

**RFP #9095 – Consulting Service to Enhance Employee Engagement and Organizational Effectiveness  
Questions and Answers**

Would SASD consider a Fixed Fee proposal instead of Time and Expenses for RFP No. 9095?

Yes. A Fixed Fee has been determined to be the desired method for providing the Cost Proposal. Please refer to Addendum 1 in the RFP #9095 – Consulting Service to Enhance Employee Engagement and Organizational Effectiveness posting on the Business Opportunities webpage for full details of this change.

What languages do you need the survey to be deployed in?

The survey will need to be deployed in English.

SASD released an RFP for similar work in 2018, and a vendor conducted a survey for SASD in 2019. Was SASD satisfied with the services provided by this vendor?

Generally, yes. The 2019 survey was our first experience using this type of organizational analytics. As such it was as much a learning experience for us as it was a methodology for gathering inputs from our employees. The services provided by the vendor were generally received well. As we learned we concluded that some approaches we took did not work as well as we thought they would. In that respect, we are looking to hear about different ways to conduct surveys.

What would be expected if SASD changes from the previous vendor to a new vendor in 2022? For example, would SASD expect to use the same survey questions developed by the previous vendor, or have any previous survey results incorporated in new reports? In other words, is SASD expecting continuity from the previous work? Or is SASD interested in new approaches, survey questions, ideas, etc.?

Our expectation is we will determine if and how previous survey results will be integrated into a new survey through discussions with the selected vendor. We are also very interested in understanding new approaches and methodologies to conducting employee engagement surveys and using those results to understand our organizational dynamic.

What is the budget for this project?

Where we have a general budget level in mind, the selection of a vendor will be based on the services proposed. Once the vendor is selected the exact budget will be negotiated given the services desired