



Interoffice Memorandum

SEE MINUTES  
FOR MOTION

BCC Mtg. Date: Jun. 28, 2016

May 19, 2016

To: Mayor Teresa Jacobs  
and the Board of County Commissioners

From: Carrie Woodell, Manager, Procurement Division

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

Subject: Selection of Law Firms, Request for Proposals Y16-1038-PD, Labor  
Counsel Services

RECOMMENDATION:

Selection of two firms to provide Labor Counsel Services under Request for Proposals Y16-1038-PD, from the following firms listed alphabetically:

Allen, Norton & Blue, P.A.  
Fisher & Phillips, LLP  
Jones, Hurley & Hand, P.A.

Request authority for the Procurement Division to negotiate and execute 1-year contracts within a budget amount of \$200,000 each. Further request authorization of the Procurement Division to renew for four additional 1-year periods.

This item was evaluated by the Procurement Committee on May 18, 2016. Commissioner Jennifer Thompson was assigned to the Procurement Committee.

PURPOSE:

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

REMARKS:

Four proposals were received in response to this solicitation. The proposal of De Beaubien, Knight, Simmons, Mantzaris & Neal, LLP (265) scored too low for Board consideration. Two firms are to be selected to prevent any conflict of interest or perceived conflict of interest with either firm in the performance of the varied work which will be assigned. Work assigned to each firm will include a variety of employment law related cases, to include but not limited to negotiations, arbitrations, unfair labor practices, Public Employee Relation Counsel (PERC) hearings, impact bargaining, special magistrate hearings, and hearings brought before the Board of County Commissioners.

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Labor Counsel Services

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


RFP#Y16-1038-PD, Labor Counsel	Qualifications of Personnel		Qualifications of Firm		M/WBE Utilization		Location		Fee Proposal		TOTAL	WELFARE RECIPIENTS	SERVICE- DISABLED VETERAN S	GRAND TOTAL
	WEIGHT	25		25		10		10		30				
	POINTS	SCORE	POINTS	SCORE	POINTS	SCORE	POINTS	SCORE	POINTS	SCORE		POINTS	POINTS	POINTS
Allen, Norton & Blue, P.A.	5	125	5	125	3	30	5	50		120	450	0	0	450
De Beaubien, Knight, Simmons, Mantzaris & Neal, LLP	2	50	3	75	3	30	5	50		60	265	0	0	265
Fisher & Phillips, LLP	5	125	5	125	3	30	5	50		111	441	0	0	441
Jones, Hurley & Hand, P.A.	2	50	2	50	3	30	5	50		150	330	0	0	330



Interoffice Memorandum

April 27, 2016

To: Perry Davis, Senior Purchasing Agent  
Procurement Division

FROM: Kesi Warren, Senior Contract Administrator   
Business Development Division

SUBJ: RFP #Y16-1038-PD, Labor Counsel

Below are the respondents to the subject RFP with their firm's certified sub-consultants and M/WBE participation score on a 1 – 5 rating:

1.	<b>De Beaubien, Knight, Simmons, Mantzaris &amp; Neal, LLP</b>		<b>3 Points</b>
	None	0%	
	<b>Total MWBE Participation:</b>	<b>0%</b>	
	EEO Staff	58%	
Bonus Points			
	Service-Disabled Veterans (SDV)	<b>0</b>	
	Welfare Recipients:	<b>0</b>	

2.	<b>Allen, Norton &amp; Blue, P.A.</b>		<b>3 Points</b>
	None	0%	
	<b>Total MWBE Participation:</b>	<b>0%</b>	
	EEO Staff	41%	
Bonus Points			
	Service-Disabled Veterans (SDV)	<b>0</b>	
	Welfare Recipients:	<b>0</b>	

*Aheena Ferguson*

<b>3.</b>	<b>Fisher &amp; Phillips, LLP</b>		<b>3 Points</b>
	None	0%	
	<b>Total MWBE Participation:</b>	<b>0%</b>	
	EEO Staff	40%	
Bonus Points			
*	Service-Disabled Veterans (SDV)	<b>0</b>	
*	Welfare Recipients:	<b>0</b>	

\*The Service-Disabled Veterans and Welfare Recipient forms were not submitted with this proposal.

<b>4.</b>	<b>Jones, Hurley &amp; Hand, P.A.</b>		<b>3 Points</b>
	None	0%	
	<b>Total MWBE Participation:</b>	<b>0%</b>	
	EEO Staff	38%	
Bonus Points			
*	Service-Disabled Veterans (SDV)		
*	Welfare Recipients:		

\*The Service-Disabled Veterans and Welfare Recipient forms were not submitted with this proposal.