

Invitation to Bid

City of Canton, Ohio
Purchasing Department
218 Cleveland Ave. SW, 6th floor
Canton, Ohio 44702

Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans,
and One (1) Ford E-350 Cutaway Chassis

Item/Project

Water Reclamation Facility

Responsible Department

Tuesday, March 17, 2015: 2:00 PM local time

Bids Due on or Before

Bid Proposal Submitted By:

Company Name

Street Address

City

State

Zip

Contact Person

Phone No.

Email Address

BIDDER’S CHECKLIST

A complete bid packet will consist of the items listed below.

Complete this checklist to confirm the items required in your bid. Place a checkmark or “X” next to each item that you are submitting to the City of Canton. Failure to submit the listed documents may be cause for rejection of your bid. This checklist should be returned with your proposal.

- _____ Cover sheet (Page 1)
- _____ Checklist (Page 2)
- _____ Legal Notice (Page 3)
- _____ Specifications (Pages 4-9)
- _____ Proposal Page (Page 10)
- _____ Bid Check (Certified or Cashiers) or Bid Bond (Page 11)
- _____ Bidder Information/Signature Pages (Pages 12-14)
- _____ Income Tax Requirements (Page 15)
- _____ Insurance Requirements (Pages 16-17)
- _____ Personal Property Tax Certification: ORC 5719.042 (Page 18)
- _____ EEO Forms and Contract Compliance (Pages 19-23)
- _____ City of Canton Codified Ordinances (Pages 24-27)
- _____ Vehicle Warranty Information (Attach to bid)
- _____ Detailed Vehicle Specifications (Attach to bid)

LEGAL NOTICE
Ordinance 34/2015

The Director of Public Service of the City of Canton, Ohio will accept sealed bids on or before **2:00 PM local time Tuesday, March 17, 2015**, for:

Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis

The City will disqualify any bid not received on or before 2:00 PM local time on Tuesday, March 17, 2015. Shortly after the deadline for the submission of bids, bids received on time will be publically opened and read aloud. The Sixth Floor Conference Room of Canton City Hall is the location for the bid opening.

Submit all bids to the City of Canton Purchasing Department, 218 Cleveland Avenue SW, Purchasing Department/Sixth Floor, Canton, Ohio 44702 according to the instructions in the Invitation to Bid posted on the City of Canton Purchasing Department website at <https://cantonohio.gov/purchasing/?pg=showbids>.

A certified check, cashier's check or surety bond made payable to the City of Canton must accompany the bid. Draw this check or bond from a solvent bank or bonding company satisfactory to the Director of Public Service as a guarantee the contract and its performance are properly secured if the bid is accepted. The Bidder shall verify the certified check, cashier's check or bid bond for five hundred dollars (\$500.00). The City of Canton will only accept original checks and bid bonds. Therefore, if any company and/or bidder submits a copy (including faxed copies) of his/her \$500.00 security, the City will disqualify the bid. The Director of Public Service reserves the right to waive any technical defects in any bid bond submitted so long as the bond is in substantial compliance with State law. Should any bid not be awarded or be rejected, such check or bond will be returned to the bidder or bidders after the execution of the contract.

Any bidder may withdraw his bid, by written request, at any time prior to the deadline set for the bid opening. Please be advised, the City of Canton may impose a \$500.00 penalty to any bidder that withdraws his bid after the bid opening and prior to a contract award(s).

Each bid must contain the full name of every person or company participating in the bid.

The Board of Control reserves the right to reject any or all bids and to accept the bid(s) deemed most beneficial to the City of Canton.

All companies must submit their Federal ID Number for IRS purposes.

The bidder is responsible for monitoring the City website for any addenda.

It is requested that the bidder print this entire packet and submit in its entirety. The City also requests that the bidder submits an original completed bid packet and two (2) copies of that completed packet for a total of three (3) bid packet copies.

Please contact Director of Purchasing Randall Dublikar at randall.dublikar@cantonohio.gov if you have any questions regarding this bid.

By order of the Director of Public Service: William Bartos
Published in the Repository: March 2 and 9, 2015

SPECIFICATIONS

1.0 SCOPE AND CLASSIFICATION

- 1.1 **Scope:** The City of Canton Water Reclamation Facility is seeking the immediate purchase of **Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis**. The vehicles shall be delivered, upon execution of the contract, to the locations specified herein.
- 1.2 **Classification:** The successful bidder will deliver F.O.B. to the City of Canton, Ohio the vehicles awarded per these specifications.

2.0 APPLICABLE PUBLICATIONS & STANDARDS

- 2.1 NA

3.0 REQUIREMENTS

3.1 General Requirements

- 3.1.1 Price: All bidders are required to bid fixed firm pricing in the spaces provided on the proposal page.
- 3.1.2 Quality: All bids must meet the minimum specifications listed herein. All equipment not specifically mentioned, which is normally furnished by the successful bidder, shall conform in strength, quality of material and workmanship as to what is provided in the automotive industry in general.
- 3.1.3 Warranty – Manufacturer’s Standard Warranty – 3 years/36,000 miles minimum. The successful bidder shall furnish, with the vehicles, the Manufacturer's Owner Service Policies. In addition, the Owner Service Policies shall be recognized and accepted by all authorized dealers. Terms of warranty should be submitted with the bid, including any extension of warranty covering defects and adjustments not normally covered by the manufacturer's warranty. Warranty coverage may be used as a factor in determining the award of the contract.
- 3.1.4 Bid price shall include delivery to the addresses indicated in specifications 5.1.2 and 5.1.3.
- 3.1.5 All safety equipment required by the State of Ohio and/or Federal Government shall be considered as part of this bid and must be included.
- 3.1.6 All bid vehicles must be new and the most current model year available.

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Water Reclamation Facility**

3.1.7 A complete set of vehicle specifications, for each vehicle bid, should be submitted with your bid.

3.2 Two (2) Ford F-150 Pickup Trucks Specifications

3.2.1 The bid vehicles must be Ford F-150 Pickup Trucks meeting all standard manufacturer specifications except where noted in this invitation to bid.

3.2.2 Additional Ford F-150 Pickup Truck requirements.

3.2.2.1 Vehicles must be 4x2 models and have automatic transmissions.

3.2.2.2 Vehicles' exterior colors shall be white.

3.2.2.3 Vehicles' interior and seats shall be vinyl and a dark color.

3.2.2.4 Vehicles shall come with power locks, remote keyless entry, and three (3) keys/fobs for each vehicle.

3.2.2.5 Vehicles shall come with floor mats.

3.2.2.6 Vehicles shall have eight (8) foot beds with plastic bed liners.

3.2.2.7 Vehicles shall have running boards.

3.2.2.8 Vehicles shall have power adjustable side mirrors on each side.

3.2.2.9 Vehicles shall have backup alarms/beepers.

3.2.2.10 Vehicles shall have a spare wheel and tire.

3.2.2.11 Vehicles shall be air conditioned.

3.2.2.12 Vehicles shall have AM/FM radios.

3.2.2.13 Bid must include 30 day tags for each vehicle.

3.2.2.14 Bid must include a parts and service manual if available. Only one (1) copy is necessary.

3.3 Two (2) Ford Transit Connect Cargo Vans Specifications

3.3.1 The bid vehicles must be Ford Transit Connect Cargo Vans meeting all standard manufacturer specifications except where noted in this invitation to bid.

3.3.2 Additional Ford Transit Connect Cargo Van requirements.

**Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis
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- 3.3.2.1 Vehicles must have automatic transmissions.
- 3.3.2.2 Vehicles' exterior color shall be white.
- 3.3.2.3 Vehicles' interior and seats shall be vinyl and a dark color.
- 3.3.2.4 Vehicles shall come with power locks, remote keyless entry, and three (3) keys/fobs for each vehicle.
- 3.3.2.5 Vehicles shall come with floor mats.
- 3.3.2.6 Vehicles shall be long wheel base models.
- 3.3.2.7 Vehicles shall have windows all around.
- 3.3.2.8 Vehicles shall have sliding doors on each side.
- 3.3.2.9 Vehicles must have rear swing-out doors.
- 3.3.2.10 Vehicles shall have automatic rear cargo lights.
- 3.3.2.11 Vehicles shall have a spare wheel and tire.
- 3.3.2.12 Vehicles shall be air conditioned.
- 3.3.2.13 Vehicles shall have AM/FM Radios.
- 3.3.2.14 Bid must include 30 day tags for each vehicle.
- 3.3.2.15 Bid must include a parts and service manual if available. Only one (1) copy is necessary.

3.4 One (1) Ford E-350 Cutaway Chassis

- 3.4.1 The bid vehicle must be a Ford E-350 Cutaway Chassis meeting all standard manufacturer specifications except where noted in this invitation to bid.
- 3.4.2 Additional Ford E-350 Cutaway Chassis requirements.
 - 3.4.2.1 Vehicle must have an automatic transmission.
 - 3.4.2.2 Vehicle exterior color shall be white.
 - 3.4.2.3 Vehicle interior and seats shall be vinyl and a dark color.

**Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis
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- 3.4.2.4 Vehicle shall come with power locks, remote keyless entry, and three (3) keys/fobs.
- 3.4.2.5 Vehicle shall come with floor mats.
- 3.4.2.6 Vehicle shall have a 138 inch wheel base.
- 3.4.2.7 Vehicle shall have dual rear wheels.
- 3.4.2.8 Vehicle shall have a limited slip axle.
- 3.4.2.9 Vehicle shall have a spare wheel and tire.
- 3.4.2.10 Vehicle shall have trailer tow mirrors and said mirrors must be power adjustable.
- 3.2.2.11 Vehicle shall have a backup alarm/beeper.
- 3.4.2.12 Vehicle shall have running boards.
- 3.4.2.13 Vehicle shall have the standard black front bumper.
- 3.4.2.14 Vehicle shall be air conditioned.
- 3.4.2.15 Vehicle shall have an AM/FM radio.
- 3.4.2.16 Bid must include 30 day tags.
- 3.4.2.17 Bid must include a parts and service manual if available.

4.0 SAMPLING INSPECTION

- 4.1 Upon delivery, each vehicle shall undergo a thorough physical inspection by the City. If a vehicle is damaged, defective or substandard, it shall be removed by the supplier and replaced at no cost to the City of Canton. In addition, if a vehicle does not conform to these specifications, it will be the responsibility of the dealer or manufacturer to comply with the requirements. Any extra accessories delivered on a vehicle that were not part of this bid will not be paid for.

5.0 DELIVERY AND INVOICING

- 5.1 Delivery

**Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis
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- 5.1.1 Dealer preparation, conditioning and full service is required prior to delivery. The vehicles shall be completely serviced and cleaned of all dirt and road film. All equipment is to be completely installed and all adjustments are to be made which are required to prepare the vehicles for immediate and continuous operation upon delivery. A vehicle requiring service or dealer preparation will not be accepted. The vehicles shall contain no less than one-half tank of gasoline each upon final delivery.
- 5.1.2 Delivery of the F-150 Pickup Trucks and Transit Connect Cargo Vans shall be to the City of Canton Department of Motor Vehicles:
2436 30th St NE
Canton, OH 44705
- 5.1.3 Delivery of the E-350 Cutaway Chassis shall be to the following address as the City will be installing a utility body after market:
Cenweld Corporation
230 East Portage Trail
Cuyahoga Falls, OH 44221

The successful bidder shall send notification to the following when the delivery to Cenweld has been made.

Mr. Randall Dublikar
City of Canton Purchasing Department
Email: randall.dublikar@cantonohio.gov

5.2 Invoicing

- 5.2.1 Invoice shall show the City's purchase order number, the item number, the quantity, a brief description of the item, the unit price and the total amount due.
- 5.2.2 Invoice address: All invoices shall be submitted to the address on the Purchase Order.

6.0 NOTES

- 6.1 Prospective bidders will take notice that the City of Canton, in determining the lowest and best bidder in the award of this/these contract/s, may award a local bidder preference to any qualified bidder pursuant to Section 105.12 of the Codified Ordinances of the City of Canton. The determination of whether a bidder qualifies for the local preference shall be made by the Board of Control. The Board's decision shall be final. A copy of City Code Section 105.12 is attached.
- 6.2 Award Process: Contracts will be awarded in accordance with Section 105.09 of the City of Canton Codified Ordinances using the standard of lowest and best bidder. The Board

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of Control reserves the right to reject any or all bids and to accept the bid(s) deemed most beneficial to the City of Canton.

6.3 Questions and Addenda

6.3.1 All questions should be submitted in writing at least five (5) business days prior to the day and time of the bid opening. Answers to questions will be issued in writing as official addenda no later than seventy two (72) hours prior to the time of the bid opening. Said addenda will become a component of the invitation to bid and should be acknowledged as received on the proposal page. Failure to acknowledge all official addenda in this manner may result in your bid being disqualified.

6.3.2 All questions should be directed to:
Mr. Randall Dublikar
City of Canton Purchasing Department
Email: randall.dublikar@cantonohio.gov

6.3.3 Bidders are responsible for monitoring the City's website for all official addenda.

6.3.4 Oral instructions or decisions, unless confirmed by addenda, will not be considered valid, legal or binding.

6.4 Proposal Page Instructions: Bidders are required to fill out the proposal page completely. Failure to do so may result in your bid being disqualified. Prices shall include all of the requirements listed in the invitation to bid.

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PROPOSAL PAGE

We (I), the below signed hereby propose to furnish the following article(s) and/or service(s) at the price(s) and terms stated subject to all instructions, conditions, specifications, and all attachments hereto. We (I) have read all attachments including the specifications and fully understand what is required.

Bid Item 1

Description	Quantity	Total Price PER VEHICLE (In Figures)	Total Price PER VEHICLE (In Words)	Total Price FOR BOTH VEHICLES (In Figures)
Ford F-150 Pickup Truck	2			

Bid Item 2

Description	Quantity	Total Price PER VEHICLE (In Figures)	Total Price PER VEHICLE (In Words)	Total Price FOR BOTH VEHICLES (In Figures)
Ford Transit Connect Cargo Van	2			

Bid Item 3

Description	Quantity	Total Price (In Figures)	Total Price (In Words)
Ford E-350 Cutaway Chassis	1		

Addenda Acknowledgement

I hereby acknowledge the following official addenda (leave blank if no addenda were issued)

Addenda Number(s) _____

Attach all warranty information and detailed vehicle specs for each bid vehicle to your bid

BID GUARANTY

A **certified check, cashier's check** or **surety bond** made payable to the City of Canton must accompany the bid. Draw this check or bond from a solvent bank or bonding company satisfactory to the Director of Public Service as a guarantee the contract and its performance are properly secured if the bid is accepted.

The Bidder shall verify the **certified check, cashier's check** or **bid bond** for **five hundred (\$500.00) dollars**. The City of Canton will **only accept original checks and bid bonds**. Therefore, if any company and/or bidder submits a copy (including faxed copies) of his/her \$500.00 security, the City will disqualify the bid.

The Director of Public Service reserves the right to waive any technical defects in any bid bond submitted so long as the bond is in substantial compliance with State Law. Any bidder may withdraw his bid, by written request, at any time prior to the hour set for the bid opening. Please be advised, the City of Canton may impose a \$500.00 penalty to any bidder that withdraws his bid after the bid opening and prior to a contract award(s).

Should any bid not be awarded or be rejected, such check or bond will be returned to the bidder or bidders after the execution of the contract.

Please place your bid guaranty at the front of your submitted bid.

BIDDER INFORMATION AND SIGNATURE

Bidder Information Page 1 of 3

1. The Bidder shall provide the following information as part of its bid.

a. Name of Bidder _____

b. Business Address _____

_____ City _____ State _____ Zip

c. Business Telephone Number (____) _____

d. Person, address, email and telephone to whom official notices are to be sent _____

e. Person, address, email and telephone for further information regarding this proposal _____

f. State(s) of incorporation (w/dates of incorporation) _____

g. Principal place of business _____

h. Federal I.D. Number # _____

i. Amount of Certified Check, Cashier's Check, Bid Bond \$ _____

Bidder Information Page 2 of 3

2. Form of Business Organization.

____ Corporation

____ Partnership

____ Other

3. The bidder shall provide the names and addresses of all persons interested as principals (officers, partners, and associates) in this proposal. Write first name in full, and give titles for offices.

_____	_____
_____	_____
_____	_____
_____	_____

All of the above, including the signatory to this bid, are citizens of the United States, except the following. (Provide names and addresses of those not a citizen of the United States.)

_____	_____
_____	_____
_____	_____
_____	_____

4. Name and address of other person, firms or companies interested in this contract.

_____	_____
_____	_____
_____	_____
_____	_____

5. Local Bidder Preference Information: Does your company have a headquarters, division, sales office, sales outlet, manufacturing facility, or similar significant business-related location in Stark County, Ohio? If yes, please provide the name and address of the location below.

Bidder Information Page 3 of 3

The undersigned certifies that the bidder has the facilities, ability and financial resources available for the fulfillment of the contract if such be awarded to said bidder.

Upon request, the bidder will be expected to amplify the foregoing statements as necessary to satisfy the OWNER concerning his ability to successfully perform the work in a satisfactory manner.

Signed this _____ day of _____, 20_____

Contractor

By _____

(Signature of individual, partner or officer signing the proposal.)

Please have this page notarized

CITY OF CANTON INCOME TAX

All successful bidders shall be required to comply with all City of Canton income tax ordinances including the following:

- a. No person, partnership, corporation or unincorporated association may be awarded a contract with the city under Sections 105.09 or 105.10, unless the bidder is paid in full or is current and not otherwise delinquent in the payment of city income taxes, including any obligation to pay taxes withheld from employees under Section 181.06 and any payment on net profits under Section 181.03.
- b. Falsification of any information related to or any post-contractual violation of the requirement to pay city income taxes set forth in subsection (a) shall constitute cause for the rescission of the balance of the contract at the city's discretion.
- c. No partnership, corporation or unincorporated association which has as one of its partners, shareholders or owners a person who is a twenty percent (20%) or greater equity owner in such partnership, corporation or unincorporated association and who is delinquent in the payment of city income taxes as set forth in subsection (a), may be awarded a contract with the city under Sections 105.09 or 105.10.
- d. A person who is a twenty percent (20%) or greater equity owner in any partnership, corporation or unincorporated association which is delinquent in the payment of city income taxes as set forth in subsection (a) may not be awarded a contract with the city under Sections 105.09 or 105.10.

The successful bidder will be registered with the City of Canton Income Tax Department to ensure that the above qualifications are met. Bidders are encouraged to contact the City of Canton Income Tax Department prior to bidding with any questions regarding these provisions and for registration. Please use the contact information below.

City of Canton Income Tax Department

Office Address

424 Market Ave. N
Canton OH 44702

Phone: (330) 430-7900

Fax: (330) 430-7944

Email: cantontax@cantonohio.gov

Correspondence Address

P.O. Box 9940
Canton, OH 44711

Additionally, all public improvement, professional services, and services contracts shall also contain the following provision:

Said _____ hereby further agrees to withhold all city income taxes due or payable under Chapter 181 of the Codified Ordinances for wages, salaries, fees and commissions paid to its employees and further agrees that any of its subcontractors shall be required to agree to withhold any such city income taxes due for services performed under this contract. Furthermore, any person, firm or agency that has a contract or agreement with the city shall be subject to city income tax, whether a resident or nonresident in the city, and whether the work being done is in the city or out of the city. In addition to the tax withheld for employees, the net profits on the contract shall be subject to city income tax.

INSURANCE INFORMATION AND REQUIREMENTS

Instructions

All successful bidders will be required to submit the following items per the requirements below:

1. Liability Insurance Certificate
2. Workers Compensation Certificate

(Note: Bidders are encouraged to submit these items with their bid packets.)

Insurance Requirements

The following standard indemnity agreement and minimum insurance requirements are incorporated in the Specifications for all work performed by the Contractor for the Owner, its affiliated and associated organizations or subsidiaries, hereinafter referred to as Owner.

- I. The Contractor agrees to indemnify and save the Owner harmless from and against any and all costs, loss and expense, liability damages, or claims for damages, including cost for defending any action, on account of any injury to persons (including death) or damage to or destruction of property of the Owner, arising or resulting from the work provided for or performed, or from any act, omission, or negligence of the Contractor, Subcontractor and his or their agents or employees. The foregoing provisions shall in no way be deemed released, waived or modified in any respect by reason of any insurance or surety provided by the Contractor.
- II. The Contractor shall maintain liability insurance and furnish the Service Director with Certificates of Insurance as evidence thereof in the prescribed form. If any work provided for or to be performed under any Specifications is sublet (as otherwise permitted by the terms of such Specifications), the Contractor shall require the sub-contractors to maintain and furnish him with satisfactory evidence of Workmen's Compensation, Employer's Liability and such other forms and amounts of insurance which Contractor deems reasonably adequate.
- III. In accordance with Item II, the Contractor shall maintain the following insurance:
 1. Workmen's Compensation and Employer's Liability Insurance affording,
 - a. Protection under the Workmen's Compensation Law in the State of Ohio.
 - b. Employer's Liability protection subject to a minimum limit of \$100,000.00.
 2. General Liability Insurance in amounts not less than:

a. General Aggregate Limit	\$2,000,000.00
b. Personal and Advertising Injury Limit	\$1,000,000.00
c. Each Occurrence Limit	\$1,000,000.00
d. Fire Damage	\$ 100,000.00
e. Medical Expense Limit	\$ 5,000.00

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This insurance shall:

- a. include coverage for the liability assumed by Contractor under Item I (Indemnity);
 - b. and the Certificates of Insurance furnished by the Contractor shall show by specific reference that each of the foregoing items have been provided for.
3. Comprehensive Automobile Liability Insurance in the following minimum amounts:
- a. Bodily Injury and Property Damage
any one accident or loss: \$1,000,000.00

Please Note:

The policy required under this section shall name the City of Canton “**as an additionally named insured**” and shall **contain an endorsement by the insurance carrier providing ten (10) days notice to both the City and insured in the event of any change in coverage under the policy.** No less than ten (10) days advance notice of cancellation of the insurance policy shall be given to the City by the insurer. A copy of the foregoing policy shall be filed with the Director of Public Service.

PERSONAL PROPERTY TAX CERTIFICATION (ORC 5719.042)

Instructions

The successful bidder shall be required to

1. retype the statement below on the bidder's letterhead,
2. have said statement notarized utilizing either paragraph (A) or (B) as it applies to your company, and
3. submit the **notarized** statement to the City of Canton.

Note: Bidders are encouraged to submit this with the bid packet.

Office of the Auditor
City of Canton
City Hall 218 Cleveland Avenue S.W.
Canton, Ohio 44702

Dear Sir or Madame:

- (A) The undersigned hereby certifies that the party to whom contract award is being considered was not charged with any delinquent personal property tax at the time of the bid opening the project nor is said party currently charged with such a delinquency on the general tax list of personal property for Stark County, Ohio.

or

- (B) The undersigned hereby certifies that the party to whom contract award is being considered has been charged with a delinquency regarding personal property tax on the general tax list of personal property for Stark County, Ohio, either currently, or at the time of bid opening the project. The amount of the due and unpaid delinquent taxes, including any due and unpaid penalties and interest thereon is _____.

and

It is understood that, by law, this statement is to be signed by the party whose bid has been tentatively accepted, and must be affirmed under oath. The law also requires that his statement is to be submitted to the City Auditor and this statement must be incorporated into the pending contract before any payment can be made under the subject contract.

Name of Corporation

President

Secretary

CONTRACT COMPLIANCE AND EEO FORMS

Instructions

1. Contract Compliance Requirements:

- a. The successful bidder shall be required to comply with the City Contract Compliance Program regarding equal employment opportunity.
- b. Please complete and submit with your bid the Bidder and Contractor Employment Practices Report forms located on the following pages.
- c. **Please be sure to fully complete section IV. This includes reporting a number for ALL categories even if the answer is zero (0).**

2. Affirmative Action Plan/EEO Policy:

- a. The successful bidder must submit an “affirmative action plan” and/or “EEO policy.”
- b. If your company does not have a formal EEO policy, please complete the EEO Policy Statement included after the Bidder and Contractor Employment Practices Report.

Note: Bidders are encouraged to submit this information with the bid packet.

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BIDDER AND CONTRACTOR EMPLOYMENT PRACTICES REPORT

CITY OF CANTON OFFICE OF COMPLIANCE

424 MARKET AVE N CANTON, OHIO 44702

I. INSTRUCTIONS

- A. This form is designed to provide an evaluation of your policies and practices as it relates to the extension of equal employment opportunity to all persons regardless to race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity.

City of Canton Codified Ordinance 507 and rules and regulations pursuant thereto provide for a contract compliance inspection of personnel policies and practices related to any contract with the City including contracts for work, labor, services, supplies, equipment, materials, leases, concession agreements, and permits.

- B. **CONTRACTOR AND BIDDER PERFORMANCE:** Completion of this Contractor and Bidder Employment Practices Report is one of the steps which demonstrate compliance with the City's Equal Employment Opportunity Program. Responsibility for demonstrating compliance with the Program by the contractor and his subcontractors rests with the contractor or subcontractor. Such demonstration is a prerequisite for continued eligibility for bidding on city contracts, or for continuing in a contract with the City.

II. CONTRACTOR AND BIDDER INFORMATION

1. REPORTING STATUS <input type="checkbox"/> A. Prime Contractor <input type="checkbox"/> B. Prime Subcontractor <input type="checkbox"/> C. Supplier <input type="checkbox"/> D. Other (Specify)
2. NAME, ADDRESS AND TELEPHONE NUMBER OF BIDDER COVERED BY THIS REPORT
3. NAME, ADDRESS AND TELEPHONE NUMBER OF PRINCIPAL OFFICIAL OR MANAGER OF BIDDER
4. NAME, ADDRESS AND TELEPHONE NUMBER OF PRINCIPAL OFFICE OF BIDDER
5. CONTRACTING CITY AGENCY (OR AGENCIES)
6. SIGNATURE AND TITLE OF AUTHORIZED EQUAL EMPLOYMENT OPPORTUNITY REPRESENTATIVE (DATE)

Evaluation (Office Use Only)

- Compliant
- Non-Compliant
- Follow up needed _____

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III. POLICIES AND PRACTICES

The bidder and the Contractor will indicate his willingness or unwillingness to comply with the requirements of the Equal Employment Opportunity Program of the City of Canton by encircling the applicable letter associated with each item below. The letters are interpreted as follows:

A – Current Practice **B** – Company will immediately adopt this policy **C** – Company is unwilling or is unable to adopt policy.
 If C is circled for any of the responses below an explanation is required in the space provided

Circle One	Items	State Reason if (C) is checked
A B C	1. The company will adopt a policy of non-discrimination on the basis of race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity, with regard to recruitment, hiring, training, upgrading, promotion and discipline of employees or applicants for employment. This policy will be communicated in writing to all employees, subcontractors, recruitment sources and all relevant labor organizations and unions.	
A B C	2. The Company will develop procedures which will assure that this policy is understood and carried out by managerial, administrative, supervisory personnel.	
A B C	3. The company will use recruitment sources such as employment agencies, unions, and schools which have a policy of referring applicants on a non-discriminatory basis.	
A B C	4. The company will participate in training programs for the benefit of employees or prospective employees, according to the intent of City Codified Ordinance 507.	
A B C	5. Company recruiters will seek a broad recruitment base in order that a representative cross-section of applications might be obtained, and will refrain from a hiring policy which limits job applicants to persons recommended by company personnel.	
A B C	6. Company will take steps to integrate any position, departments, or plant locations which have no minority persons, or are almost completely staffed with one particular ethnic or racial group.	
A B C	7. The Company will review its qualifications for each job to determine whether such standards eliminate unemployed persons who could, if hired, perform the duties of the job adequately. The following qualifications should be reviewed: Education, Experience, Tests, and Criminal Records.	
A B C	8. Residence in a particular geographical area will not be a qualifying or disqualifying criterion for employment with the Company.	
A B C	9. The Company will provide that all bargaining agreements with employee organizations, including labor unions, have non-discrimination clauses requiring equal employment opportunity.	

**Two (2) Ford F-150 Pickup Trucks, Two (2) Ford Transit Connect Cargo Vans, and One (1) Ford E-350 Cutaway Chassis
Water Reclamation Facility**

IV. EMPLOYMENT DATA

Please note that this data may be obtained by visual survey or post-employment records. Neither visual surveys nor post-employment records are prohibited by any Federal, State or local law. All specified data are required to be filled in by law. Please provide truthful and accurate information. If information provided is found to be false, bidder/contractor will be subject to the loss of all future awards.

MALE:

FEMALE:

Job Categories:	MALE:				FEMALE:							
	Total Male & Female	Total Male	Total Female	African American	Asian American	Native American	Hispanic	African American	Asian American	Native American	Hispanic	
Officials, Mgrs and Supervisors												
Professionals												
Technicians												
Part-Time Seasonal												
Office & Clerical												
Craftsman (skilled)												
Operatives (semi-skilled)												
Laborers (un- skilled)												
Service Workers												
Total:												

REMARKS: Use this space to give any identification data appearing on last report which differs from that given above, explain major changes in employment, changes in composition of reporting units, and other pertinent information.

V. ADDITIONAL INFORMATION (Optional)

Describe any other actions taken which show that all employees are recruited, hired trained, and promoted without regard to their race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity. Use Separate sheet if additional space is required.

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VI. POLICY STATEMENT

The City of Canton, Ohio in conformance with local, state, and federal regulations require each employer, contractor, and material suppliers working on city projects be signatures of the following statements:

- 1) It is the policy of _____ that equal employment opportunities be afforded to all qualified persons without regard to race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity.
- 2) In support of this document _____ will not discriminate against any employee or applicant because of race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity.
- 3) _____ will take affirmative action to insure that applicants for employment and current employees are treated fairly without regard to race, religion, color, sex, age, national origin, disability, sexual orientation, or sexual identity. Such action will include but not be limited to:
 - a. recruitment, advertising, or solicitation for employment, hiring, placement, upgrading, transfer or demotion, selection for training including apprenticeship rates of pay or other forms of compensation, layoffs or termination.
- 4) _____ will make every effort to comply with minority utilization goals as follows: (9%) nine percent minorities in your workforce on the job, (6.9%) six point nine percent female utilization on this job, and (10%) ten percent of contract amount expended with minority business enterprises, women-owned business enterprises or a combination of both.
- 5) _____ Shall require each sub-contractor we hire on this project to adhere to, sign, and return this statement to the city.

VII. Signatures

The undersigned certifies that he/she is legally authorized by the bidder to affirm all information and statements included in this employment practices report. That he/she has read all of the foregoing statements, representations, and affirmations and that they are true and correct to the best of his/her knowledge and belief. The undersigned, understands that if any of the statements and representations are made knowing them to be false or there is a failure to implement any of the stated intentions or objectives, set forth herein, without prior notice to the Office of Compliance, the bidder/contractor could be subject to loss of current and future awards.

Firm or Corporation Name: _____

Date of Signing: _____

Signature: _____

Title: _____

Signature: _____

Title: _____

CITY OF CANTON CODIFIED ORDINANCES

Bidders shall take notice that they are to comply with the Codified Ordinances of the City of Canton including but not limited to the following:

- 1. **Chapter 105.06 – Minority Contract Provision.**
 - a. All contracts with the City shall include the following clause:
The bidder agrees to expend at least \$_____ of the Contract in the event the contract is awarded to such bidder for minority/women's business enterprises. For purposes of this pledge, the term "minority/women's business enterprise" means a bona fide business established as a sole proprietorship, partnership or corporation owned, operated and controlled by one or more minority persons or women who have at least fifty-one percent (51%) ownership. "Minority" includes African Americans, Asian/Pacific Islanders, Hispanic/Latino Americans and Native American Indians. The minority or woman must have operational and managerial control, interest in capital, and earnings commensurate with the percentage of ownership. Minority/women's business enterprises may be employed as construction contractors, subcontractors, vendors or suppliers.

(Ord.185-2011. Passed 10-31-11.)

- 2. **Chapter 105.12 – Local Bidder Preference.**
 - a. The Board of Control, in determining the lowest and best bidder in the award of contracts to which this section is applicable, is authorized to award contracts to local bidders as hereinafter defined, whose bid is not more than five percent (5%) higher, subject to a maximum amount of twenty thousand dollars (\$20,000.00), than the lowest dollar bid submitted by non-local bidders. The Board of Control's decision in making such an award shall be final.
 - b. For purposes of this section, "local bidder" means an individual or business entity which at the time of the award of the contract has a headquarters, division, sales office, sales outlet, manufacturing facility, or similar significant business-related location in Stark County, Ohio.
 - c. All contract specifications and/or bid documents that are distributed by Canton for the purpose of soliciting bids for goods and/or services shall contain the following notice:

Prospective bidders will take notice that the City of Canton, in determining the lowest and best bidder in the award of this contract, may award a local bidder preference to any qualified bidder pursuant to Section 105.12 of the Codified Ordinances of the City of Canton. The determination of whether a bidder qualifies for the local preference shall be made by Board of Control. The Board's decision shall be final. A copy of Section 105.12 is attached.

- d. This section shall be applicable to all contracts for equipment, goods, machinery, materials, supplies, vehicles and/or services, which are purchased, leased and/or constructed at a cost in excess of twenty thousand dollars (\$20,000.00) and which require bidding pursuant to Ohio R.C. 735.05 through 735.09 and Ohio R.C. 737.03.
(Ord. 95-2014. Passed 5-5-14.)

3. Chapter 105.15 – City Income Tax

- a. No person, partnership, corporation or unincorporated association may be awarded a contract with the city under Sections 105.09 or 105.10, unless the bidder is paid in full or is current and not otherwise delinquent in the payment of city income taxes, including any obligation to pay taxes withheld from employees under Section 181.06 and any payment on net profits under Section 181.03.
- b. Falsification of any information related to or any post-contractual violation of the requirement to pay city income taxes set forth in subsection (a) shall constitute cause for the rescission of the balance of the contract at the city's discretion.
- c. No partnership, corporation or unincorporated association which has as one of its partners, shareholders or owners a person who is a twenty percent (20%) or greater equity owner in such partnership, corporation or unincorporated association and who is delinquent in the payment of city income taxes as set forth in subsection (a), may be awarded a contract with the city under Sections 105.09 or 105.10.
- d. A person who is a twenty percent (20%) or greater equity owner in any partnership, corporation or unincorporated association which is delinquent in the payment of city income taxes as set forth in subsection (a) may not be awarded a contract with the city under Sections 105.09 or 105.10.
- e. A contract awarded under Sections 105.09 or 105.10 for a public improvement project, services other than personal or professional services, and personal or professional services shall not be binding or valid unless such contract contains the following provisions:
Said _____ hereby further agrees to withhold all city income taxes due or payable under Chapter 181 of the Codified Ordinances for wages, salaries, fees and commissions paid to its employees and further agrees that any of its subcontractors shall be required to agree to withhold any such city income taxes due for services performed under this contract. Furthermore, any person, firm or agency that has a contract or agreement with the city shall be subject to city income tax, whether a resident or nonresident in the city, and whether the work being done is in the city or out of the city. In addition to the tax withheld for employees, the net profits on the contract shall be subject to city income tax.

(Ord. 158-2014. Passed 8-11-14.)

4. Chapter 507.03 – Equal Employment Opportunity Clause.

- b. During the performance of this contract, the contractor agrees as follows:
1. The contractor shall not discriminate against any employee or applicant for employment because of race, age, handicap, religion, color, sex, national origin, sexual orientation or gender identity. The contractor shall take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to race, religion, color, sex, national origin, military status, sexual orientation or gender identity. As used herein, the word "treated" shall mean and include without limitation the following: recruited, whether by advertising or other means; compensation, whether in the form of rates or pay or other forms of compensation; selected for training, including apprenticeship; promoted; demoted; upgraded; downgraded; transferred; laid off; and terminated. The contractor agrees to and shall post in conspicuous places available to employees and applicants for employment notices to be provided by the contracting officers setting forth the provisions of this nondiscrimination clause.
 2. The contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, age, handicap, religion, color, sex, national origin, military status, sexual orientation or gender identity.

(Ord. 153-2012. Passed 9-24-12.)

3. The contractor shall send to each labor union or representative of workers, with which he has a collective bargaining agreement or other contract or understanding, a notice advising the labor union or workers' representative of the contractor's commitments under the equal opportunity clause of the City; and he shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The contractor shall submit in writing to the City his affirmative action plan, and each subcontractor and supplier of equipment or supplies shall submit to the general contractor his affirmative action plan. The responsibility for securing these affirmative action plans falls upon the general contractor and shall be on file at the office of the general contractor. The contractor shall furnish all information and reports required by the City or its representative pursuant to this chapter, and shall permit access to his books, records, and accounts by the contracting agency and by the Executive Secretary for purposes of investigation to ascertain compliance with the program.
5. The contractor shall take such action with respect to any subcontractor as the City may direct as a means of enforcing the provisions of this equal opportunity clause, including penalties and sanctions for noncompliance; provided, however, that in the event the contractor becomes involved in

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or is threatened with litigation as the result of such direction by the City, the City will enter into such litigation as is necessary to protect the interests of the City and to effectuate the City's equal opportunity program and, in the case of contracts receiving Federal assistance, the contractor or the City may request the United States to enter into such litigation to protect the interests of the United States.

6. The contractor shall file and shall cause his subcontractors, if any, to file compliance reports with the City in the form and to the extent prescribed by the City or its representative. Compliance reports filed at such times as directed shall contain information as to the employment practices, policies, programs and statistics of the contractor and his subcontractors.
7. The contractor shall include the provisions of this equal employment opportunity clause in every subcontract or purchase order, so that such provisions will be binding upon each subcontractor or vendor.
8. Refusal by the contractor or subcontractor to comply with any portion of this program as herein stated and described will subject the offending party to any or all of the following penalties:
 - A. Withholding of all future payments under the involved public contract to the contractor in violation, until it is determined that the contractor or subcontractor is in compliance with the provisions of this contract.
 - B. Refusal of all future bids for any public contract with the City or any of its departments or divisions, until such time as the contractor or subcontractor demonstrates that he has established and shall carry out the policies of the program as herein outlined.
 - C. Cancellation of the public contract and declaration of forfeiture of the performance bond.
 - D. In cases in which there is substantial or material violation or the threat of substantial or material violation of the compliance procedure or as may be provided by contract, appropriate proceedings may be brought to enforce these provisions, including the enjoining within applicable laws of contractors, subcontractors or other organizations, individuals or groups who prevent, directly or indirectly, or seek to prevent, directly or indirectly, compliance with the policy as herein outlined.

(Ord. 179-74. Passed 6-17-74.)