



City of Tacoma

## Questions and Answers

### Generation Augmented Labor RFB Specification No. PG26-0012F

All interested parties had the opportunity to submit questions in writing by email to Ryan Foster by date questions were due. The answers to the questions received are provided below and posted to the City's website at [www.TacomaPurchasing.org](http://www.TacomaPurchasing.org). Navigate to [Current Contracting Opportunities / Public Works and Improvements Solicitations](#), and then click [Questions and Answers](#) for this Specification. This information IS NOT considered an addendum. Respondents should consider this information when submitting their proposals.

- 1. Question: Per the Insurance Requirements, Section 3.8 – Cyber/Privacy and Security Insurance, the City is requiring \$2M in Cyber Liability coverage. We currently carry a \$1M Cyber Liability policy.**

**Could you please confirm whether the City will accept our current \$1M limit, or if the full \$2M limit will be required for compliance?**

Answer: The City will accept a \$1 million limit. Please refer to Addendum No. 2, Appendix D City of Tacoma Insurance Requirements, which reflects the revised requirement in the RFB.

- 2. Question: Could you provide the names of the contractors that were on the prebid call yesterday? I got their names, but not the company names.**

Answer:

Adam Davis - TPU

Stan Sayenko - TPU

Bates Szakos – NAES Power Contractors

Steve Cox – NAES Power Contractors

Jenny Knutson – Rogsland

Paul Miller – Diskriter

- 3. Question: This bid includes a subcontractor list due to the total project value exceeding \$1M. However, since the work may be assigned across multiple individual projects, it would not be possible to determine which subcontractors will be used for each specific project at the time of bidding.**

**Could you please confirm whether the subcontractor list can be removed from the bid package? If it is still required, would you advise on how you would like it to be completed given that the specific subcontractor assignments are not yet known?**

Answer:



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Please include the Subcontractor List form in your bid package. If subcontractors are not known at the time of bid, you may indicate “Not Applicable (N/A)” on the form. The form cannot be removed from the bid package, as RCW 39.30.060 requires its inclusion and does not provide an exemption for unit rate or augmented labor contracts.

**4. Question: Will there be a single rate that applies across all locations, or should we submit different rates for each location?**

Answer: The submitted rate shall apply to all locations where work may be requested under this contract. Proposers shall not submit different rates for individual locations.

Please use the Price Proposal Form included in Addendum No. 2 to provide the proposed rate.

**5. Question: SPEC-040C: Estimate of \$4,800,000 – is that for the first three (3) years, or does that include the optional 1-year extension?**

Answer: This estimate is based on a four (4) year contract.

**6. Question: Appendix B Record of Prior Contracts: Is this just previous contracts with TPU?**

Answer: No. Bidders should provide examples of projects performed for other clients that are similar in scope, complexity, and cost.

**7. Question: Appendix D City of Tacoma General Provisions, Item 1.13 Taxes: Section 1.13 states to include all taxes, please confirm that this is the request. Also, for which county should we include the taxes since the work may be in different areas?**

Answer: Rates provided in the Price Proposal shall exclude taxes, as tax rates vary by jurisdiction depending on where the work is performed.

Applicable Washington State and local taxes will be applied at the time of invoicing based on the location where the work occurred. The work location and corresponding tax jurisdiction must be identified on the Maintenance Request Form (Appendix C).

The Price Proposal Form has been updated in Addendum No. 2 to include a line item for taxes noted as “Varies.” Taxes will not be included in the evaluation of bid responses.

**8. Question: Appendix A, Section 01025, 1.2.B Proposal Items (Payment):**

**Administrative Cost: This section states that no separate payment will be allowed for administrative costs, but in Appendix B, Price Proposal Form, we are required to include hourly rates for Administration. Can you confirm that the administration costs will be paid as a separate line item?**

Answer: Please see Addendum No. 2.

No minimum amount of work is guaranteed under this contract, except for the hours associated with the Superintendent position as specified in the contract documents. No separate payment will be made for mobilization, demobilization, preparation, cleanup, or administrative costs. Administrative costs shall be included in the hourly rate for the Superintendent. The separate line item for Administration has been removed from the Price Proposal Form. Bidders shall reference the revised Price Proposal Form included in Addendum No. 2.



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- 9. Question: Appendix A, Section 01025, 1.2.B Proposal Items (Payment) – Holidays: For the full time Superintendent, will TPU pay straight time Holiday time for this position for the listed city holidays?**

Answer: Please see updated Section 01025 in Addendum No. 2.

- 10. Question: Section 01040, 1.8 Contract Changes: Last Paragraph under Change Order Proposals (COPs): The annual rate increase for the craft workers will be based on the prevailing wage increases, correct? The consumer price index will only be utilized for non-manual labor rate increases for the Superintendent and Administration. Please verify.**

Answer: Please see updated Section 01025 in Addendum No. 2.

- 11. Question: Per Diem: An hourly per diem has been paid for some of the remote sites in years past; with only one set of labor rates being submitted with this proposal, where should this per diem be included? It is not needed for all sites.**






Answer: The hourly rates submitted shall be fully loaded and applicable to all work locations under the contract. Separate per diem payments will not be permitted or reimbursed.

3/4/2026 | 11:00 am – 12:00 pm

# Virtual Pre-Bid Meeting PG26-0012F RFB - Augmented Labor

Purpose of meeting	<input type="checkbox"/> Decision Making <input type="checkbox"/> Status Updates <input type="checkbox"/> Team Building <input type="checkbox"/> Check-in <input type="checkbox"/> Training <input checked="" type="checkbox"/> Information Sharing <input type="checkbox"/> Other:
Type of meeting	<input type="checkbox"/> In-person meeting <input type="checkbox"/> In-person preferred <input type="checkbox"/> Hybrid <input checked="" type="checkbox"/> Virtual
Facilitator	Stan Sayenko
Agenda attendees & roles	Adam, Stan, Bates Szakos - NAES, Steve Cox - NAES, Jenny Knutson - Rogsland, Paul Miller – Diskriter

## Agenda

Values moment N/A	
Time	 <input type="checkbox"/> Safety  <input type="checkbox"/> Belonging  <input type="checkbox"/> Customer Focus  <input type="checkbox"/> Integrity  <input type="checkbox"/> Respect
11:00 am	<p><b>Welcome and Introductions</b></p> <p>Thank vendors for their interest in Tacoma Power's Augmented Labor Contract. Introduce Tacoma Power staff attending the meeting. Briefly explain the purpose of the meeting. Clarify that the goal is to help vendors fully understand the solicitation and submit responsive bids.</p> <p style="text-align: right;">Stan</p>
11:05 am	<p><b>Procurement Schedule Overview</b></p> <p>Quick review of:</p> <ul style="list-style-type: none"> <li>• Bid submission deadline</li> <li>• How questions must be submitted</li> <li>• Any addendum process</li> <li>• Expected award timeline</li> </ul> <p style="text-align: right;">Stan</p>
11:15 am	<p><b>Scope Overview</b></p> <p>High level explanation of why Tacoma Power uses augmented labor. Explain the type of work typically supported and how contractors are utilized. Emphasize that work volume may vary based on operational needs. We have requested a full time “Superintendent” whom we will lean on for coordination with their agency</p> <p style="text-align: right;">Stan</p>
11:20 am	<p><b>Site Locations and Service Areas</b></p> <p>Review maps and locations where work may occur. Explain any access considerations or geographic groupings.</p> <p style="text-align: right;">Stan</p>

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Clarify vendors are expected to support all sites.

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Review of Labor Classifications in the Price Proposal

11:30 am Walk through the classifications included in the pricing sheet. Stan  
Explain these were developed based on historical requests and typical support needs.  
Clarify expectations for skill level, certifications, or experience where relevant.

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11:35 am Q&A All

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11:50 am Dismissal All

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Notes:

Started with introductions around the room. Three firms joined the call.

Reviewed RFB Scheduled to include when and how to submit questions to the CoT.

Objective and rationale for the contract, and locations where we could potentially utilize augmented support. To be clear, this is on an as-needed basis. We are requesting a full time Superintendent be assigned to coordinate all support needs and work with their firm for all communications.

Covered the price proposal, the classifications, and how we arrived at those specific classifications.






Questions:

1. The Bond, do you want that incorporated into the overall cost? A: Yes.
  - Tax purposes: Do you want us to list all taxes for the locations or how do you want us to provide that information? Would you like us to do all tax brackets or how do you want that to be communicated? A: The rates are tax-exempt. Taxes will be calculated at invoicing based on location of work. See addendum.
  - Different levels of classifications, how do you want us to list these different levels? Do you want us to just pick one? A: Add additional tears of classifications as an attachment or exhibit. We will follow up with our procurement department and get back to you. Back up information will not be used to evaluate bidders. Addendum issues to clarify classification tears.
  - The RFB calls out Time and a half only, and unions/L&I require Sundays or holidays as “double time”. A: There any options to consider that? We can follow up with our procurement department on the topic. Addendum issued.
  - Can you provide the price page as an active Excel file, or how do you want us to do that? I’ll need to confirm with my purchasing department and get back to you. A: No
  - I see on the front of the RFB it says we are responsible to pay sick leave. Do we need to include that into our rates or is that something you could reimburse? A: Yes, you do need to include that into your rates. Add: Fringe Benefits include sick, etc.








# Meeting Resources

## Decision-Making Styles

Leader decides		Group decides	
Decide & tell	Collaborative	Group decision	Delegation
 <p>Style #1</p> <p>Decide then communicate and explain your decision</p>	 <p>Style #2</p> <p>Make a tentative/partial decision, solicit opinions from the group, then decide</p>	 <p>Style #4</p> <p>Vote</p> <p>Leader has one veto vote and gives up veto power</p>	 <p>Style #6</p> <p>Delegate the decision</p> <p>Be clear about the parameters of freedom</p>
	 <p>Style #3</p> <p>Solicit ideas and recommendations from the group, then decide</p>	 <p>Style #5</p> <p>Consensus</p> <p>Each person has a chance to influence the decision and has agreed to support the final decision</p>	

### The Four Levels of Consensus:

-  1. I am in absolute agreement with the decision.
-  2. I can agree with the decision.
-  3. Here are my concerns, but I can live with the decision.
-  4. I'm struggling with the decision. I won't block it because I am trusting the wisdom of the group.
-  5. I absolutely disagree with the decision and believe we have more work to do before we can all agree to support it.