

GTA Issues GAIT 2010 RFPs

www.gta.georgia.gov/transformation

The Georgia Technology Authority issued Requests for Proposal (RFPs) on April 21 to potential service providers who pre-qualified to bid on contracts for **Georgia Infrastructure Transformation (GAIT) 2010**.

The RFP for managed network services was issued to AT&T, EDS and Northrop Grumman, and the RFP for infrastructure services was issued to EDS, IBM and Northrop Grumman. The bidders will be given about six weeks to submit their proposals. They were selected to receive the RFPs based on their responses to a Request for Qualified Contractors (RFQC). The RFPs are posted on the GTA Website at www.gta.georgia.gov/transformation.

The GAIT 2010 RFPs are different from traditional state procurements. They do not prescribe specific service solutions. Instead, the state is looking for creative solutions and needs to know what the marketplace can provide. The state will engage in discussions with potential service providers during the bidding process. These discussions will be key to a successful outsourcing.

Meetings with state agencies will be held during the month of May to bring affected employees up to date on GAIT 2010 and the human resource provisions in the RFPs.

Overview of the Human Resource Provisions

- Infrastructure RFP: A requirement for the service provider to make offers of regular, long-term employment for all in scope employees.
- Managed Network Services RFP: A requirement for the service provider to make offers of regular, long-term employment to designated employees.
- It is the state's intent for employees to have careers and growth opportunities with the service providers.
- Both RFPs include requirements that will be used to evaluate service provider proposals:
 - Credit for years of service with the state
 - No wait time for benefit eligibility or exclusions for pre-existing conditions
 - Comparable compensation and benefits
 - On-boarding process to prepare employees to become employees of the service provider.
- The RFPs allow the prime service provider or its sub-contractor to make the employment offer. In either case, the above HR requirements apply to any offer.
- Final employment offers, retirement provisions and the process for transitioning employees will be explored and defined during evaluation and negotiation.

Why items are not specifically defined in the RFP:

- Each potential service provider will provide comparable offers.
- HR representatives from each agency will evaluate proposals and be involved in negotiations to ensure comparable offers are selected.
- By not over-defining offers, we know we will get the best opportunities for staff.