation by other entities is strictly voluntary and no volumes are guaranteed.** Participating Public Agencies will be required to register with the CCPA at: [www.charlottealliance.org](http://www.charlottealliance.org).

4.1.1 Bids must include in detail how the Bidder plans to service all Participating Public Agencies as it relates to the CCPA. Currently the CCPA has approximately 247 registered Participating Public Agencies in California, Georgia, Michigan, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia. Please address the following in your bid response as Attachment #3:

4.1.1.1 Ability to provide Products/Services to any Participating Public Agencies in the contiguous 48 states; and the ability to deliver Products/Services in Alaska and Hawaii; and

4.1.1.2 Address if the Bidder has a national sales force, dealer network or distributor with the ability to serve Participating Public Agencies in all 50 U.S. states.

4.1.2 Bids must include in detail how the Bidder will monitor and report all spend by CLT/Participating Public Agencies to the CLT for auditing purposes as Attachment #3.

4.1.3 The City of Charlotte will post all awarded contracts on the CCPA website, along with the respective vendor information. Please address the following in your bid response:

4.1.3.1 Indicate if the Bidder will allow the City to utilize their organization’s logo on the CCPA website;

4.1.3.2 Address if the Bidder will advertise the CCPA logo and website on their organization’s website; and

4.1.3.3 Bids must include in detail how the Bidder plans to market the Contract(s) as a result of this ITB as Attachment #3.

4.2 **Scope of Work:** The scope of this Invitation to Bid (ITB) is to provide a full-service, turnkey solution for the Products and Services set forth in this ITB in a timely manner. Bidders shall propose a detailed written process for placing orders in a manner that minimizes administrative burden to the CLT/Participating Public Agency as Attachment 5 in Phase 1, see Section 4.9. The successful Bidder will be responsible for providing the resources and functions necessary to meet the intent of the contract. This shall include, but not be limited to, providing all Products...
and Services specified in this ITB, exchange policy, account management, customized ordering process, and other related services as may be required for a period of three (3) years after the Contract effective date to the Charlotte Fire Department (CFD) and other Participating Public Agencies. The CLT at its option may extend the Contract for two (2) additional one-year extensions unless the Company objects in writing at least ninety (90) days prior to the beginning of the extension term. The successful Bidder shall agree to receive all orders from the CLT and Participating Public Agencies and to deliver items ordered to a specified CLT and Participating Public Agency address.

Bidders are required to address each of the following components of this ITB in writing as part of their bid response. Bids that fail to include all information requested in this ITB may be deemed non-responsive.

The Company will provide the specific brands of Products listed in these Specifications, provided that the Company may substitute Alternates for some Products to the extent approved by the CLT in accordance with the approval process described in Section 1 of this ITB. All Products and component parts furnished under the Contract shall be new, shall meet all requirements of these Specifications and shall operate in full compliance with these Specifications.

The Company will provide the specific brands of Products listed in these Specifications, provided that the Company may substitute Alternates for some Products to the extent approved by the City in accordance with the approval process described in Section 1 of this ITB. All Products and component parts furnished under the Contract shall be new, shall meet all requirements of these Specifications and shall operate in full compliance with these Specifications.

4.3 **Manufacturer/Model:** The identified manufacturer and product numbers provided in this Section have been tested, evaluated, and standardized by the CFD and determined to be the best for the department. These are the Products for which no substitute is acceptable:

- **Spiewak S588VTR Vizguard Two Tone Parka Red/Yellow**

4.4 **Product Specifications:** Uniform and other textile product construction, materials and finishing shall comply with colorfastness, flaws, pilling, stretch, elongation, stain resistance, wicking, and wear standards consistent with best practice for firefighting uniform and products, including but not limited to ASTM D 3776, 3787, 3512 and AATCC testing. Textiles, materials and construction shall result in pre-shrunk garments which maintain dimensional integrity through normal laundering processes as specified in care labeling. Streaking, color striations, emission of objectionable odors, loose thread ends, misshapen design elements or other inconsistencies are not permissible during the life spans of the products.

All zippers must be tacked and anchored at the bottom. Belt loops must be sturdy, placed where they will not interfere with equipment, and appropriately sized to accommodate a duty belt. Waistbands shall be durable and not roll. Pants and shirts must hold a crease. All garments should be designed so as to leave enough material inside the finished product to allow for alterations of up to one size larger; extra material shall not gather or bunch in places. The weight of fabric shall be appropriate as to the use of the garment (i.e. winter coat is warm and shorts are cool).

**All patches must be affixed to shirts prior to delivery.**

The primary objective for this contract is for the successful Bidder to provide the broadest possible selection of fire uniforms available in their 2015 or most recent company catalog. Bids must include or address the following information as Attachment 4:
4.4.1 Does your company produce its own catalog? Please identify the catalog as a verifiable source.

4.4.2 What is the total number of uniform items in the latest edition of this catalog?

4.4.3 What is the total number of these items actually kept in stock at a local warehouse?

4.4.4 Bid responses must include one (1) hard copy and one copy on CD in searchable PDF or Excel format of the catalog identified in Section 4.4.1 above.

4.4.5 The successful Bidder will be required to produce and distribute new retail catalogs (may provide in hard copy, electronically, or on a CD in searchable PDF or Excel format) to the CLT and all registered Participating Public Agency departments at the beginning of the contract and annually thereafter at no additional cost to the CLT and Participating Public Agency for the life of the contract. Please indicate compliance with this requirement.

4.5 **Product Life:** The useful life span of all uniforms provided shall be a minimum of one year. During their life span under normal wear conditions, the uniforms shall maintain color, dimensional integrity, surface appearance, original seam construction, and other attributes as originally delivered.

4.6 **Emblems and/or Logos:** The successful Bidder shall, itself or through a local contractor have CFD emblems and/or logos attached to each identified garment prior to shipment of the order. The CLT/Participating Public Agency will provide the emblems and/or logos artwork in an electronic format (JPEG & VSE) for all logos to be screen printed on the Products. Successful Bidder will apply all emblems and/or logos in accordance with the CLT/Participating Public Agency’s specifications. All of the specifications of the CFD emblem and/or logo are registered service marks and are deemed confidential information. Bidders shall not provide any pictures, detailed specification or garments with CFD emblems and/or logos to anyone outside of the City. Any violations of this provision shall be deemed as non-compliance of the Contract and grounds for termination. An example of the logo is provided in Section 4.7. **All patches must be approved by CFD and affixed to shirts prior to delivery.**

4.7 **Logo Layout:** CFD has three (3) basic symbols used on our uniforms, the CFD patch, the CFD emblem, and the CFD logo. These symbols are serviced marked by the City and cannot be reproduced excepted by written permission of the CFD.

4.7.1 The CFD emblem is simply the maltase cross artwork from the center of the patch. The emblem is embroidered on the left chest of the Spiewak Two-Tone Parka.

4.7.2 The CFD logo consists of the words "Charlotte Fire Department" in artwork form that is screen printed on the back of the Spiewak Two-Tone Parka. Logo must be provided in two sizes: the word “Fire” shall be 11” wide for small - large Spiewak Two-Tone Parkas
and 12” wide for XL-5XL.

4.8 **Screen Printing Samples:** In order to provide the CLT with, a fair representation of the quality and size of the various pieces of clothing and screen-printing being offered, **Bidders shall provide a sample of a color screen print and embroidery for evaluation in compliance with Sections 1 and 4 of this ITB.** Detailed specifications for each item are included in **Section 4.**

The City will retain the samples submitted for evaluation purposes. The City will retain the samples submitted by the successful Bidder for the duration of contract. Samples submitted by unsuccessful Bidders will be available for return/pick-up the day following the City Council’s award of this contract.

4.8.1 The successful Bidder shall submit a sample of CFD’s artwork of the embroidery and screen-print for approval on each item to include but not limited to the Spiewak Two-Tone Parka, within ten (10) business days of contract award.

4.9 **Ordering/Tracking Process:** All Bids must address the following requirements for placing, tracking, and shipping of orders. **Bidders must submit a detailed written statement of how they propose to meet these requirements to the City along with a dummy login and password as Attachment 5 no later than 12:00 p.m. EDT on May 6, 2015.** The cost of complying with these requirements shall be included in the price of the Products for the City of Charlotte. There shall be no additional charges relating to placing, tracking, or shipping orders.

4.9.1 Ability to create a website or catalog (on-line or hard copy) listing only Products ordered by CLT or the Participating Public Agency, and including a picture and full description of each item;

4.9.2 Quick order feature;

4.9.3 Support. Please explain offering in detail and include hours of operation;

4.9.4 Product availability and real time pricing, inventory, and shipping details;

4.9.5 Order tracking capabilities;

4.9.6 Schedule deliveries for a later date and include parameters;

4.9.7 Ability to identify diversity vendor (HUB, MBE/SBE/WBE/VBE) products. Indicate how these are identified;

4.9.8 Periodic reports showing Products ordered by category, size, date, etc. as requested by the City;
4.9.9 Ability to edit the list of City personnel authorized to place orders at the City’s request; and
4.9.10 Explain your process for returns and exchanges. It must be administratively simple.

The City will promptly evaluate each Bidder’s submission under this section, and will notify each Bidder in writing at least 10 calendar days prior to Bid Opening of any deficiencies.

4.10 **Reporting Capabilities**: Bidders must submit a detailed written statement of how they propose to meet these requirements to the City along with the required sample reports *(see Section 1.29)* as Attachment 2 no later than 12:00 p.m. EDT on May 6, 2015:

4.10.1 Ability to provide an itemized usage report to include but not limited to agency name, product number, product description, unit of measure, quantity, contract unit cost and extended cost;
4.10.2 Ability to sort the history of purchases by product type (i.e. dress uniforms, shoes, accessories, etc.), by account;
4.10.3 Ability to produce minority products purchased reports;
4.10.4 Ability to produce recycled products purchased reports;
4.10.5 Ability to produce on-time and late delivery reports; and
4.10.6 Bids must include sample reports for a current city/county government customer that demonstrates these reporting capabilities.

The City will promptly evaluate each Bidder’s submission under this section, and will notify each Bidder in writing at least 10 calendar days prior to Bid Opening of any deficiencies.

4.11 **Billing Capabilities**: All Bids must address the following features and functionalities of the Bidder’s billing capabilities at no additional cost to the CLT/Participating Public Agency as Attachment 6:

4.11.1 Electronic billing options;
4.11.2 Customized billing options;
4.11.3 Invoice options;
4.11.4 Frequency options;
4.11.5 Sorting Capabilities; and
4.11.6 Media Types.

4.12 **Procurement Cards (P-cards)**: Bidder must accept CLT/Participating Public Agency issued p-cards on-line. P-cards must be linked to contract pricing. Please address your company’s policy for accepting procurement cards (P-cards), major credit cards, and how this information is linked to contract pricing. Bidders must be able to provide Level III data on the credit card reports. Please confirm this requirement in your bid response as Attachment 7.

4.13 **Quantities**: The CLT will issue purchase orders for quantities of Products as needed during the term of the Contract. The CLT and Participating Public Agencies reserve the right to purchase Products and Services according to actual need and does not guarantee quantities. The quantities listed in this ITB are estimates only, and may differ substantially from actual quantities ordered. Multiple orders will be placed on an as needed basis during the term of the Contract.

4.14 **Inventory Under Current Contract**: The CLT currently has a contract in place for the provision of goods identical or similar to the Products to be supplied under this ITB. The Lead Public Agency’s contract requires the vendor to maintain minimum inventory levels through the date of contract termination. The successful Bidder agrees to negotiate in good faith with the City’s current vendor, following Contract award, to purchase any excess inventory of such goods
that are not sold under the City’s current contract with such vendor, but that may reasonably be expected to be sold under the Contract covered by this ITB. The Lead Public Agency agrees that the successful Bidder may offer such inventory for sale under the Contract covered by this ITB at the same prices that the Lead Public Agency was paying for such goods under the prior contract. Notwithstanding the foregoing, the successful Bidder shall not be required to: (a) purchase inventory that is damaged or obsolete; (b) purchase any inventory that it cannot expect to sell under the Contract within a one or two month period; (c) purchase inventory for any item that is more than the minimum amount the current vendor was required to maintain under its contract with the Lead Public Agency; (d) purchase inventory for any item that was not subject to a minimum inventory requirement under the Lead Public Agency’s current contract with its vendor; or (e) pay any amount for such goods that would result in the successful Bidder taking a loss on such goods, taking into account the successful Bidder’s cost of handling the goods and performing any related services.

4.15 Training Classes: It is anticipated that the CFD will graduate approximately 20 trainees three (3) times per year. The products identified as Recruit Class must be delivered within 21 business days from receipt of order. The successful Bidder will provide adequate inventory available to ensure that these trainees are provided with the following items on the trainee’s hire date: six (6) shirts, six (6) trousers, two (2) belts, one (1) necktie, two (2) pair of shoes, one (1) lightweight jacket, one (1) winter jacket, (1) Dress Coat, (1) Dress Cap, (1) Pair of Dress Pants. A time allowance of 15 weeks from receipt of order will be allowed for the customization of the Class A Uniform. Items to include the Dress Coat, Dress Pants and Dress Cap. These items must be received within 15 weeks of receipt of order.

4.16 Warranty: All Products supplied under the Contract shall be covered by a manufacturer’s written guarantee and/or warranty that such Products will be free from defects in materials, workmanship and performance for the lifetime of the Product; merchantable and in full conformity with the Specifications set forth in this ITB, industry standards, dimension charts and Bidder's descriptions, representations and samples. The Company shall administer the warranty on the City’s behalf, and shall ensure that the manufacturer repairs or replaces at no charge to the City and Participating Public Agencies all Products that violate either the above warranty or the applicable manufacturer’s warranty.

4.16.1 The successful Bidder shall provide the CLT and Participating Public Agency with two copies of the manufacturer’s written warranty for each product.

4.16.2 It shall be the responsibility of the manufacturer to pay all shipping and crating costs associated with warranty repairs.

4.17 Pricing: The CLT is requesting a fixed unit cost for (a) the Core Items list included in Section 6, Form 3; and a fixed percentage discount from the List Price (list price less discount) included in the Company’s most current full line catalog identified in Section 4.4 for (b) all other items (Non-Core) included in your catalog for the life of the contract. All pricing under this contract (Core and Non-Core) shall include all shipping and handling, delivery, any discounts, vendor mark-up/profit, and storage. No other charges are allowed.

In Phase 2, to obtain a copy of the Pricing Sheet, email Genetta Carothers at gcarothers@charlottenc.gov. Pricing Sheets must be submitted in hard copy and Excel format on a compact disc.

No catalog items can be excluded from the quoted list price less discounts based on gross profit floors, vendor costs, sourcing methods, or changing market conditions.
Fixed unit costs and fixed percentage discounts shall be firm for the life of the contract. Price increases will only be considered for those items with a published manufacturer’s price increase. The successful Bidder shall provide a comparison of previous year prices and proposed new prices, showing the percent (%) difference. Price increases will not be considered more than once annually.

4.17.1 **Core Items #1 – Fixed Unit Cost:**

4.17.1.1 Bidders must submit fixed unit cost on the items provided as Section 6, Form 3 – Fixed Unit Cost Core Item List in a hard copy and in Excel format on a compact disc.

4.17.1.2 Core list pricing (Section 6, Form 3) must indicate an exact match.

4.17.1.3 Core pricing must include vendor product number, pack quantity, fixed unit cost, and extended contract cost.

4.17.1.4 DO NOT include any tax in your pricing.

4.17.1.5 Bidders are cautioned to carefully review each item and pay special attention to the unit of measure for each item. Please be sure to bid the unit of measure designated that may be different from your selling unit.

4.17.2 **Non-Core Items – Fixed Percentage Discount:** Bidders must insert a fixed percentage discount for Non-Core Items on Section 6, Form 3.

4.17.3 **Pricing Incentives and Rebates:** Please identify any incentives and rebates offered based on volume, dollar amounts, electronic ordering or other criteria.

4.17.3.1 For evaluation purposes, any rebates offered will be applied to the total Core Items lists to determine the lowest pricing.

4.17.3.2 The CLT will evaluate any rebate stipulations or contingencies to determine which pricing structure is in the best interest of the CLT/CCPA. The CLT reserves the right to determine the most favorable pricing structure and any such determination shall be final and conclusive.

4.17.4 **Administrative Fees:** Bidders shall submit a minimum of one (1) percent of overall CCPA Program spend by the CLT and Participating Public Agencies during the term of the contract that the successful Bidder agrees to the CLT as an Administrative Fee. The Administrative Fee shall be paid no later than 30 days after the end of each calendar quarter during the term of the contract, and include a report as mutually agreed to by the parties outlining the CCPA spend. It is the responsibility of the Bidder to set the Administrative Fee on Section 6, Form 3.

4.18 **Delivery:** All products provided under this contract must be delivered F.O.B. Destination within fourteen (14) business days from the placement of order. The City will accept extended periods of up to four (4) additional weeks for non-standard sizes and specialty items. The City will accept orders shipped at a minimum of 75% complete. Delivery and freight charges are to be included in discount price. Failure to comply with this requirement shall be cause to terminate this contract unless such failure is confined to infrequent and isolated instances, which do not involve major purchases.
4.18.1 All CLT deliveries must be made to CFD’s Logistics Division located at 1501 N. Graham Street, Charlotte, NC 28206.

4.18.2 Each order delivered must have a packing slip enclosed. The packing slip must clearly show the purchase order number, contract number, items ordered, unit of measure, contract pricing, items enclosed and identify any items on backorder.

4.18.3 All Participating Public Agencies will require deliveries to its specific locations. Successful Bidder must agree to provide the same delivery terms and conditions to all Participating Public Agencies that utilize this contract through CCPA.

4.19 **Damages for Late Delivery:** If the successful Bidder fails to deliver Products while this Contract is in effect within fourteen (14) business days from receipt of the purchase order (“Late Delivery”), the successful Bidder will pay the CLT/Participating Public Agency damages of 5% per day beginning on the date that the CLT/Participating Public Agency notifies the successful Bidder in writing of its failure and ending on the date that such failure has been cured. Notwithstanding the forgoing, the Late Delivery fee for a particular Product will not exceed 60% of the original price of the late delivered Product. The CLT/Participating Public Agency reserves the right to obtain Late Delivery Products that have not been delivered within sixty (60) calendar days after the successful Bidder received the order from other sources, and to deduct the difference in cost, if any, from the successful Bidder’s invoices. The successful Bidder shall promptly produce such documentation as the CLT/Participating Public Agency may request regarding the placement or delivery of orders. Failure to provide such documentation with seven (7) calendar days after the CLT/Participating Public Agency’s request shall result in additional liquidated damages of $10 per day until such information has been provided.

4.20 **Invoices:** The successful Bidder must submit accurate invoices for products shipped to the City Finance Department per the subsequent contract. Invoices must include the item number, description, unit cost, quantity and extended price, and contract or purchase order number of each item ordered and shipped. Invoices at the time of shipment indicating a price different from the Contract, will require a corrected invoice to replace the incorrect invoice or a credit to offset the original invoice. The CLT will pay accurate, properly submitted, uncontested invoices within thirty days of receipt. The successful Bidder will submit invoices at least monthly, and within 31 days after the oldest order included in the invoice. State and Local Sales tax must be included on all invoices.

4.20.1 It is acknowledged and agreed that having correctly priced invoices is a material element of the proposal to the City. Failure by the Company to submit correct invoices may be grounds for termination of the contract. Without limiting the City’s right to terminate the contract for incorrect pricing on invoices, the Company agrees to pay the City a service fee for correcting invoices equal to twenty-five dollars ($25) for each item incorrectly priced on an invoice. Payment must be in the form of a deduction from other amounts owed to the Company.

4.20.2 Invoices must include only Products and Services that have been delivered and completed.

4.20.3 As a condition of payment, the Company must invoice the City for Products and Services within 60 days after such Products and Services are delivered. The Company waives the right to charge the City for any Products or Services that have not been invoiced to the City within 60 days after such products or services were delivered.
4.21 **Items Under Contract:** The City reserves the right to add or delete items to this Contract if particular items should become discontinued or an upgraded item becomes available to the industry market. Any new or replacement items added may be subject to bid statute requirements. The City may also delete **Fire Uniforms** items included in this Contract if items are no longer needed or no longer issued as part of **Fire Uniforms**.

4.22 **Customer Service Representative:** The Company must dedicate a Full-Time “Account Executive” for servicing the City. The account executive must be available by cell phone. The cell phone must be operational at all times. All communicational contact, either via phone, email, etc. must be addressed with a response within two (2) business days. The account executive must be available to attend meetings regarding **Fire Uniform** issues upon request. The account executive will be responsible for providing immediate response and quick resolution of all the service issues and complaints of City personnel. The account executive must have an in-depth knowledge of all items provided in this bid and have immediate access to manufacturers providing the **Fire Uniform** items. He or she must have the ability and authority to make decisions on behalf of their employer enabling them to provide both normal and emergency service as necessary.

4.23 **Company Personnel Removal or Replacement:** The City will have the right to require the removal and replacement of any personnel of the Company or the Company’s subcontractors who are assigned to provide services to the City.

4.24 **Applicable Laws:** The Bidder agrees to make itself aware of and comply with, and cause its subcontractors to comply with, all federal, state and local laws, regulations and ordinances relating to the performance of this Contract or to the products and services delivered hereunder, including without limitation E-Verify, workers’ compensation, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA) and OSHA. The Company further agrees to obtain all verifications, permits and licenses applicable to the performance of this Contract. If any violation of this Section has occurred or does occur, the Company will indemnify and save harmless the City from all losses, damages, costs, expenses (including reasonable attorneys’ fees), obligations, duties, fines, penalties, interest charges and other liabilities (including settlement amounts) incurred on account of such violation.

4.24.1 **E-Verify Certification:** The Bidder must complete and submit the E-Verify Certification form included in **Section 6, Form 5**. Any bid received without the completed certification included will be deemed nonresponsive and will not be considered for Contract award.

4.25 **Permitting Responsibilities:** All permits and inspections are the sole responsibility of the successful Bidder.

4.26 **No Limitations on Disclosure.** All Bidders agrees that the City shall be able to disclose and distribute to any persons or entities, without restriction, all samples and other Products provided under in the course of this bid process or under the Contract.

4.27 **Returns and Restocking Charges:** The successful Bidder or applicable manufacturer must pick up any merchandise to be returned within seventy-two (72) hours after the CLT/Participating Public Agency notifies the successful Bidder of the return. The CLT/Participating Public Agency reserves the right to return any non-conforming Product whether it has been accepted or worn during a reasonable time. The CLT will not pay restocking fees for merchandise that has been returned unless it is a specialty item and the CLT/Participating Public Agency has been notified,
at the time of placement of order, of the potential restocking charge. The successful Bidder will issue a credit memo to the CLT/Participating Public Agency within seven (7) calendar days of the return.

4.28 **Placement of Orders:** All orders will be placed by personnel designated by the City on an as needed basis for the quantity required at the time during the term of the Contract. Orders will be placed by means of an approved authorization method.

4.29 **Samples:** Prior to award of a contract, Bidders may be required to furnish a sample of each item awarded, at no charge to the City. Samples will be retained by CLT for comparison with items delivered under the resulting contract.

4.30 **Product Specifications and the Or Equal Standard:** Following this page is a list of Products which are described in part by reference to specific brands and style numbers. The brand names and style numbers are listed only for purpose of description and establishing a quality standard. The CLT and potential Participating Public Agency will consider alternate products of equal or better quality (“Alternates”), only if the Bidder submits samples of such products for evaluation in compliance with Sections 1 and 4 of this ITB. Any Alternates that are approved by the Lead Public Agency will be listed in an Addendum subsequent to issuance of this ITB.

For each of the Products specified, the CLT lists factors that will be important considerations in determining whether a proposed Alternate is equal to or better than the named brand in meeting the CLT’s requirements. While the CLT regards these factors as important, the CLT reserves the right to waive variances from these requirements to the extent the City determines in its sole discretion that such variances will not materially impact whether the Product meets the CLT’s needs. The important considerations listed for each item are not an exclusive list of factors that will be taken into account in determining whether a proposed Alternate meets the City’s requirements. The City will consider any factors the CLT deems relevant to the performance durability, appearance, comfort, fit, convenience, and/or maintenance requirements for any proposed Alternate.

The CLT will have samples of all currently worn uniforms listed to establish the “or equal” standard available for inspection at the pre-bid meeting referenced in the Cover Letter of this ITB.
<table>
<thead>
<tr>
<th>Style</th>
<th>Color</th>
<th>Important Considerations Include, but Not Limited To</th>
</tr>
</thead>
<tbody>
<tr>
<td>S588VTR</td>
<td>Hi-Vis yellow/Red</td>
<td>Hi-vis material and reflective illuminate tape/piping strategically placed meeting ANSI 107/2010 class II,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Water-proof-breathable construction, resistant to blood borne pathogens</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Drop Tail/Extension rain shield on back</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ability to adhere CFD logo on back, with reflective illuminate letters</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ability to adhere or embroider CFD logo on left chest</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garment label w/care instructions, fabric content, and size</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Designed to accommodate optional zip in liner</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pit Zips</td>
</tr>
<tr>
<td><strong>Note:</strong></td>
<td></td>
<td>CFD will not accept alternates</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Style</th>
<th>Color</th>
<th>Important Considerations Include, but Not Limited To</th>
</tr>
</thead>
<tbody>
<tr>
<td>6120</td>
<td>Dark Navy</td>
<td>Short Dark Navy jacket</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Waterproof, windproof, and breathable B. Dry fabric lining</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Durable Taslan nylon outer shell fabric with breathable printed backcoating</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zip-out insulated quilted liner w/ zip off sleeves</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Strong, smooth-sliding delrin zippers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Seams sealed with thermal tape</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Flapped double entry lower pockets with uniform buttons, military style epaulets w uniform buttons</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garment label w/care instructions, fabric content, and size</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>Color</th>
<th>Important Considerations Include, but Not Limited To</th>
</tr>
</thead>
<tbody>
<tr>
<td>6001</td>
<td>Dark Navy</td>
<td>Waist length, bomber style dark navy jacket</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Waterproof, windproof, and breathable B. Dry fabric lining</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ANSI 107/2010 Class III, HiViz Jacket</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Side zippers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Strong, smooth-sliding delrin zippers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Critical seams sealed</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garment label w/care instructions, fabric content, and size</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Style</th>
<th>Color</th>
<th>Important Considerations Include, but Not Limited To</th>
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</thead>
<tbody>
<tr>
<td>CFD Dresscoat</td>
<td>CFD Fabric</td>
<td>CFD Fabric</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Notched Lapel</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Double Breasted</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fully Lined</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Two lower flapped pockets</td>
</tr>
<tr>
<td></td>
<td></td>
<td>One upper left chest handkerchief pocket</td>
</tr>
<tr>
<td></td>
<td></td>
<td>55/45 Dacron polyester/wool, Tropical wool blend</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garment label w/care instructions, fabric content, and size</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Uniformity of appearance between the old uniform and new uniform</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Any proposed Alternate Product must have the same look and feel of current uniform</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Style</th>
<th>Color</th>
<th>Important Considerations Include, but Not Limited To</th>
</tr>
</thead>
<tbody>
<tr>
<td>261 - Darien</td>
<td>Navy</td>
<td>Double breasted trench coat with split raglan shoulder</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Permanent epaulets</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Combed cotton and polyester shell</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Treated with DuPont Teflon</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3M Thinsulate quilted zip out liner</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Garment label w/care instructions, fabric content and size</td>
</tr>
</tbody>
</table>
**PRODUCT SPECIFICATIONS - IMPORTANT CONSIDERATIONS**

**Important Considerations Include, but Not Limited To:**

<table>
<thead>
<tr>
<th>Dress Cap</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hankin</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Style:</strong> Police/Fire</td>
<td><strong>Color:</strong> Navy/White</td>
</tr>
<tr>
<td>Dress cap - white vinyl command top and dark navy top</td>
<td></td>
</tr>
<tr>
<td>Dark Navy Blue or black Elastique fabric band</td>
<td></td>
</tr>
<tr>
<td>Double stitched and taped crown seam,</td>
<td></td>
</tr>
<tr>
<td>Single badge hole front</td>
<td></td>
</tr>
<tr>
<td>Adjustable sweatband</td>
<td></td>
</tr>
<tr>
<td>Plastic grommet holds top firmly in new looking condition.</td>
<td></td>
</tr>
<tr>
<td>Single badge hole front</td>
<td></td>
</tr>
<tr>
<td>Garment label w/care instructions, fabric content and size</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ball Cap</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Elbeco</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Style:</strong> Cap 14</td>
<td><strong>Color:</strong> CFD Navy</td>
</tr>
<tr>
<td>Navy color to match CFD fabric</td>
<td></td>
</tr>
<tr>
<td>Adjustable ball cap</td>
<td></td>
</tr>
<tr>
<td>65/35 poly/cotton</td>
<td></td>
</tr>
<tr>
<td>Twill fabric with resists spill protection</td>
<td></td>
</tr>
<tr>
<td>Ability to embroider CFD lettering</td>
<td></td>
</tr>
<tr>
<td>Navy underbill</td>
<td></td>
</tr>
<tr>
<td>Medium crown height</td>
<td></td>
</tr>
<tr>
<td>Garment label w/care instructions, fabric content, and size</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nufit</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Style:</strong> KC3000-CFD</td>
<td><strong>Color:</strong> CFD Navy</td>
</tr>
<tr>
<td>Fitted ball cap</td>
<td></td>
</tr>
<tr>
<td>Navy color to match CFD fabric</td>
<td></td>
</tr>
<tr>
<td>Cotton and spandex twill</td>
<td></td>
</tr>
<tr>
<td>Spandex sweatband</td>
<td></td>
</tr>
<tr>
<td>Navy/gray underbill with buckram</td>
<td></td>
</tr>
<tr>
<td>Ability to embroider CFD lettering</td>
<td></td>
</tr>
<tr>
<td>Medium crown height</td>
<td></td>
</tr>
<tr>
<td>Garment label w/care instructions, fabric content, and size</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Belts</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gould &amp; Goodrich</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Style:</strong> B52</td>
<td><strong>Color:</strong> Black</td>
</tr>
<tr>
<td>1.75&quot; wide top grain leather pant belt</td>
<td></td>
</tr>
<tr>
<td>Black die through out leather</td>
<td></td>
</tr>
<tr>
<td>Tanned to conform to body</td>
<td></td>
</tr>
<tr>
<td>Removable brass or silver square buckle</td>
<td></td>
</tr>
<tr>
<td>Single secure loop</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Patent Leather Belt</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dutyman</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Style:</strong> 4631</td>
<td><strong>Color:</strong> Black</td>
</tr>
<tr>
<td>1.75&quot; wide patent leather</td>
<td></td>
</tr>
<tr>
<td>Black full grain leather</td>
<td></td>
</tr>
<tr>
<td>Square solid brass buckle</td>
<td></td>
</tr>
<tr>
<td>Single secure loop</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Utility Belt</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Blackhawk</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Style:</strong> 41CQ01BK</td>
<td><strong>Color:</strong> Black</td>
</tr>
<tr>
<td>1.75&quot; wide webbing</td>
<td></td>
</tr>
<tr>
<td>Hook and loop secures running end</td>
<td></td>
</tr>
<tr>
<td>With parachute grade buckle and triangular attachment buckle</td>
<td></td>
</tr>
<tr>
<td>Triangular attachment buckle will have hook and loop secure strap</td>
<td></td>
</tr>
</tbody>
</table>

** denotes previously accepted compliant brands

The City will accept proposed Alternates for Fechheimer Dress Coat and Pant

39
## Product Specifications - Important Considerations

### Important Considerations Include, but Not Limited To:

**Dress Pants**

- **Fechheimer**
  - Style: 32288
    - Color: Midnight blue
  - **Conqueror - CFD-NC-TRS**
    - Navy color to match CFD color fabric
    - 55/45 Dacron polyester/wool, Tropical wool blend
    - Two quarter top side pockets
    - 3/4" wide belt loops
    - True grip on waist band
    - Hook and eye fastener in waistband and YKK zipper
    - Two double welt hip pockets w/button tab on left pocket
    - Garment label w/care instructions, fabric content, and size
    - Uniformity of appearance between the old uniform and new uniform
    - Any proposed Alternate Product must have the same look and feel of current uniform

**Uniform Pants**

- **Horace Small / Elbeco**
  - **Fechheimer - 47400**
    - Minimum of 3/4" lined belt loops
    - Brass Ratcheting Zipper and Crush-Proof Hook and Eye Closure
    - Bartacks at All Stress Points
    - Quarter-Top Front Pockets
    - 2" Waistband
    - Double-Welt Top stitched Hip Pockets with Triangle Bartacks, left has button tab
    - Garment label w/care instructions, fabric content, and size

**Uniform Shorts**

- **Blauer**
  - Style: 8840X
    - Color: dark navy
    - Twill washable cotton blend
    - Two front quarter pockets and two hip pockets w/button tabs
    - Two pleated thigh pockets with flaps
    - 10" inseam
    - Tandem needle seat seam for extra strength
    - Heavy duty zipper
    - Garment label w/care instructions, fabric content, and size

**Shirts**

- **Blauer**
  - Style: 8421 - short sleeve
    - Color: White/navy
    - Uniform shirts, short sleeve/long sleeve, Navy/White
    - Men and women
    - 65/35 cotton blend
    - Fabric - 7.5 oz weight and plain weave
    - Traditional 5-crease military style, stitched 2 front 3 back
    - Pleated chest pockets with scalloped flaps, hook and loop closer, pen stall on left
    - Banded dress collar
    - Epaulets
    - Left chest badge eyelets w/internal support strap
    - Garment label w/care instructions, fabric content, and size

**Elbeco / Horace Small**

- Style: P864 - Short Sleeve M
  - Color: Navy
    - Uniform shirts, short sleeve/long sleeve, men's/women's, Navy/White
    - 65% polyester / 35% cotton - poplin weave
    - Machine washable
    - Three stitched-in military creases on shirt back and two on shirt front
    - Two pleated pockets with scalloped flaps, hook and loop closure, and pen opening in left pocket and pocket flap
    - Internal collar stays, Double-ply straight yoke
    - Cross-stitched shoulder straps with functional button for mic attachment, Badge eyelets with internal support strap

---

**Notes:**
- **Conqueror** - CFD-NC-TRS
- **Fechheimer** - 47400
- **Elbeco**
- **Horace Small**

**denotes previously accepted compliant brands**

*The City will accept proposed Alternates for Fechheimer Dress Coat and Pant*
**PRODUCT SPECIFICATIONS - IMPORTANT CONSIDERATIONS**

** Horace Small HS1112
  ** Conqueror -05000-414
    P804 - Long Sleeve W Navy
  Horace Small HS1165
  ** Conqueror -L5001-414
    P867 - Short sleeve M White
    P811 - Short Sleeve W White
    P877 - Long Sleeve M White
    P801 - Long Sleeve W White
  Horace Small HS1169

<table>
<thead>
<tr>
<th>6&quot; Boots</th>
<th>Important Considerations Include, but Not Limited To:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Style: 831-6114 Color: Black</td>
<td>1 Black Easy-To-Care High Gloss Patent leather upper</td>
</tr>
<tr>
<td>1 Fiber Glass shank</td>
<td></td>
</tr>
<tr>
<td>1 Soft toe 6&quot; chukka boot</td>
<td></td>
</tr>
<tr>
<td>1 Lightweight Oil and Slip-Resisting Polyurethane sole</td>
<td></td>
</tr>
<tr>
<td>1 Insole arch support pad</td>
<td></td>
</tr>
<tr>
<td>1 Leather Quarter, Comfort Weave lining</td>
<td></td>
</tr>
<tr>
<td>Style: 834-6246 Color: Black</td>
<td>1 Black Smooth High Shine Leather</td>
</tr>
<tr>
<td>1 Fiber Glass shank</td>
<td></td>
</tr>
<tr>
<td>1 Soft toe 6&quot; chukka boot</td>
<td></td>
</tr>
<tr>
<td>1 Lightweight Oil and Slip-Resisting Polyurethane sole</td>
<td></td>
</tr>
<tr>
<td>1 With Arch Support Pad Insole</td>
<td></td>
</tr>
<tr>
<td>1 Leather Quarter, Comfort Weave lining</td>
<td></td>
</tr>
<tr>
<td>Style: 834-6086 Color: Black</td>
<td>1 Black Full Grain Leather/Black Action Leather/1200 Denier Nylon</td>
</tr>
<tr>
<td>** 5.11 - 12021</td>
<td>1 Composite shank</td>
</tr>
<tr>
<td>** 5.11 - 12002</td>
<td>1 Wicking Mesh lining</td>
</tr>
<tr>
<td>** 5.11 - 12025</td>
<td>1 Two Density Rubber outsole</td>
</tr>
<tr>
<td>1 Molded rubber heel</td>
<td></td>
</tr>
<tr>
<td>Bates</td>
<td></td>
</tr>
<tr>
<td>Style: SR58 Color: Black</td>
<td>1 Black Smooth High Shine Leather</td>
</tr>
<tr>
<td>1 Breathable lining</td>
<td></td>
</tr>
<tr>
<td>1 Cushioned removable insert</td>
<td></td>
</tr>
<tr>
<td>1 Non-marking outsole</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Oxford Shoes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thorogood</td>
</tr>
<tr>
<td>Style: 831-6327 male Color: Black</td>
</tr>
<tr>
<td>1 Black Easy-To-Care High Gloss Patent Leather upper</td>
</tr>
<tr>
<td>1 Comfortable weave lining</td>
</tr>
<tr>
<td>1 Rubber midsole</td>
</tr>
<tr>
<td>1 Fiberglass shank</td>
</tr>
<tr>
<td>1 Slip-Resisting outsole</td>
</tr>
<tr>
<td>Style: 531-6303 Female Color: Black</td>
</tr>
<tr>
<td>1 Black Smooth High Shine Leather upper</td>
</tr>
<tr>
<td>1 Comfort Weave lining</td>
</tr>
<tr>
<td>1 Removable Footbed insole</td>
</tr>
<tr>
<td>1 Rubber midsole</td>
</tr>
<tr>
<td>1 Fiberglass shank</td>
</tr>
<tr>
<td>1 Slip-Resisting outsole</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Duty Boots</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bates</td>
</tr>
</tbody>
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** denotes previously accepted compliant brands

The City will accept proposed Alternates for Fechheimer Dress Coat and Pant
### PRODUCT SPECIFICATIONS - IMPORTANT CONSIDERATIONS

<table>
<thead>
<tr>
<th>Style: E03135</th>
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<tbody>
<tr>
<td>Men's 8&quot; Lace-to-toe Boot</td>
<td></td>
</tr>
<tr>
<td>Full grain leather upper with denier nylon</td>
<td></td>
</tr>
<tr>
<td>Durably waterproof and breathable lining</td>
<td></td>
</tr>
<tr>
<td>Shock absorbing comfort technology</td>
<td></td>
</tr>
<tr>
<td>Slip resistant rubber outsole</td>
<td></td>
</tr>
<tr>
<td>Stitched outer welt construction</td>
<td></td>
</tr>
</tbody>
</table>

### Danner

<table>
<thead>
<tr>
<th>Style: 42980</th>
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</tr>
</thead>
<tbody>
<tr>
<td>8&quot; boot</td>
<td></td>
</tr>
<tr>
<td>Full grain leather</td>
<td></td>
</tr>
<tr>
<td>Waterproof and breathable</td>
<td></td>
</tr>
<tr>
<td>Leather can be easily polished</td>
<td></td>
</tr>
<tr>
<td>Nylon upper</td>
<td></td>
</tr>
<tr>
<td>Outsole is an oil- and slip-resistant outsole</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>Color: Black</th>
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</thead>
<tbody>
<tr>
<td>4.5&quot; boot</td>
<td></td>
</tr>
<tr>
<td>Full-grain leather can be easily polished</td>
<td></td>
</tr>
<tr>
<td>Waterproof and breathable</td>
<td></td>
</tr>
<tr>
<td>Outsole is an oil- and slip-resistant outsole</td>
<td></td>
</tr>
</tbody>
</table>

### Duty Boots

**Blauer**

<table>
<thead>
<tr>
<th>Style: FW016WP Clash 6&quot;</th>
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</tr>
</thead>
<tbody>
<tr>
<td>6&quot; and 8&quot; Waterproof Boot</td>
<td></td>
</tr>
<tr>
<td>BOA Quick Lacing System</td>
<td></td>
</tr>
<tr>
<td>Durably waterproof and breathable, wicking lining</td>
<td></td>
</tr>
<tr>
<td>Garment label w/care instructions, fabric content and size</td>
<td></td>
</tr>
<tr>
<td>Slip resistant rubber outsole</td>
<td></td>
</tr>
<tr>
<td>Rubberized heel for durability and shock absorption</td>
<td></td>
</tr>
</tbody>
</table>

### USAR Boot

**Matterhorn**

<table>
<thead>
<tr>
<th>Style: 12255</th>
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</thead>
<tbody>
<tr>
<td>10&quot; Waterproof Steel Toe internal metguard boot</td>
<td></td>
</tr>
<tr>
<td>Black Leather Upper</td>
<td></td>
</tr>
<tr>
<td>Steel Safety Toe Cap</td>
<td></td>
</tr>
<tr>
<td>Steel internal metguard</td>
<td></td>
</tr>
<tr>
<td>Mesh Lining</td>
<td></td>
</tr>
<tr>
<td>Puncture-resistant stainless steel plate</td>
<td></td>
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<td>Electrical hazard resistant</td>
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<td>Polyurethane midsole</td>
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<tr>
<td>Sturdy rubber outersole</td>
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### Ties

**Samuel Broome**

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<td>3 button holes attach tie to shirt</td>
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<tr>
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<td>57&quot; - 3&quot; hand-tie</td>
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<td>100% polyester - tropical weave</td>
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**denotes previously accepted compliant brands**

The City will accept proposed Alternates for Fechheimer Dress Coat and Pant
5.1 **Indemnification.** To the fullest extent permitted by law, the Company shall indemnify, defend and hold harmless each of the “Indemnities” (as defined below) from and against any and all “Charges” (as defined below) paid or incurred by any of them as a result of any claims, demands, lawsuits, actions, or proceedings: (i) alleging violation, misappropriation or infringement of any copyright, trademark, patent, trade secret or other proprietary rights with respect to the Work or any products or deliverables provided to the City pursuant to this Contract (“Infringement Claims”); (ii) seeking payment for labor or materials purchased or supplied by the Company or its subcontractors in connection with this Contract; or (iii) arising from the Company’s failure to perform its obligations under this Contract, or from any act of negligence or willful misconduct by the Company or any of its agents, employees or subcontractors relating to this Contract, including but not limited to any liability caused by an accident or other occurrence resulting in bodily injury, death, sickness or disease to any person(s) or damage or destruction to any property, real or personal, tangible or intangible; or (iv) arising from a violation of any federal, state or local law, regulation or ordinance by the Company or any of its subcontractors (including without limitation E-Verify or other immigration laws); or (v) arising from any claim that the Company or an employee or subcontractor of the Company is an employee of the City, including but not limited to claims relating to worker’s compensation, failure to withhold taxes and the like. For purposes of this Section: (a) the term “Indemnities” means the City and each of the City’s officers, officials, employees, agents and independent contractors (excluding the Company); and (b) the term “Charges” means any and all losses, damages, costs, expenses (including reasonable attorneys’ fees), obligations, duties, fines, penalties, royalties, interest charges and other liabilities (including settlement amounts).

5.2 **Insurance:** Throughout the term of the Contract, the successful Bidder shall comply with the insurance requirements described in this Form. In the event the successful Bidder fails to procure and maintain each type of insurance required by this Form, or in the event the successful Bidder fails to provide the City with the required certificates of insurance, the City shall be entitled to terminate the Contract immediately upon written notice to the successful Bidder.

The successful Bidder agrees to purchase and maintain the following insurance coverage during the life of the Contract with an insurance company acceptable to the City of Charlotte, authorized to do business in the State of North Carolina:

5.2.1 **Automobile Liability:** Bodily injury and property damage liability covering all owned, non-owned, and hired automobiles for limits of not less than $1,000,000 bodily injury each person, each accident; and, $1,000,000 property damage, or $1,000,000 combined single limit each occurrence/aggregate.

5.2.2 **Commercial General Liability:** Bodily injury and property damage liability as shall protect the successful Bidder and any subcontractor performing work under the Contract from claims of bodily injury or property damage which arise from performance of the Contract, whether such work is performed by the successful Bidder, any subcontractor or anyone directly or indirectly employed by either. The amounts of such insurance shall not be less than $1,000,000 bodily injury each occurrence/aggregate and $1,000,000 property damage each occurrence/aggregate or $1,000,000 bodily injury and property damage combined single limits each occurrence/aggregate. This insurance shall include coverage for products, services, completed operations, personal injury liability and contractual liability assumed under the indemnity provision of the Contract.
5.2.3 **Workers’ Compensation**: Meeting the statutory requirements of the State of North Carolina and Employers Liability - $100,000 per accident limit, $500,000 disease per policy limit, $100,000 disease each employee limit, providing coverage for employees and owners.

The City shall be named as additional insured under the commercial general liability insurance for operations or services rendered under this Contract. The Company’s insurance shall be primary of any self-funding and/or insurance otherwise carried by the City for all loss or damages arising from the Consultant’s operations under this agreement. The Company and each of its subcontractors shall and does waive all rights of subrogation against the City and each of the Indemnitees, as defined in Section 5.1.

The successful Bidder shall not commence any work in connection with the Contract until it has obtained all of the types of insurance set forth in this Form, and such insurance has been approved by the City. The successful Bidder shall not allow any subcontractor to commence work on its subcontract until all similar insurance required of the subcontractor has been obtained and approved.

All insurance policies shall be with insurers qualified and doing business in North Carolina recognized by the Secretary of State and the Insurance Commissioner’s Office. The successful Bidder shall furnish the City with proof of insurance coverage by certificates of insurance accompanying the Contract.

Certificates of all required insurance shall contain the provision that the City will be given (30) days written notice of any intent to amend or terminate by either the insured or the insuring company. **All insurance certificates must include the City of Charlotte’s contract number in the description field.**

The City shall be exempt from, and in no way liable for any sums of money that may represent a deductible in any insurance policy. The payment of such deductible shall be the sole responsibility of the successful Bidder and/or subcontractor providing such insurance.
BID SUBMISSION FORM
ITB # 269-2015-059
FIRE UNIFORMS

This Bid is submitted by:

Company Name: _________________________________________________

Representative (printed): _________________________________________

Representative (signed): _________________________________________

Address: _______________ _________________________________________

_________________________________________________________________

City/State/Zip: _____________________________________________________

Telephone: ________________________________________________________

(Area Code) Telephone Number

Facsimile: ________________________________________________________

(Area Code) Fax Number

E-Mail Address: _____________________________________________________

It is understood by the Bidder that the CLT reserves the right to reject any and all Bids, to award multiple Contracts by line item, combination of items, or grand total on a state, regional, or national basis according to the best interest of the CLT and CCPA, to waive formalities, technicalities, to recover and re-bid this ITB. Bids are valid for one hundred twenty (120) calendar days from Bid Opening.

_______________________________________________________________

Company Name  Date

_______________________________________________________________

Authorized Signature  Please type or print name
Addenda Acknowledgement / Exceptions Form
ITB # 269-2015-059
FIRE UNIFORMS

Bid/Bid Submission Check List: Confirm by placing a check mark in the space provided that as the bidder or proposer the information listed below has been reviewed and complied with in the submission of a response to this Invitation to Bid/Request for Bids.

(A) _____ Addenda acknowledgement. Please contact the Management & Financial Services, Finance Office - Procurement Management representative to verify the number of addenda issued.

Procurement Management Rep. Name               Telephone Number
Genetta Carothers                        704-336-5195

Addenda Receipt: The following confirms receipt of any and all addenda issued for this Invitation to Bid/Request for Bids:

Addendum #               Date Issued
_________________________
_________________________
_________________________

(B) _____ Bid/Bid document has been signed by authorized bidder/proposer official.

(C) _____ Bid/Bid package has been properly labeled per the instructions. (See Section 1.9, page 5)

(D) _____ Bid/Bid Response Package Forms
- Bid Submission Form One, Phase 2
- Addenda Acknowledgement/Exceptions Form Two, Phase 2
- Pricing Sheet Form Three, Phase 2
- Non-Discrimination Certification Form Four, Phase 2
- E-Verify Certification Form Five, Phase 2
- Solicitation Schedule Form Six, Phase 2
- Client References - Attachment One, Phase 1
- Sample Reports / Reporting Capabilities – Attachment Two, Phase 1
- CCPA Plan – Attachment Three, Phase 2
- Product Specifications – Attachment Four, Phase 2
- Ordering / Tracking Process – Attachment Five, Phase 1
- Billing Capabilities – Attachment Six, Phase 2
- Procurement Cards (P-Card) – Attachment Seven, Phase 2
Section 6
Required Forms – Form Two

2. **Exceptions:** The undersigned Bidder agrees to provide all Products and Services requested in the ITB for the price(s) set forth in the Pricing Sheet, all in strict conformance with the terms, conditions and specifications set forth in the ITB (including any addenda or amendments), subject only to the exceptions stated in the chart below. Exceptions representing material changes to Bid terms are grounds for rejection of the Bidder’s Bid.

<table>
<thead>
<tr>
<th>ITB Section Number</th>
<th>ITB Section Title</th>
<th>Exception and Proposed Change to ITB</th>
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The signature below certifies that: (a) the Bidder’s Bid complies with the requirements of this Invitation to Bid; (b) that items 1(A) through 1(D) of the above checklist have been verified as complete, and (c) that the Bidder takes no exception to the terms of the ITB other than those listed in the chart contained in this Form.

Date: __________________  Bidder: ____________________________

Print name of Bidder

By: ___________________  Signature: ____________________________

Print name and title of signatory
The undersigned proposes to furnish the following items in strict conformance to the bid specifications and bid invitation issued by the City of Charlotte for this bid. Any exceptions are clearly marked in the table in Section 6, Form 2.

**BIDS ARE DUE NO LATER THAN 1:00 P.M. EDT, MAY 26, 2015**

**SEE ATTACHED CORE LIST PRICING SHEETS – REQUEST IN EXCEL FORMAT VIA EMAIL TO GCAROTHERS@CHARLOTTENC.GOV**

**CORE LIST PRICING SHEETS SHALL BE SUBMITTED IN HARD COPY AND IN EXCEL FORMAT ON A COMPACT DISC**

Total Bid Price must include all equipment, labor, delivery, installation, consultation, vendor profit and all other costs associated with this project. No additional cost will be allowed.

**Non-Core Items:** Per Section 4.17, Bidders must provide a fixed percentage ___% from the List Price (list less discount included in the Bidder’s most current full line catalog identified per Section 4.4 for all other items (Non-Core) in your catalog.

**Administrative Fees:** Per Sections 3.13 and 4.17, the Company shall pay the City of Charlotte (“CLT”) an administrative fee of _____% (minimum of 1%) based on all CLT and Participating Public Agency sales volumes within 30 days of the end of each calendar quarter set forth in the subsequent Contract. It is the responsibility of the bidder to set the Administrative Fee.

**Pricing Incentives and Rebates:** Per Section 4.17, Bidders shall identify any incentives and rebates offered based on volume, dollar amounts, electronic ordering or other criteria: ____________________________

Reference the Charlotte Cooperative Purchasing Alliance (CCPA) website at http://www.charlottealliance.org/

The City reserves the right to award one or multiple Contracts by line item, combination of items, categories, or grand total for the Products and Services required by this ITB if the CLT deems multiple Contracts to be in the CLT and CCPA’s best interest. The City reserves the right to award a separate contract for CFD and CCPA.

Payment Terms: ____________________________

The undersigned hereby certifies the Bidder has read the terms of this bid document, including the sample contract (Section 7) and is authorized to bind the firm to the information herein set forth.

Date: ____________________________

Legal Name of Firm

By: ____________________________

Name and Title of Person Signing (please print)
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<th>DESCRIPTION</th>
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<th>STYLE NUMBER</th>
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<th>QTY</th>
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<td>261 - Darren</td>
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<td>Thorogood</td>
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<td>15</td>
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<td>$5</td>
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<tr>
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<td>B34-6246</td>
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<td>20</td>
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<td>$5</td>
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<tr>
<td>43</td>
<td>6&quot; Chukka, Dress Shoe, Men</td>
<td>Bates</td>
<td>5858</td>
<td>Black</td>
<td>Each</td>
<td>150</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
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<tr>
<td>44</td>
<td>Oxford Shoes, Men</td>
<td>Thorogood</td>
<td>831-6327</td>
<td>Black</td>
<td>Each</td>
<td>10</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
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<tr>
<td>45</td>
<td>Oxford Shoes, Women</td>
<td>Thorogood</td>
<td>531-6303</td>
<td>Black</td>
<td>Each</td>
<td>10</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
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<tr>
<td>46</td>
<td>Oxford Shoes, Plain Leather, Men</td>
<td>Thorogood</td>
<td>834-6027</td>
<td>Black</td>
<td>Each</td>
<td>40</td>
<td>$ -</td>
<td>$ -</td>
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<tr>
<td>47</td>
<td>Oxford Shoes, Plain Leather, Women</td>
<td>Thorogood</td>
<td>534-6047</td>
<td>Black</td>
<td>Each</td>
<td>10</td>
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<td>$ -</td>
<td>$ -</td>
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<tr>
<td>48</td>
<td>Duty Boots, 8&quot;</td>
<td>Bates</td>
<td>E03135</td>
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<td>200</td>
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<td>Danner</td>
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<tr>
<td>50</td>
<td>Duty Boots, 4.5&quot;, Men</td>
<td>Danner</td>
<td>42975</td>
<td>Black</td>
<td>Each</td>
<td>350</td>
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<td>51</td>
<td>Duty Boots, 4.5&quot;, Women</td>
<td>Danner</td>
<td>42970</td>
<td>Black</td>
<td>Each</td>
<td>35</td>
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<tr>
<td>52</td>
<td>USAF Boots, 10&quot;</td>
<td>Matterhorn</td>
<td>12255</td>
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<td>Each</td>
<td>35</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
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<tr>
<td>53</td>
<td>Duty Boots, Clash 6&quot;</td>
<td>Blauer</td>
<td>FW016WP</td>
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<td>Each</td>
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<td>$ -</td>
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<tr>
<td>54</td>
<td>Duty Boots, Blitz 8&quot;</td>
<td>Blauer</td>
<td>FW028WP</td>
<td>Black</td>
<td>Each</td>
<td>400</td>
<td>$ -</td>
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</tbody>
</table>

**Category II Total:** $
NON-DISCRIMINATION PROVISION

Project: FIRE UNIFORMS

All requests for bids or Bids issued for City contracts shall include a certification to be completed by the Bidder or Proposer in substantially the following form:

The undersigned Bidder or Proposer hereby certifies and agrees that the following information is correct:

1. In preparing its the enclosed bid or Bid, the Bidder or Proposer has considered all bids and Bids submitted from qualified, potential subcontractors and suppliers, and has not engaged in discrimination as defined in Section 2.

2. For purposes of this section, discrimination means discrimination in the solicitation, selection, or treatment of any subcontractor, vendor, supplier or commercial customer on the basis of race, ethnicity, gender, age, religion, national origin, disability or any otherwise unlawful form of discrimination. Without limiting the foregoing, discrimination also includes retaliating against any person or other entity for reporting any incident of discrimination.

3. Without limiting any other remedies that the City may have for a false certification, it is understood and agreed that, if this certification is false, such false certification will constitute grounds for the City to reject the bid or Bid submitted with this certification, and terminate any contract awarded based on such bid or Bid. It shall also constitute a violation of the City’s Commercial Non-Discrimination Ordinance and shall subject the Bidder or Proposer to any remedies allowed thereunder, including possible disqualification from participating in City contracts or bid processes for up to two years.

4. As a condition of contracting with the City, the Bidder or Proposer agrees to promptly provide to the City all information and documentation that may be requested by the City from time to time regarding the solicitation and selection of suppliers and subcontractors in connection with this solicitation process. Failure to maintain or failure to provide such information shall constitute grounds for the City to reject the bid or Bid and to any contract awarded on such bid or Bid. It shall also constitute a violation of the City’s Commercial Non-Discrimination Ordinance, and shall subject the Bidder or Proposer to any remedies that are allowed thereunder.

5. As part of its bid or Bid, the Bidder or Proposer shall provide to the City a list of all instances within the past ten years where a complaint was filed or pending against Bidder or Proposer in a legal or administrative proceeding alleging that Bidder or Proposer discriminated against its subcontractors, vendors, suppliers, or commercial customers, and a description of the status or resolution of that complaint, including any remedial action taken.

6. As a condition of submitting a bid or Bid to the City, the Bidder or Proposer agrees to comply with the City’s Commercial Non-Discrimination Policy as described in Section 2, Article V of the Charlotte City Code, and consents to be bound by the award of any arbitration conducted thereunder.

NAME OF COMPANY: ____________________________________________________________

BY: ___________________________ TITLE: ___________________________

SIGNATURE OF AUTHORIZED OFFICIAL: ___________________________________________

DATE: _____________________________

ITB 269-2015-059 MARCH 23, 2015 41
E-VERIFY CERTIFICATION

This E-Verify Certification is provided to the City of Charlotte (the “City”) by the company signing below (“Company”) as a prerequisite to the City considering Company for award of a City contract (the “Contract”).

1. Company understands that:
   a. E-Verify is the federal program operated by the United States Department of Homeland Security and other federal agencies to enable employers to verify the work authorization of employees pursuant to federal law, as modified from time to time.
   b. Article 2 of Chapter 64 of the North Carolina General Statutes requires employers that transact business in this state and employ 25 or more employees in this state to: (i) verify the work authorization of employees who will be performing work in North Carolina through E-Verify; and (ii) maintain records of such verification (the “E-Verify Requirements”).
   c. North Carolina General Statute 160A-20.1(b) prohibits the City from entering into contracts unless the contractor and all subcontractors comply with the E-Verify Requirements.

2. As a condition of being considered for the Contract, Company certifies that:
   a. If Company has 25 or more employees working in North Carolina (whether now or at any time during the term of the Contract), Company will comply with the E-Verify Requirements in verifying the work authorization of Company employees working in North Carolina; and
   b. Regardless of how many employees Company has working in North Carolina, Company will take appropriate steps to ensure that each subcontractor performing work on the Contract that has 25 or more employees working in North Carolina will comply with the E-Verify Requirements.

3. Company acknowledges that the City will be relying on this Certification in entering into the Contract, and that the City may incur expenses and damages if the City enters into the Contract with Company and Company or any subcontractor fails to comply with the E-Verify Requirements. Company agrees to indemnify and save the City harmless from and against all losses, damages, costs, expenses (including reasonable attorney’s fees) obligations, duties, fines and penalties (collectively “Losses”) arising directly or indirectly from violation of the E-Verify Requirements by Company or any of its subcontractors, including without limitation any Losses incurred as a result of the Contract being deemed void.

_________________________
Signature of Company’s Authorized Representative

_________________________
Date

Print Name and Title: ________________________________
### SOLICITATION SCHEDULE

**ITB #269-2015-059 – FIRE UNIFORMS**

<table>
<thead>
<tr>
<th>DATE</th>
<th>EVENT/REQUIREMENT</th>
<th>COMPLIANCE Y/N</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/23/2015</td>
<td>City will Issue ITB</td>
<td></td>
</tr>
<tr>
<td>4/1/2015</td>
<td>Pre-Bid conference</td>
<td></td>
</tr>
<tr>
<td>4/2/2015</td>
<td><strong>Vendors must notify Genetta Carothers of intent to submit alternate garments per section 1.24.1</strong></td>
<td></td>
</tr>
<tr>
<td>4/29/2015</td>
<td>Vendors must notify Genetta Carothers in writing if they desire to inspect samples per section 1.25</td>
<td></td>
</tr>
<tr>
<td>5/6/2015</td>
<td>Vendors must submit samples of proposed “or equal” garments per section 1.24 and 4.30 no later than <strong>12:00 p.m. EDT</strong></td>
<td></td>
</tr>
<tr>
<td>5/6/2015</td>
<td>Vendors must submit client references per section 1.28 and Attachment 1 no later than <strong>12:00 p.m. EDT</strong></td>
<td></td>
</tr>
<tr>
<td>5/6/2015</td>
<td>Vendors must submit sample monthly reports and reporting capabilities per sections 1.29, 3.8, 4.10 and Attachment 2 no later than <strong>12:00 p.m. EDT</strong></td>
<td></td>
</tr>
<tr>
<td>5/6/2015</td>
<td>Vendors must submit Ordering/Tracking process per section 4.9 and Attachment 5 no later than <strong>12:00 p.m. EDT</strong></td>
<td></td>
</tr>
<tr>
<td>5/7/2015</td>
<td>Vendors that wish to comment on samples must do so in writing to Genetta Carothers per section 1.25.4</td>
<td></td>
</tr>
<tr>
<td>5/7/2015 – 5/13/2015</td>
<td>City will conduct an evaluation of Samples for compliance to specifications</td>
<td></td>
</tr>
<tr>
<td>5/14/2015</td>
<td>City will issue second phase of ITB (per addendum). Addendum will include approved garment brands and a pricing sheet for submitted bids.</td>
<td></td>
</tr>
<tr>
<td>5/26/2015</td>
<td>Bid deadline at <strong>1:00 pm EDT</strong> including the Required Forms, Section 6, Forms 1-6, CCPA Plan, Product Specifications, Billing Capabilities, and Procurement Card Attachments.</td>
<td></td>
</tr>
<tr>
<td>5/26/2015 – 5/29/2015</td>
<td>Evaluation of bids (by the City’s evaluation team)</td>
<td></td>
</tr>
<tr>
<td>6/22/2015</td>
<td>City Council will consider contract award recommendation.</td>
<td></td>
</tr>
<tr>
<td>7/1/2015</td>
<td>Effective date of contract</td>
<td></td>
</tr>
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</table>

The City reserves the right to revise the solicitation schedule if the City deems it to be in the City’s best interest.
THIS IS A SAMPLE CONTRACT FOR REFERENCE ONLY
ACTUAL CONTRACT MAY DIFFER

STATE OF NORTH CAROLINA
COUNTY OF MECKLENBURG

CONTRACT NO. __________

CONTRACT TO PROVIDE
FIRE UNIFORMS

This Contract (the “Contract”) is entered into as of this 1st day of July, 2015 (the “Effective Date”), by and between [insert Company name], a corporation doing business in North Carolina (the “Company”), and the City of Charlotte, a political subdivision of the State of North Carolina (the “City”).

Statement of Background and Intent

A. The City of Charlotte, NC on behalf of itself and any city, county, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both private and public), other government agencies or nonprofit organizations that elect to access the Contract (herein “Participating Public Agency”) through the Charlotte Cooperative Purchasing Alliance (CCPA) issued An Invitation to Bid (ITB Number 269-2015-059) dated March 23, 2015 requesting bids from qualified firms to provide the City with Fire Uniforms hereafter referred to as "Products”. This Invitation to Bid, together with all attachments and any amendments, is referred to herein as the “ITB”.

B. The Company submitted a bid in response to ITB #269-2015-059 on May 26, 2015. This bid, together with all attachments and separately sealed confidential trade secrets, is referred to herein as the “Bid.”

C. The City awarded this contract on June 22, 2015 to Company to provide Fire Uniforms to the City all in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, and in further consideration of the covenants and conditions contained in this Contract, the parties agree as follows:

AGREEMENT

1. INCORPORATION OF EXHIBITS: The following Exhibits are attached to this Contract and incorporated into and made a part of this Contract by reference:

   Exhibit A: Pricing Sheet (Bid Response Form 3 as submitted by the Company)

   Exhibit B: Terms and Conditions (Section 2 of the ITB and all addenda thereto, marked to show any exceptions taken by the Company on Bid Response Form 2)

   Exhibit C: Special Conditions (Section 3 of the ITB and all addenda thereto, marked to show any exceptions taken by the Company on Bid Response Form 2)

   Exhibit D: Specifications (Section 4 of the ITB and all addenda thereto, marked to show any exceptions taken by the Company in its Bid)

   Exhibit E: Insurance Requirements (Section 5)
2. DEFINITIONS. The following terms shall have the following meanings for purposes of this Contract (including all Exhibits):

2.1. EFFECTIVE DATE. The term “Effective Date” refers to the effective date identified in the first paragraph of this Contract.

2.2. PARTICIPATING PUBLIC AGENCY. The term “Participating Public Agency” shall mean all government agencies, except Federal, that have the authority to purchase from another public agency’s competitively solicited contract including Counties, Cities, Towns, Villages, Special Districts, Public Schools, Community Colleges, Universities, State Agencies and Nonprofit agencies providing services on behalf of government agencies.

2.3. PRODUCTS. The term “Products” shall mean Fire Uniforms and all other related items the Company agreed to provide to the City in its Bid.

2.4. SERVICES. The term “Services” shall include all services that the Company agreed to provide to the City in its Bid.

3. TERM: The initial term of this Agreement will be for three (3) years from the Effective Date with an option to renew for two (2) additional one-year terms. This Contract may be extended only by a written amendment to the contract signed by both parties.

4. AGREEMENT TO PROVIDE PRODUCTS AND SERVICES: The Company shall provide the Products and Services in accordance with the terms and conditions set forth in this Contract and the attached Exhibits. Except as set forth on Exhibit A, the prices set forth in Exhibit A constitute all charges payable by the City for the Products and Services, and all labor, materials, equipment, transportation, facilities, storage, information technology, permits, and licenses necessary for the Company to provide the Products and Services.

5. COMPENSATION: The City shall pay the company for the Products and Services delivered in compliance with the specifications at the unit prices set forth in Exhibit A. This amount constitutes the maximum fees and charges payable to the company in the aggregate under this contract and will not be increased except by a written amendment duly executed by both parties in compliance with the price adjustment provisions set forth in Exhibit C. The Company shall not be entitled to charge the City any prices, fees or other amounts that are not listed in Exhibit A.
Section 7
Contract Requirements

6. **BILLING:** Each invoice sent by the company shall include all reports, information and data required by this contract (including the exhibits) necessary to entitle the company to the requested payment. The company shall send all invoices using one of the following options:

1. **Option 1 – E-mail** one copy of each invoice to cocap@charlottene.gov. Company shall not mail invoices that have been sent via e-mail.

2. **Option 2 – Mail** one copy of each invoice to:
   
   City of Charlotte  
   Management & Financial Services, Finance Office - Accounts Payable  
   PO Box 37979  
   Charlotte, NC 28237-7979  
   Attn: Fire

Payment of invoices shall be due within thirty (30) days after the City of Charlotte has received all of the following: (a) an accurate, properly submitted invoice, and (b) any other information reasonably requested by the City of Charlotte to verify the charges contained in the invoice. Invoices must include state and local sales tax.

7. **ADMINISTRATIVE FEE:** The Company shall pay the City a quarterly administrative fee in the amount of $\text{\underline{\text{}}}\%$ of all CCPA Program Spend by the CLT and Participating Public Agencies during the term of the Contract. The Company shall pay the administrative fee to the City within thirty (30) days after the close of each calendar quarter and shall include a report as mutually agreed by the parties outlining all sales through the CCPA Program.

8. **GENERAL WARRANTIES:** Company represents and warrants that:

8.1. It is a corporation duly incorporated, validly existing and in good standing under the laws of the state of $\text{\underline{\text{}}}$ and is qualified to do business in North Carolina;

8.2. It has all the requisite corporate power and authority to execute, deliver and perform its obligations under this Contract;

8.3. The execution, delivery, and performance of this Contract have been duly authorized by Company;

8.4. No approval, authorization or consent of any governmental or regulatory authority is required to be obtained or made by it in order for it to enter into and perform its obligations under this Contract;

8.5. In connection with its obligations under this Contract, it shall comply with all applicable federal, state and local laws and regulations and shall obtain all applicable permits and licenses; and

8.6. The Company shall not violate any agreement with any third party by entering into or performing this Contract.
Section 7
Contract Requirements

9. ADDITIONAL REPRESENTATIONS AND WARRANTIES: Company represents warrants and covenants that:

9.1 The Products and Services shall comply with all requirements set forth in this Contract, including but not limited to the attached Exhibits;

9.2 All work performed by the Company and/or its subcontractors pursuant to this Contract shall meet industry accepted standards, and shall be performed in a professional and workmanlike manner by staff with the necessary skills, experience and knowledge;

9.3 Neither the Services, nor any Products provided by the Company under this Contract will infringe or misappropriate any patent, copyright, trademark or trade secret rights of any third party; and

9.4 The Company and each of its subcontractors have complied and shall comply in all material respects with all applicable federal, state and local laws, regulations and guidelines relating to the performance of this Contract or to the products and services delivered hereunder, including but not limited to E-Verify, and shall obtain all applicable verifications, permits, and licenses.

10. TERMINATION:

10.1 TERMINATION WITHOUT CAUSE. The City may terminate this Contract at any time without cause by giving sixty (60) days written notice to the Company. The Company may terminate this Contract at any time without cause by giving one hundred and eighty (180) days written notice to the City.

10.2 TERMINATION FOR DEFAULT BY EITHER PARTY. By giving written notice to the other party, either party may terminate this Contract upon the occurrence of one or more of the following events:

10.2.1 The other party violates or fails to perform any covenant, provision, obligation, term or condition contained in this Contract, provided that, unless otherwise stated in this Contract, such failure or violation shall not be cause for termination if both of the following conditions are satisfied: (i) such default is reasonably susceptible to cure; and (ii) the other party cures such default within thirty (30) days of receipt of written notice of default from the non-defaulting party; or

10.2.2 The other party attempts to assign, terminate or cancel this Contract contrary to the terms hereof; or

10.2.3 The other party ceases to do business as a going concern, makes an assignment for the benefit of creditors, admits in writing its inability to pay debts as they become due, files a petition in bankruptcy or has an involuntary bankruptcy petition filed against it (except in connection with a reorganization under which the business of such party is continued and performance of all its obligations under this Contract shall continue), or if a receiver, trustee or liquidator is appointed for it or any substantial part of other party’s assets or properties.

Any notice of default pursuant to this Section shall identify and state the party’s intent to terminate this Contract if the default is not cured within the specified period.

10.3 ADDITIONAL GROUNDS FOR DEFAULT TERMINATION BY THE CITY. By giving written notice to the Company, the City may also terminate this Contract upon the occurrence of one or
more of the following events (which shall each constitute grounds for termination without a
cure period and without the occurrence of any of the other events of default previously listed):

10.3.1 The Company makes or allows to be made any material written misrepresentation or
provides any materially misleading written information in connection with this
Contract, Company’s Bid, or any covenant, agreement, obligation, term or condition
contained in this Contract; or

10.3.2 The Company takes or fails to take any action which constitutes grounds for immediate
termination under the terms of this Contract, including but not limited to failure to
obtain or maintain the insurance policies and endorsements as required by this Contract,
failure to provide the proof of insurance as required by this Contract.

10.4 NO EFFECT ON TAXES, FEES, CHARGES, OR REPORTS. Any termination of the Contract
shall not relieve the Company of the obligation to pay any fees, taxes or other charges then due
to the City, nor relieve the Company of the obligation to file any daily, monthly, quarterly or
annual reports covering the period to termination nor relieve the Company from any claim for
damages previously accrued or then accruing against the Company.

10.5 OBLIGATIONS UPON EXPIRATION OR TERMINATION. Upon expiration or termination of
this Contract, the Company shall promptly (a) return to the City all computer programs, files,
documentation, data, media, related material and any other recording devices, information, or
compact discs that are owned by the City; (b) provide the City with sufficient data necessary to
migrate to a new vendor, or allow the City or a new vendor access to the systems, software,
infrastructure, or processes of the Company that are necessary to migrate to a new vendor; and
(c) refund to the City all pre-paid sums for Products or Services that have been cancelled and
will not be delivered.

10.6 NO SUSPENSION. In the event that the City disputes in good faith an allegation of default by
the Company, notwithstanding anything to the contrary in this Contract, the Company agrees
that it will not terminate this Contract or suspend or limit the delivery of Products or Services or
any warranties or repossess, disable or render unusable any Software supplied by the Company,
unless (i) the parties agree in writing, or (ii) an order of a court of competent jurisdiction
determines otherwise.

10.7 AUTHORITY TO TERMINATE. The City Manager or their designee is authorized to terminate
this Contract on behalf of the City.

11. TRANSITION SERVICES UPON TERMINATION: Upon termination or expiration of this
Contract, the Company shall cooperate with the City to assist with the orderly transfer of the Products,
Services, functions and operations provided by the Company hereunder to another provider or to the
City as determined by the City in its sole discretion. The transition services that the Company shall
perform if requested by the City include but are not limited to:

11.1 Working with the City to jointly develop a mutually agreed upon transition services plan to
facilitate the termination of the Services; and

11.2 Notifying all affected vendors and subcontractors of the Company of transition activities;

11.3 Performing the transition service plan activities;

11.4 Answering questions regarding the products and services on an as-needed basis; and
11.5 Providing such other reasonable services needed to effectuate an orderly transition to a new system.

12. **RELATIONSHIP OF THE PARTIES:** The relationship of the parties established by this Contract is solely that of independent contractors, and nothing contained in this Contract shall be construed to (i) give any party the power to direct or control the day-to-day activities of the other; (ii) constitute such parties as partners, joint ventures, co-owners or otherwise as participants in a joint or common undertaking; (iii) make either party an agent of the other for any purpose whatsoever, or (iv) give either party the authority to act for, bind, or otherwise create or assume any obligation on behalf of the other. Nothing herein shall be deemed to eliminate any fiduciary duty on the part of the Company to the City that may arise under law or under the terms of this Contract.

13. **NON-DISCRIMINATION:** The City has adopted a Commercial Non-Discrimination Policy that is described in Section 2, Article V of the Charlotte City Code, and is available for review on the City’s website (the “Non-Discrimination Policy”). The Company agrees to comply with the Non-Discrimination Policy, and consents to be bound by the award of any arbitration conducted thereunder. As part of such compliance, the Company shall not discriminate on the basis of race, gender, religion, national origin, ethnicity, age, or disability in the solicitation, selection, hiring, or treatment of subcontractors, vendors, suppliers, or commercial customers in connection with a City contract or contract solicitation process, nor shall the Company retaliate against any person or entity for reporting instances of such discrimination. The Company shall provide equal opportunity for subcontractors, vendors and suppliers to participate in all of its subcontracting and supply opportunities on City contracts, provided that nothing contained in this clause shall prohibit or limit otherwise lawful efforts to remedy the effects of marketplace discrimination that has occurred or is occurring in the marketplace. The Company understands and agrees that a violation of this clause shall be considered a material breach of this Contract and may result in termination of this Contract, disqualification of the Company from participating in City contracts or other sanctions.

As a condition of entering into this Contract, the Company agrees to: (a) promptly provide to the City all information and documentation that may be requested by the City from time to time regarding the solicitation, selection, treatment and payment of subcontractors in connection with this Contract; and (b) if requested, provide to the City within sixty days after the request a truthful and complete list of the names of all subcontractors, vendors, and suppliers that Company has used on City contracts in the past five years, including the total dollar amount paid by Contractor on each subcontract or supply contract. The Company further agrees to fully cooperate in any investigation conducted by the City pursuant to the City’s Non-Discrimination Policy as set forth in Section 2, Article V of the City Code, to provide any documents relevant to such investigation that are requested by the City, and to be bound by the award of any arbitration conducted under such Policy. The Company understands and agrees that violation of this clause shall be considered a material breach of this Contract and may result in contract termination, disqualification of the Company from participating in City contracts and other sanctions.

The Company further agrees to provide to the City from time to time on the City’s request, payment affidavits detailing the amounts paid by Company to subcontractors and suppliers in connection with this Contract within a certain period of time. Such affidavits shall be in the format provided by the City.

14. **COMPANY WILL NOT SELL OR DISCLOSE DATA:** The Company will treat as confidential information all data provided by the City in connection with this agreement. City data processed by the Company shall remain the exclusive property of the City. The Company will not reproduce, copy, duplicate, disclose, or in any way treat the data supplied by the City in any manner except that contemplated by this agreement.
15. **WORK ON CITY’S PREMISES:** The Company will ensure that its employees and agents shall, whenever on the City’s premises, obey all instructions and directions issued by the City’s project manager with respect to work on the City’s premises. The Company agrees that its personnel and the personnel of its subcontractors will comply with all rules, regulations and security procedures of the City when on the city’s premises.

16. **DRUG-FREE WORKPLACE:** The City is a drug-free workplace employer. The Company hereby certifies that it has or it will within thirty (30) days after execution of this Contract:

16.1 Notify employees that the unlawful manufacture, distribution, dispensation, possession, or use of controlled substance is prohibited in the workplace and specifying actions that will be taken for violations of such prohibition;

16.2 Establish a drug-free awareness program to inform employees about (i) the dangers of drug abuse in the workplace, (ii) the Company’s policy of maintaining a drug-free workplace, (iii) any available drug counseling, rehabilitation, and employee assistance programs, and (iv) the penalties that may be imposed upon employees for drug abuse violations;

16.3 Notify each employee that as a condition of employment, the employee will (i) abide by the terms of the prohibition outlines in (a) above, and (ii) notify the Company of any criminal drug statute conviction for a violation occurring in the workplace not later than five days after such conviction;

16.4 Impose a sanction on, or requiring the satisfactory participation in a drug counseling, rehabilitation or abuse program by an employee convicted of a drug crime;

16.5 Make a good faith effort to continue to maintain a drug-free workplace for employees; and

16.6 Require any party to which it subcontracts any portion of the work under the contract to comply with the provisions of this Section.

A false certification or the failure to comply with the above drug-free workplace requirements during the performance of this Contract shall be ground for suspension, termination or debarment.

17. **NOTICES.** Any notice, consent or other communication required or contemplated by this Contract shall be in writing, and shall be delivered in person, by U.S. mail, by overnight courier, by electronic mail or by telefax to the intended recipient at the address set forth below. Notice shall be effective upon the date of receipt by the intended recipient; provided that any notice which is sent by telefax or electronic mail shall also be simultaneously sent by mail deposited with the U.S. Postal Service or by overnight courier. Each party may change its address for notification purposes by giving the other party written notice of the new address and the date upon which it shall become effective.

Communications that relate to any breach, default, termination, delay in performance, prevention of performance, modification, extension, amendment, or waiver of any provision of this Contract shall be sent to:

<table>
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<tr>
<th>For The Company:</th>
<th>For The City:</th>
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</thead>
<tbody>
<tr>
<td>Genetta N. Carothers</td>
<td>Finance Office - Procurement Management</td>
</tr>
<tr>
<td>600 East Fourth Street</td>
<td>600 East Fourth Street</td>
</tr>
<tr>
<td>Charlotte, NC 28202</td>
<td>Charlotte, NC 28202</td>
</tr>
<tr>
<td>Phone: 704-336-5195</td>
<td>Phone: 704-336-5195</td>
</tr>
<tr>
<td>Fax: 704-632-8257</td>
<td>Fax: 704-632-8257</td>
</tr>
<tr>
<td>E-mail: <a href="mailto:gcarothers@charlottenc.gov">gcarothers@charlottenc.gov</a></td>
<td>E-mail: <a href="mailto:gcarothers@charlottenc.gov">gcarothers@charlottenc.gov</a></td>
</tr>
</tbody>
</table>
All other notices shall be sent to the other party’s Project Manager at the most recent address provided in writing by the other party.

18. **MISCELLANEOUS:**

18.1 ENTIRE AGREEMENT. This Contract, including all Exhibits and Attachments constitute the entire agreement between the parties with respect to the subject matter herein. There are no other representations, understandings, or agreements between the parties with respect to such subject matter. This Contract supersedes all prior agreements, negotiations, representations and proposals, written or oral. Notwithstanding the forgoing, the parties agree that the ITB and the Bid are relevant in resolving any ambiguities that may exist with respect to the language of this Contract.

18.2 AMENDMENT. No amendment or change to this Contract shall be valid unless in writing and signed by the party against whom enforcement is sought. Amendments that involve or increase in the amounts payable by the City may require execution by a Department Director, the City Manager, or an Assistant City Manager; depending on the amount. Some increases may also require approval by City Council.

18.3 GOVERNING LAW AND JURISDICTION. North Carolina law shall govern the interpretation and enforcement of this Contract, and any other matters relating to this Contract (all without regard to North Carolina conflicts of law principles). All legal actions or other proceedings relating to this Contract shall be brought in a state or federal court sitting in Mecklenburg County, North Carolina. By execution of this Contract, the parties submit to the jurisdiction of such courts and hereby irrevocably waive any and all objections which they may have with respect to venue in any court sitting in Mecklenburg County, North Carolina.

18.4 BINDING NATURE AND ASSIGNMENT. This Contract shall bind the parties and their successors and permitted assigns. Neither party may assign this Contract without the prior written consent of the other. Any assignment attempted without the written consent of the other party shall be void. For purposes of this Section, a Change in Control, as defined in Section 18.8 constitutes an assignment.

18.5 SEVERABILITY. The invalidity of one or more of the phrases, sentences, clauses or sections contained in this Contract or the Exhibits shall not affect the validity of the remaining portion of this Contract or Exhibits so long as the material purposes of this Contract can be determined and effectuated. If any provision of this Contract or Exhibit is held to be unenforceable, then both parties shall be relieved of all obligations arising under such provision, but only to the extent that such provision is unenforceable, and this Contract shall be deemed amended by modifying such provision to the extent necessary to make it enforceable while preserving its intent.

18.6 NO PUBLICITY. No advertising, sales promotion or other materials of the Company or its agents or representations may identify or reference this Contract or the City in any manner.
without the prior written consent of the City. Notwithstanding the forgoing, the parties agree that the Company may list the City as a reference in responses to requests for proposals, and may identify the City as a customer in presentations to potential customers.

18.7 WAIVER. No delay or omission by either party to exercise any right or power it has under this Contract shall impair or be construed as a waiver of such right or power. A waiver by either party of any covenant or breach of this Contract shall not constitute or operate as a waiver of any succeeding breach of that covenant or of any other covenant. No waiver of any provision of this Contract shall be effective unless in writing and signed by the party waiving the rights.

18.8 CHANGE IN CONTROL. In the event of a change in “Control” of the Company (as defined below), the City shall have the option of terminating this Contract by written notice to the Company. The Company shall notify the City within ten days of the occurrence of a change in control. As used in this Contract, the term “Control” shall mean the possession, direct or indirect, of either (i) the ownership of or ability to direct the voting of, as the case may be fifty-one percent (51%) or more of the equity interests, value or voting power in the Company or (ii) the power to direct or cause the direction of the management and policies of the Company whether through the ownership of voting securities, by contract or otherwise.

18.9 NO BRIBERY. The Company certifies that neither it, any of its affiliates or subcontractors, nor any employees of any of the forgoing has bribed or attempted to bribe an officer or employee of the City in connection with this Contract.

18.10 FAMILIARITY AND COMPLIANCE WITH LAWS AND ORDINANCES. The Company agrees to make itself aware of and comply with all local, state and federal ordinances, statutes, laws, rules and regulations applicable to the Services. The Company further agrees that it will at all times during the term of this Contract be in compliance with all applicable federal, state and/or local laws regarding employment practices. Such laws will include, but shall not be limited to workers’ compensation, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA) and all OSHA regulations applicable to the work.

18.11 TAXES. The Company shall pay all applicable federal, state and local taxes which may be chargeable against the performance of the Services.

18.12 E-VERIFY. As a condition for payment under this Contract, Company shall: (i) comply with the E-Verify requirements set forth in Article 2 of Chapter 64 of the North Carolina General Statutes (the “E-Verify Requirements”); and (ii) cause each subcontractor under this Contract to comply with such E-Verify Requirements as well. Company will indemnify and save harmless the City from all losses, damages, costs, expenses (including reasonable attorneys’ fees), obligations, duties, fines, penalties, interest charges and other liabilities (including settlement amounts) incurred on account of any failure by Company or any subcontractor to comply with the E-Verify Requirements.

19. NON-APPROPRIATION OF FUNDS: If City Council does not appropriate the funding needed by the City to make payments under this Contract for a given fiscal year, the City will not be obligated to pay amounts due beyond the end of the last fiscal year for which funds were appropriated. In such event, the City will promptly notify the Company of the non-appropriation and this Contract will be terminated at the end of the last fiscal year for which funds were appropriated. No act or omission by the City, which is attributable to non-appropriation of funds shall constitute a breach of or default under this Contract.
20. **CONFIDENTIALITY:**

20.1 **DEFINITIONS.** As used in this Contract, The term “Confidential Information” shall mean any information, in any medium, whether written, oral or electronic, not generally known in the relevant trade or industry, that is obtained from the City or any of its suppliers, contractors or licensors which falls within any of the following general categories:

20.1.1. *Trade secrets.* For purposes of this Contract, trade secrets consist of information of the City or any of its suppliers, contractors or licensors: (a) that derives value from being secret; and (b) that the owner has taken reasonable steps to keep confidential. Examples of trade secrets include information relating to proprietary software, new technology, new products or services, flow charts or diagrams that show how things work, manuals that tell how things work and business processes and procedures.

20.1.2. *Information of the City or its suppliers, contractors or licensors marked “Confidential” or “Proprietary.”*

20.1.3. *Information relating to criminal investigations conducted by the City, and records of criminal intelligence information compiled by the City.*

20.1.4. *Information contained in the City’s personnel files, as defined by N.C. Gen. Stat. 160A-168.* This consists of all information gathered by the City about employees, except for that information which is a matter of public record under North Carolina law.

20.1.5. *Citizen or employee social security numbers collected by the City.*

20.1.6. *Computer security information of the City, including all security features of electronic data processing, or information technology systems, telecommunications networks and electronic security systems. This encompasses but is not limited to passwords and security standards, procedures, processes, configurations, software and codes.*

20.1.7. *Local tax records of the City that contains information about a taxpayer’s income or receipts.*

20.1.8. *Any attorney / client privileged information disclosed by either party.*

20.1.9. *Any data collected from a person applying for financial or other types of assistance, including but not limited to their income, bank accounts, savings accounts, etc.*

20.1.10. *The name or address of individual home owners who, based on their income, have received a rehabilitation grant to repair their home.*

20.1.11. *Building plans of city-owned buildings or structures, as well as any detailed security plans.*

20.1.12. *Billing information of customers compiled and maintained in connection with the City providing utility services.*

20.1.13. *Other information that is exempt from disclosure under the North Carolina public records laws.*
Categories **20.1.3** through **20.1.13** above constitute “Highly Restricted Information,” as well as Confidential Information. The Company acknowledges that certain Highly Restricted Information is subject to legal restrictions beyond those imposed by this Contract, and agrees that: (a) all provisions in this Contract applicable to Confidential Information shall apply to Highly Restricted Information; and (b) the Company will also comply with any more restrictive instructions or written policies that may be provided by the City from time to time to protect the confidentiality of Highly Restricted Information.

The parties acknowledge that in addition to information disclosed or revealed after the date of this Contract, the Confidential Information shall include information disclosed or revealed within one year prior to the date of this Contract.

20.2. **RESTRICTIONS.** Company shall keep the Confidential Information in the strictest confidence, in the manner set forth below:

20.2.1. Company shall not copy, modify, enhance, compile or assemble (or reverse compile or disassemble), or reverse engineer Confidential Information, except as authorized by the City in writing.

20.2.2. Company shall not, directly or indirectly, disclose, divulge, reveal, report or transfer Confidential Information to any third party, other than an agent, subcontractor or vendor of the City or Company having a need to know such Confidential Information for purpose of performing work contemplated by written agreements between the City and the Company, and who has executed a confidentiality agreement incorporating substantially the form of this the Contract. Company shall not directly or indirectly, disclose, divulge, reveal, report or transfer Highly Restricted to any third party without the City’s prior written consent.

20.2.3. Company shall not use any Confidential Information for its own benefit or for the benefit of a third party, except to the extent such use is authorized by this Contract or other written agreements between the parties hereto, or is for the purpose for which such Confidential Information is being disclosed.

20.2.4. Company shall not remove any proprietary legends or notices, including copyright notices, appearing on or in the Confidential Information.

20.2.5. Company shall use reasonable efforts (including but not limited to seeking injunctive relief where reasonably necessary) to prohibit its employees, vendors, agents and subcontractors from using or disclosing the Confidential Information in a manner not permitted by this Contract.

20.2.6. In the event that any demand is made in litigation, arbitration or any other proceeding for disclosure of Confidential Information, Company shall assert this Contract as a ground for refusing the demand and, if necessary, shall seek a protective order or other appropriate relief to prevent or restrict and protect any disclosure of Confidential Information.

20.2.7. All materials which constitute, reveal or derive from Confidential Information shall be kept confidential to the extent disclosure of such materials would reveal Confidential Information, and unless otherwise agreed, all such materials shall be returned to the City or destroyed upon satisfaction of the purpose of the disclosure of such information.
20.2.8. Company shall restrict employee access to the Confidential Information to those employees having a need to know for purposes of their jobs.

20.2.9. Company shall take reasonable measures to prevent the use or disclosure of Confidential Information by its employees in a manner not permitted by this Contract. The Company shall have each of its employees who will have access to the Confidential Information sign a confidentiality agreement which provides the City and its vendors, licensors, subcontractors, employees and taxpayers the same level of protection as provided by this Contract.

20.3. EXCEPTIONS. The City agrees that Company shall have no obligation with respect to any Confidential Information that the Company can establish:

20.3.1 Was already known to Company prior to being disclosed by the City;

20.3.2 Was or becomes publicly known through no wrongful act of Company;

20.3.3 Was rightfully obtained by Company from a third party without similar restriction and without breach hereof;

20.3.4 Was used or disclosed by Company with the prior written authorization of the City;

20.3.5 Was disclosed pursuant to the requirement or request of a governmental agency, which disclosure cannot be made in confidence, provided that, in such instance, Company shall first give to the City notice of such requirement or request; and

20.3.6 Was disclosed pursuant to the order of a court of competent jurisdiction or a lawfully issued subpoena, provided that the Company shall take reasonable steps to obtain an agreement or protective order providing that this Contract will be applicable to all disclosures under the court order or subpoena.
IN WITNESS WHEREOF, and in acknowledgment that the parties hereto have read and understood each and every provision hereof, the parties have caused this Agreement to be executed on the date first written above.

(INSERT COMPANY NAME)

BY: _____________________________
PRINT NAME: ______________________
TITLE: ____________________________
DATE: _________________________

CITY OF CHARLOTTE:                          CITY OF CHARLOTTE
RISK MANAGEMENT DIVISION:

BY: ___________________________       BY: ___________________________
PRINT NAME: ______________________  PRINT NAME: ___________________
TITLE: _____________________________  TITLE: __________________________
DATE: _________________________        DATE: _________________________

CITY OF CHARLOTTE
CITY CLERK'S OFFICE:

BY: ___________________________
PRINT NAME: ______________________
TITLE: __________________________
DATE: _______________________

This instrument has been pre-audited in the manner required by Local Government Budget and Fiscal Control Act.

BY: _____________________________  __________________________
    DEPUTY FINANCE OFFICER                DATE
EXHIBIT B
TERMS AND CONDITIONS
SECTION 2 OF 269-2015-059

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SECTION 1.28, CLIENT REFERENCES,

Company Name: ____________________________________________________________

List three (3) clients excluding the City of Charlotte/Mecklenburg County, for whom you have provided services similar to those outlined in this Invitation to Bid, for reference check:

<table>
<thead>
<tr>
<th>NAME OF FIRM:</th>
<th>ADDRESS OF FIRM:</th>
<th>CONTACT PERSON:</th>
<th>TELEPHONE NUMBER:</th>
<th>FAX NUMBER:</th>
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SECTION 1.29 & 4.10, SAMPLE REPORTS

1.29 Sample Reports: Bidders must submit the sample reports required in Section 3 of Special Conditions and address the requirements in Section 4 of Specifications as Attachment 2 no later than 12:00 p.m. EDT on May 6, 2015.

4.10 Reporting Capabilities: Bidders must submit a detailed written statement of how they propose to meet these requirements to the City along with the required sample reports (see Section 1.29) as Attachment 2 no later than 12:00 p.m. EDT on May 6, 2015:

4.10.1 Ability to provide an itemized usage report to include but not limited to agency name, product number, product description, unit of measure, quantity, contract unit cost and extended cost;

4.10.2 Ability to sort the history of purchases by product type (i.e. dress uniforms, shoes, accessories, etc.), by account;

4.10.3 Ability to produce minority products purchased reports;

4.10.4 Ability to produce recycled products purchased reports;

4.10.5 Ability to produce on-time and late delivery reports; and

4.10.6 Bids must include sample reports for a current city/county government customer that demonstrates these reporting capabilities.
SECTION 4.1, CCPA PLAN

4.1 Bids must include in detail how the Bidder plans to service all Participating Public Agencies as it relates to the CCPA. Currently the CCPA has approximately 247 registered Participating Public Agencies in California, Georgia, Michigan, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia. Please address the following in your bid response as Attachment #3:

4.1.1 Ability to provide Products/Services to any Participating Public Agencies in the contiguous 48 states; and the ability to deliver Products/Services in Alaska and Hawaii; and

4.1.2 Address if the Bidder has a national sales force, dealer network or distributor with the ability to serve Participating Public Agencies in all 50 U.S. states.

4.1.2 Bids must include in detail how the Bidder will monitor and report all spend by CLT/Participating Public Agencies to the CLT for auditing purposes as Attachment #3.

4.1.3 The City of Charlotte will post all awarded contracts on the CCPA website, along with the respective vendor information. Please address the following in your bid response:

4.1.3.1 Indicate if the Bidder will allow the City to utilize their organization’s logo on the CCPA website;

4.1.3.2 Address if the Bidder will advertise the CCPA logo and website on their organization’s website; and

4.1.3.3 Bids must include in detail how the Bidder plans to market the Contract(s) as a result of this ITB as Attachment #3.
Attachment 4

SECTION 4.4, PRODUCT SPECIFICATIONS

4.4  **Product Specifications:** The primary objective for this contract is for the successful Bidder to provide the broadest possible selection of fire uniforms available in their 2015 or most recent company catalog. Bids must include or address the following information as **Attachment 4:**

4.4.1 Does your company produce its own catalog? Please identify the catalog as a verifiable source.

4.4.2 What is the total number of uniform items in the latest edition of this catalog?

4.4.3 What is the total number of these items actually kept in stock at a local warehouse?

4.4.4 Bid responses must include one (1) hard copy and one copy on CD in searchable PDF or Excel format of the catalog identified in **Section 4.4.1** above.

4.4.5 The successful Bidder will be required to produce and distribute new retail catalogs (may provide in hard copy, electronically, or on a CD in searchable PDF or Excel format) to the CLT and all registered Participating Public Agency departments at the beginning of the contract and annually thereafter at no additional cost to the CLT and Participating Public Agency for the life of the contract. Please indicate compliance with this requirement.
SECTION 4.9, ORDERING / TRACKING PROCESS

4.9 Ordering/Tracking Process: All Bids must address the following requirements for placing, tracking, and shipping of orders. **Bidders must submit a detailed written statement of how they propose to meet these requirements to the City along with a dummy login and password as Attachment 5 no later than 12:00 p.m. EDT on May 6, 2015.** The cost of complying with these requirements shall be included in the price of the Products for the City of Charlotte. There shall be no additional charges relating to placing, tracking, or shipping orders.

4.9.1 Ability to create a website or catalog (on-line or hard copy) listing only Products ordered by CLT or the Participating Public Agency, and including a picture and full description of each item;

4.9.2 Quick order feature;

4.9.3 Support. Please explain offering in detail and include hours of operation;

4.9.4 Product availability and real time pricing, inventory, and shipping details;

4.9.5 Order tracking capabilities;

4.9.6 Schedule deliveries for a later date and include parameters;

4.9.7 Ability to identify diversity vendor (HUB, MBE/SBE/WBE/VBE) products. Indicate how these are identified;

4.9.8 Periodic reports showing Products ordered by category, size, date, etc. as requested by the City;

4.9.9 Ability to edit the list of City personnel authorized to place orders at the City’s request; and

4.9.10 Explain your process for returns and exchanges. It must be administratively simple.
SECTION 4.10, BILLING CAPABILITIES

4.11 Billing Capabilities: All Bids must address the following features and functionalities of the Bidder’s billing capabilities at no additional cost to the CLT/Participating Public Agency as Attachment 6:

4.11.1 Electronic billing options;

4.11.2 Customized billing options;

4.11.3 Invoice options;

4.11.4 Frequency options;

4.11.5 Sorting Capabilities; and

4.11.6 Media Types.
SECTION 4.12, PROCUREMENT CARDS (P-CARD)

4.12  **Procurement Cards (P-cards):** Bidder must accept CLT/Participating Public Agency issued p-cards on-line. P-cards must be linked to contract pricing. Please address your company’s policy for accepting procurement cards (P-cards), major credit cards, and how this information is linked to contract pricing. Bidders must be able to provide Level III data on the credit card reports. Please confirm this requirement in your bid response as **Attachment 7**.
Appendix A

MASTER INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENT

This Charlotte Cooperative Purchasing Alliance (CCPA) Master Intergovernmental Cooperative Purchasing Agreement will allow a Participating Public Agency to purchase commodities and/or services from any and all CCPA Contracts, under the same terms, conditions, and prices as stated in each contract competitively solicited and awarded by the City of Charlotte, North Carolina (“Contracting Agent”) on behalf of itself and all other public agencies. It is hereby agreed to by CCPA and the Participating Public Agency (Participants) that:

1. CCPA has followed procurement procedures for products and/or services offered by this Agreement in accordance with CCPA’s governing procurement statutes and regulations.

2. The cooperative use of bids obtained by a party to this agreement shall be in accordance with the terms and conditions of the bid, except as modification of those terms and conditions is otherwise allowed or required by applicable law.

3. It is the sole responsibility of each Participating Public Agency to follow their state procurement statutes as it pertains to cooperative purchasing, and the rules and regulations that govern each Participant’s procurement practices.

4. CCPA cooperative purchasing contracts are available to Participating Public Agencies “as is,” and CCPA is under no obligation to revise the terms, conditions, scope, price, and/or other conditions of the contract for the benefit of the Participants.

5. It is the sole responsibility of the Participating Public Agency to accept delivery of products and/or services, and the Participants hereby agree to make timely payments to each Company for products and/or services received pursuant to this Agreement. Any dispute which may arise between the Participating Public Agency and the Company are to be resolved between the Participating Public Agency and the Company.

6. The City of Charlotte shall not be held liable for any costs, damages, expenses, fees, or liabilities incurred by any other Participating Public Agency as a result of any contract or other arrangement entered into between that Participant and the Company.

7. The procuring party shall not use this agreement as a method for obtaining additional concessions or reduced prices for similar products or services.

8. This Agreement incorporates all Contracts, covenants and understandings between CCPA and the Participating Public Agency. No prior Agreement or understanding, verbal or otherwise, by the parties or their agents, shall be valid or enforceable unless embodied in this Agreement. This Agreement shall not be altered, changed, or amended except by written revision or addendum executed by both parties.

9. This agreement is non-exclusive and shall not in any way preclude Participating Public Agencies from entering into similar agreements and/or arrangements with other Cooperative Purchasing Programs, or from acquiring similar goods and services from other sources.

10. This agreement shall take effect after the Participating Public Agency submits the competed electronic CCPA registration and shall remain in effect until termination by a party giving 30 days written notice to the other party.