



ORIGINAL
DO NOT REMOVE
FROM FILE

Contract No.: 775-9747

Agreement to Supply: SCHOOL CROSSING GUARD SERVICES

This agreement, made and entered into this the _____ day of _____, 2007, is by and between the **CITY OF FORT LAUDERDALE**, a Florida municipality, City Hall, 100 North Andrews Avenue, Fort Lauderdale, FL 33301, hereinafter called the "City" and Contractor:

Name: **Adecco USA, Inc., a Delaware corporation authorized to transact business in the State of Florida doing business in the State of Florida as Adecco Employment Services**

Address: **857 E. Commercial Blvd.** City: **Fort Lauderdale** State: **FL** Zip: **33334**

A Corporation A Partnership An Individual Other: _____

authorized to do business in the State of Florida, hereinafter called the "Company" or "Contractor." Witnesseth that: Whereas, the City did advertise and issue a Request for Proposal (RFP) for supplying the requirements of the City for the items and/or service listed above for a period of **three years with one two-year extension option** and the Contractor submitted a proposal that was accepted and approved by the City.

Formal authorization of this contract was adopted by the City Commission on: **June 5, 2007 Pur-2**

Now, therefore, for and in consideration of the mutual promises and covenants herein contained, the parties covenant and agree as follows:

1. The Company agrees to provide to the City school crossing guard services during the period beginning **08/20/07** and ending **08/19/10** for the requirements listed above and according to the following specifications, terms, covenants and conditions:

a. This contract form G-110, the Request for Proposal containing General Conditions, Special Conditions, Specifications, addenda, if any, and other attachments forming a part of RFP Number **775-9747** and the Contractor's proposal in response, form a part of this contract and by reference are incorporated herein.

b. In construing the rights and obligations between the parties, the order of priority in cases of conflict between the documents shall be as follows:

- 1) This contract Form G-110, Rev. 12/00;
- 2) The City's RFP and all addenda thereto;
- 3) Contractor's proposal in response to the City's RFP, with variances as modified on this contract Form G-110.

c. Warranty: The Company by executing this contract embodying the terms herein warrants that the product and/or service that is supplied to the City shall remain fully in accord with the specifications and be of the highest quality. In the event any product and/or service as supplied to the City is found to be defective or does not conform to specifications the City reserves the right to cancel that order upon written notice to the Contractor and to adjust billing accordingly.

d. Cancellation: The City may cancel this contract upon notice in writing should the Contractor fail to reasonably perform the service of furnishing the products and/or services as specified herein upon 30 days written notice. This applies to all items of goods or services.

e. Taxes Exempt: State Sales (#85-8012514506C-7) and Federal Excise (#59-600319) Taxes are normally exempt, however, certain transactions are taxable. Consult your tax practitioner for guidance where necessary.

f. Invoicing: Contractor will forward all invoices in duplicate for payment to the following: Finance Department, 100 N. Andrews Avenue, 6th Floor, Fort Lauderdale, FL 33301. If discount, other than prompt payment terms applies, such discount **MUST** appear on the invoice.

2. **Contract Special Conditions:** The following special conditions are made a part of and modify the Contract:

Paragraph 1.a of the Contractor's variances to the RFP is amended to read in its entirety: "Assigning Adecco USA, Inc.'s employees ("Employees") with skills and certifications required by the City to perform work for the City;"

Paragraph 1.d of the Contractor's variances to the RFP is amended to read in its entirety: "Paying Employees the wages/benefits Adecco offers them (City will exclude Employees from the City's employee benefits);"

Paragraph 1.e of the Contractor's variances to the RFP is amended to read in its entirety: "Exercising the supervision of the Employees as set forth in the RFP;"

Paragraph 5 of the Contractor's variances to the RFP is amended to read in its entirety: "Adecco will cooperate with all audit requirements set forth in the RFP."

Paragraph 7 of the Contractor's variances to the RFP is amended to read in its entirety: "Adecco will indemnify the City and the City's officers, employees, and agents as set forth in the RFP."

The following language contained in the Contractor's variances to the RFP, shown as stricken-through, is deleted: "~~Please note: We reserve the right to incorporate into the agreement any provision from the current agreement between the City of Fort Lauderdale and Adecco. If there is any provision in this agreement that conflicts with the language in the RFP and Adecco failed to mention it in the exceptions to the RFP, the current contractual language shall take precedence, and we reserve the right to add that previously agreed language at a later date.~~"

The line titled "Contract Renewal" on page 2 of the RFP is amended to read: "One two-year renewal option."

3. **Contract Summary:**

a. Attachments:

Adecco USA, Inc.'s response to the RFP and a copy of the RFP document.

b. Payment Terms: Net 30

c. Deployment: 2 days after receipt of order

d. Insurance: Yes No

e. Performance Bond/Letter of Credit: Yes No

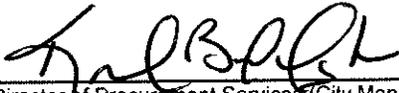
f. Procurement Specialist's Initials: RE

4. **Contractor's Phone Numbers:** Office: **954-351-1550**

5. **Contractor's Fax Number:** **954-351-8870**

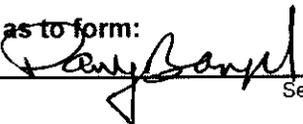
6. **Contractor's E-Mail Address:** michael.walden@adeccona.com Website: www.adeccona.com

City of Fort Lauderdale

By: 
Director of Procurement Services (City Manager's Designee)

Auth: Sec. 2-180(8) of Code and Procurement Memo No. 04-03

Date: 11/26/07

Approved as to form: 
Senior Assistant City Attorney

Contractor/Vendor

JENNIFER R. BARRICK

Name of Company Officer (please type or print)

By:

Jennifer A. Bannock

Authorized Officer's Signature

Title:

Regional Vice President

Date:

11/20/07

Secretary (please type or print)

Attest:

Signature of Secretary

ADECCO

Bid Contact **Patricia Neunie**
patricia.neunie@adeccona.com
 Ph 954-351-1550

Address **857 East Commerical Blvd**
Fort Lauderdale, FL 33334

Item #	Line Item Notes	Unit Price	Qty/Unit	Total Price	Attch.	Docs
775-9747-1-01	School Crossing Guards Supplier Product Code: Please note, Unit Price quoted is for Crossing Guards. Field Supervisors will be billed at a rate of \$11.92/hr.	First Offer - \$10.43	347.5 / hour	\$3,624.425	Y	Y

329.5 *3,436.29*

Vendor Total

\$3,624.425

18 hrs supv.

214.54

\$3,838.96

**CONTRACT
COPY**

ADECCO

Item: **School Crossing Guards**

Attachments

Proposal - City of Ft Lauderdale.doc

Adecco - City of Fort Lauderdale Certificate of Insurance.pdf



better work. better life

Bid 775-9747 School Crossing Guards

Tab 1: Proposal Signature Page

Tab 2: Statement of Qualifications

This section should contain a statement of understanding of the critical issues and opportunities associated with the project and how the Proposer is uniquely qualified to assist the City in this effort. Briefly describe the number of employees and supervisors available for this contract and the firm's ability to secure additional personnel, if necessary.

Adecco S.A. is a Fortune Global 500 company and the global leader in HR services. The Adecco Group connects over 700,000 associates with business clients each day through its network of over 33,000 employees and 6,600 offices in over 70 countries and territories around the world. Adecco's multinational management team has expertise in markets spanning the globe, driving the delivery of an unparalleled range of flexible staffing and career resources, from temporary and direct hire staffing to comprehensive, full-service HR solutions.

Adecco has partnered with several municipalities nationwide to provide skilled and unskilled labor for long and short community projects. Locally, in Broward County we have successfully managed Crossing Guard programs since 1999 and currently employ over 250 guards, who are posted in the vicinity of elementary and middle schools to ensure the safety of children as they cross roads to and from school.

In the city of Fort Lauderdale, specifically, Adecco has six FDOT certified trainers, three of whom supervise the daily operations of the Crossing Guard program. Two other trainers are assigned to regular school posts as guards and assist with coaching of new employees. The sixth trainer is the Branch Manager of the Adecco Fort Lauderdale office. She manages the overall operations of the branch and serves as the administrator of the contract. There is also a staffing Consulting responsible for the initial screening of candidates, processing of the payroll once they start working and also providing the City with the relevant reports and updates. She is scheduled to be trained as a Crossing Guard trainer when the next class is arranged by the State. Overall, Adecco's Fort Lauderdale staff is highly qualified and experienced in running a Crossing Guard program.

There are also 80 trained guards employed by the Adecco Fort Lauderdale office. More than half which have been with this program since 1999, when the initial contract was signed. These employees live in the communities where the schools they are assigned to are located. They have a vested interest in seeing to the safety and welfare of their neighborhood children.

Tab 3: Preliminary Scope of Services

Provide an outline detailing your approach and concept to the project, and provide a proposed Scope of Services to demonstrate an understanding of the project. Include method to be used for training, dress code policy, call-out procedure, etc.

Adecco will provide the City of Fort Lauderdale with temporary associates who will serve as School Crossing Guards for the city's public elementary schools. Adecco will be responsible for the recruiting and screening of these associates, training them in accordance with Florida Department of Transportation and supervising them on a daily basis.

Each School Crossing Guard candidate will be required to pass a thorough criminal background check prior to being trained. This check will include a national and state search, as well as a search in the sex offenders' registry. Adecco will assume the cost of each background check.

Each School Crossing Guard candidate will be required to successfully complete a 4-hour classroom training session conducted by an Adecco supervisor, who is a FDOT certified trainer. They will also be required to complete a 2-hour in-the-field session at a post. Adecco will be responsible for completing all training documentation and obtaining the guards' certificates from the State.

Adecco will conduct a thorough orientation for each guard prior to assigning them to a post. They will be instructed to adhere to a dress code of a light colored shirt and dark pants or short and to present themselves in a clean and tidy manner on a daily basis. They will be advised of the attendance policy and instructed to call their supervisor with ample notice if they will not be at their post. Each guard will also be given an employee pamphlet along with the phone numbers of the Adecco branch office and their individual supervisors.

Adecco will be responsible for the procurement and issuance of the safety equipment to the Guards. This equipment includes hats, vests, whistles, gloves and stop paddles, which meet the FDOT standards.

Adecco will assign three Supervisors, who are FDOT certified trainers to monitor the guards on a daily basis. They will travel the school routes and check on attendance, dress code and performance. They will provide ongoing training and development of the guards.

Adecco will respond to all issues regarding the Crossing Guard program in a timely manner, have a representative at all Safety meetings and provide related reports as required by the City of Fort Lauderdale.

Tab 4: Ability to Meet the Project Schedule

Include a proposed schedule that shows how the Contractor would provide services within the time frame required.

Schedule

Meeting of Supervisors

In preparation for the 2007-2008 school year, the Adecco Branch Manager and office staff will meet with the Crossing Guard Supervisors and the other certified trainers. The agenda will include a review of the past year, an overview of contract compliance, personnel evaluations and recruiting strategies.

Recruiting Events

To ensure that we are able to adequately cover all posts and to have a steady supply of trained substitutes we will conduct a series of open-house recruiting events. Applicants will have the opportunity at that time to watch the orientation videos and apply for the Crossing Guard positions. Those who meet the hiring requirements will receive the FDOT training and be placed in our pool.

Existing guards will be asked to complete a mandatory one-hour refresher training in accordance with FDOT guidelines.

Back to School Meeting

One week prior to the start of the new school year there will be a general meeting of the entire Crossing Guard team. The purpose of this meeting will be to welcome back the returning guards, introduce the new recruits, and reiterate the policies and day to day procedures as well as to address any areas of concerns the guards may have. School post assignments will also be covered at this meeting.

First Week Back to School

The Adecco office staff will contact all the schools where our guards are posted to conduct quality checks and address any issues that may have arisen.

Tab 5: State number of years experience the proposer has had in providing similar services.

If services provided differs from the one presented in your proposal, please delineate such differences. If your company has not provided similar services in the past, explain fully why you consider your company qualified to perform this service for the City of Fort Lauderdale.

Adecco has successfully executed the City of Fort Lauderdale's Crossing Guard contract for eight (8) consecutive years.

Adecco has also managed and operated similar programs in the City of Pembroke Pines, City of Weston and the Town of Pembroke Park since September 2000.

Tab 6:

List the qualifications of staff to be assigned to this contract demonstrating the specialized knowledge, experience and skills they would bring to this assignment. List name, title or position and duties. A resume or summary of experience and qualifications should accompany your proposal.

Patricia Neunie – Branch Manager

- 8 years experience in staffing of Crossing Guard program in Broward County
- 6 years experience as Certified a FDOT Crossing Guard trainer
- 6 years experience in Government contract administration
- 10 years experience in human resource management and Florida labor law
- 20 years experience in customer service

Julia Verrelli - Staffing Consultant

- 2 years experience in staffing of Crossing Guard program for City of Fort Lauderdale
- 2 year experience in human resource management and Florida labor law
- 10 years experience in office administration and payroll.
- 14 years experience in customer service

Gwen Charles-Jones – Lead Crossing Guard Supervisor

- 9 years experience as Certified a FDOT Crossing Guard trainer
- 10 years experience supervising the Crossing Guard program in City of Fort Lauderdale
- 15 years experience working as a Crossing Guard
- 20 years experience working directly with children in the school system

Christine Miller - Crossing Guard Supervisor

- 7 years experience as Certified a FDOT Crossing Guard trainer
- 8 years experience supervising the Crossing Guard program in City of Fort Lauderdale
- 20 years experience working as a Crossing Guard
- 20 years experience working directly with children in the school system

Betty Smith - Crossing Guard Supervisor

- 5 years experience as Certified a FDOT Crossing Guard trainer
- 5 years experience supervising the Crossing Guard program in City of Fort Lauderdale
- 6 years experience working as a Crossing Guard
- 8 years experience working directly with children in the school system

Tab 7: Proposer to provide a minimum of three (3) references for which school Crossing Guard services are currently being provided in this area. If additional space is required, include as an appendix to RFP response. If additional references are provided, please attach this information as an appendix to your RFP response.

Description of services rendered: Adecco is responsible for providing State of Florida Department of Transportation (FDOT) certified crossing guards at the public elementary and middle schools in Pembroke Pines to ensure the safety of students on the roads to and from school. Adecco recruits, trains and supervises these guards in accordance with the FDOT guidelines.

City's Crossing Guard contract: Sgt. Brian Davis

During the month(s)/year(s): Sept. 2000 to present

Name of Governmental Agency (city or county): City of Pembroke Pines

Principal Contact Person: Sgt. Brian Davis

Telephone Number: 954-431-2200

Fax Number: 954-436-3270

Email Address: bdavis@ppines.com

Description of services rendered: Adecco is responsible for providing State of Florida Department of Transportation (FDOT) certified crossing guards at the public elementary and middle schools in Weston to ensure the safety of students on the roads to and from school. Adecco recruits, trains and supervises these guards in accordance with the FDOT guidelines.

City's Crossing Guard contract: Denise Barrett

During the month(s)/year(s): Sept. 2000 to present

Name of Governmental Agency (city or county): City of Weston

Principal Contact Person: Denise Barrett

Telephone Number: 954-385-2000

Fax Number: 954-385-2010

Email Address: barrettd@westonfl.org

Description of services rendered: Adecco is responsible for providing State of Florida Department of Transportation (FDOT) certified crossing guards at the Broward Center for the Performing Arts to ensure the safety of students as they cross the streets to and from the Center. Adecco recruits, trains and supervises these guards in accordance with the FDOT guidelines.

City's Crossing Guard contract: Gary Novick

During the month(s)/year(s): Sept. 2000 to present

Name of Governmental Agency (city or county): Broward Center for the Performing Arts

Principal Contact Person: Gary Novick

Telephone Number: 954-468-3305

Fax Number:

Email Address: gnovick@browardcenter.org

Tab 8: List those City of Fort Lauderdale agencies with which the proposer has had contracts or agreements during the past three (3) years.

Broward Center for the Performing Arts

City of Fort Lauderdale Parks and Recreation

VPK Summer program

Tab 9: Provide a summary of any litigation filed against Proposer, principals, or individuals employed by the Proposal in the past three (3) years which is related to the services the Proposer provides in the regular course of business. The summary shall state the nature of the litigation, a brief description of the case, the outcome or projected outcome, and the monetary amounts involved.

The only litigation filed against Adecco within the last 3 years that is related to the Crossing Guard program was filed by Adele Koon, a former guard - employed by Adecco. The case (OJCC Case No. 06-03766KSP) was filed as a result of a workers compensation incident that occurred on 12/11/06. A settlement of \$4000 was agreed to earlier this year.

Tab 10: Provide documentation to support your financial ability to perform the contract services. You may include an audited financial statement, bank references and other business references (excluding the City of Fort Lauderdale). A minimum of three (3) is required.

ADECCO USA, INC.

Doing business under the names: Adecco, Olsten Staffing, TAD Staffing, TAD Technical

CREDIT INFORMATION

CORPORATE HEADQUARTERS: 175 Broad Hollow Road
Melville, NY 11747

CORPORATE OFFICERS: Tig Gilliam, Chief Executive Officer
Stephen Nolan, Chief Financial Officer
George Reardon, Senior Vice President, and
General Counsel
Diana R. Karabelas, Assistant Secretary and
Chief Legal Counsel
Dawn Ehrhart, Vice President of Taxation

NATURE OF BUSINESS: Temporary and Permanent Employment
Services

FEDERAL TAX IDENTIFICATION NUMBER: #94-3286700 - Adecco USA, Inc.

DUN & BRADSTREET NO.: 06-161-8492 Adecco, Inc.
 Adecco Contact: Helene Schonhaut 631-844-7139 refer to Parent Company, Adecco,
 S.A. #48-112-4857

AUDITORS: Ernst & Young LLP
 5 Times Square 20th Floor
 New York, NY 10036

BANKING REFERENCE:
 Adecco Contact: Chris Kinslow 631-844-7056

PNC Bank
Bank
 Attn: James Oppenheim
 Ellen Hecker
 2 Tower Center Blvd.
 Challenger Road
 East Brunswick, NJ 08816

ph: (732) 220-3226
 (201) 373-5048
 fx: (732) 220-3607
 5050
 Acct. # 1001740187
 5784

Bank of America _____ Mellon

Mail Requests: Attn:
 Credit Inquiry Services 65

PO Box 100289
 Ridgefield Park, NJ 07660
 Columbia, SC 29202-3289 ph:

ph: (803) 765-4882 fx: (201) 373-

fx: (415) 343-9301 Acct. #078-

Acct #3299783169

TRADE REFERENCES:
 Adecco Contact: 631-844-7329

Staples
 45 Cedar Lane
 Englewood, NJ 07631
 Contact: Chris Bellinzoni
 ph: (800) 950-1257 x4608
 fx: (877) 365-5266

Melville Marriott - Long Island
 1350 Old Walt Whitman Road
 Melville, NY 11747
 Contact: Trish Maulo, Director of Sales
 ph: (631) 423-1600
 fx: (631) 423-1790

Bolger
International
 3301 Como Avenue SE
 Minneapolis, MN 55414
 Contact: Tom Swan
 ph: (651) 642-2930
 fx: (651) 645-1750

American Express (formerly Rosenbluth
 10 East 40th Street, 19th Floor
 New York, NY 10016
 Contact: Susan Tarini, General Manager
 ph: (508) 788-9832

Adecco operates over 1,000 offices nationwide and has annual sales in excess of \$4 billion in the United States

**Tab 11: Proposer please quote your Firm, Fixed Hourly Rate in accordance with the RFP:
Estimated Number of combined Guard and Supervisor Hours Per Day = 347.5 hours
Estimated Number of School Days = 210 days**

Bill Rate:

Crossing Guards: 10:43 per hour

Crossing Guard Supervisors: \$11:92 per hour

Tab 12: Attach copies of all Insurance Certificates for our review.

Certificate of insurance (attached)

ACORD™ CERTIFICATE OF LIABILITY INSURANCE DATE (MM/DD/YYYY) 04/20/2007

PRODUCER
Aon Risk Services, Inc. of Northern California
199 Fremont Street
Suite 1400
San Francisco CA 94105 USA

PHONE 866-283-7122 FAX-847-953-5390

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURED
Adecco Inc.
175 Broad Hollow Road
Melville NY 11747-4902 USA

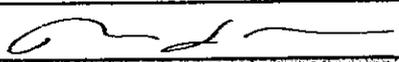
INSURERS AFFORDING COVERAGE		NAIC #
INSURER A:	National Union Fire Ins Co of Pittsburgh	19445
INSURER B:	American Home Assurance Co.	19380
INSURER C:	Insurance Company of the State of PA	19429
INSURER D:	Illinois National Insurance Co	23817
INSURER E:	Continental Casualty Company	20443

COVERAGES STR. MAY. ADD'LY

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY CLAIMS MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC	5835993	01/01/07	01/01/08	EACH OCCURRENCE	\$2,000,000
						DAMAGE TO RENTED PREMISES (Ea occurrence)	\$2,000,000
						MED EXP (Any one person)	\$100,000
						PERSONAL & ADV INJURY	\$2,000,000
						GENERAL AGGREGATE	\$4,000,000
						PRODUCTS - COMP/OP AGG	\$4,000,000
A		AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON OWNED AUTOS	5836770	01/01/07	01/01/08	COMBINED SINGLE LIMIT (Ea accident)	\$2,000,000
						BODILY INJURY (Per person)	
						BODILY INJURY (Per accident)	
						PROPERTY DAMAGE (Per accident)	
		GARAGE LIABILITY <input type="checkbox"/> ANY AUTO				AUTO ONLY - EA ACCIDENT	
						OTHER THAN AUTO ONLY: EA ACC	
						AGG	
A		EXCESS /UMBRELLA LIABILITY <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> DEDUCTIBLE <input checked="" type="checkbox"/> RETENTION \$1,000,000	9834585	01/01/07	01/01/08	EACH OCCURRENCE	\$5,000,000
						AGGREGATE	\$5,000,000
C		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY CA	2920917	01/01/07	01/01/08	X WC STATUTORY LIMITS	
B		ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? FL	2920918	01/01/07	01/01/08	E.L. EACH ACCIDENT	\$2,000,000
B		If yes, describe under SPECIAL PROVISIONS below All Other States	2920922	01/01/07	01/01/08	E.L. DISEASE-EA EMPLOYEE	\$2,000,000
						E.L. DISEASE-POLICY LIMIT	\$2,000,000
E		OTHER Prof Liability	167112912	01/01/07	01/01/08	Each Wrongful Act	\$1,000,000
						General Aggregate	\$1,000,000

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS
 Branch Location: Adecco, 857 E. Commercial Blvd., Fort Lauderdale, FL.

CERTIFICATE HOLDER	CANCELLATION
City of Fort Lauderdale Attn: Ronna Cloyd-Adams 100 N. Andrews Avenue Fort Lauderdale FL 33020 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT. BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.
	AUTHORIZED REPRESENTATIVE 

Holder Identifier : Certificate No : 570022104934

Attachment to ACORD Certificate for Adecco Inc.

The terms, conditions and provisions noted below are hereby attached to the captioned certificate as additional description of the coverage afforded by the insurer(s). This attachment does not contain all terms, conditions, coverages or exclusions contained in the policy.

INSURED

Adecco Inc.
175 Broad Hollow Road
Melville NY 11747-4902 USA

INSURER

ADDITIONAL POLICIES If a policy below does not include limit information, refer to the corresponding policy on the ACORD certificate form for policy limits.

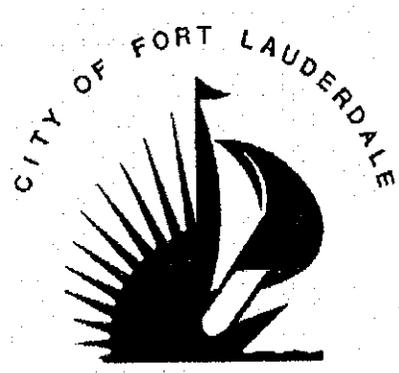
INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER POLICY DESCRIPTION	POLICY EFFECTIVE DATE	POLICY EXPIRATION DATE	LIMITS	
		WORKERS COMPENSATION					
D			2920921 CO, MI, MNNVNYSCTX	01/01/07	01/01/08		
B			2920920 ND, WA, WI, WV, WY	01/01/07	01/01/08		
B			2920919 OR	01/01/07	01/01/08		
		OTHER					
A		Misc Liab Cvg	009661348 Blanket Crime	01/01/07	01/01/08	Crime Coverage	\$1,000,000

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS

***CITY OF FORT LAUDERDALE
SPECIFICATIONS PACKAGE***

775-9747

School Crossing Guards



Richard Ewell

954-828-5933

BID/PROPOSAL SIGNATURE PAGE

How to submit bids/proposals: It is preferred that bids/proposals be submitted electronically at www.rfpdepot.com. If mailing a hard copy, it will be the sole responsibility of the Bidder to ensure that his bid reaches the City of Fort Lauderdale, City Hall, Procurement Department, Suite 619, 100 N. Andrews Avenue, Fort Lauderdale, FL 33301, prior to the bid opening date and time listed. Bids/proposals submitted by fax or email will NOT be accepted.

The below signed hereby agrees to furnish the following article(s) or services at the price(s) and terms stated subject to all instructions, conditions, specifications addenda, legal advertisement, and conditions contained in the bid. I have read all attachments including the specifications and fully understand what is required. By submitting this signed proposal I will accept a contract if approved by the CITY and such acceptance covers all terms, conditions, and specifications of this bid/proposal.

Please Note: If responding to this solicitation through RFP Depot, the electronic version of the bid response will prevail, unless a paper version is clearly marked by the bidder in some manner to indicate that it will supplant the electronic version.

Submitted by: **Michael Walden 4/27/07** (signature) (date)

Name (printed) **Michael Walden** Title: **Regional Accounts Director**

Company: (Legal Registration) **Adecco Employment Services**

CONTRACTOR, IF FOREIGN CORPORATION, SHALL BE REQUIRED TO OBTAIN A CERTIFICATE OF AUTHORITY FROM THE DEPARTMENT OF STATE, IN ACCORDANCE WITH FLORIDA STATUTE §607.1501 (visit <http://www.dos.state.fl.us/doc/>).

Address: **857 East Commercial Blvd**
City Ft Lauderdale State: **FL Zip 33334**

Telephone No. **9543511550** FAX No. **9543518870**

E-MAIL: michael.walden@adeccona.com

Delivery: Calendar days after receipt of Purchase Order (section 1.02 of General Conditions): **2**

Payment Terms (section 1.03): **30** Total Bid Discount (section 1.04): **0**

Does your firm qualify for MBE or WBE status (section 1.08): MBE WBE

ADDENDUM ACKNOWLEDGEMENT - Proposer acknowledges that the following addenda have been received and are included in his proposal:

Addendum No. Date Issued

VARIANCES: State any variations to specifications, terms and conditions in the space provided below or reference in the space provided below all variances contained on other pages of bid, attachments or bid pages. No variations or exceptions by the Proposer will be deemed to be part of the bid submitted unless such variation or exception is listed and contained within the bid documents and referenced in the space provided below. If no statement is contained in the below space, it is hereby implied that your bid/proposal complies with the full scope of this solicitation.

Variances:

City of Fort Lauderdale – Procurement Services

100 North Andrews Ave., Room 619
Fort Lauderdale, FL 33301

Dear Procurement Services,

Thank you for considering Adecco's response to RFP 775-9747 for School Crossing Guards. Below are Adecco's variations to the Terms and Conditions accompanying the RFP.

1. The "Services" that Adecco will provide are:

- a. Assigning employees (the "Employees") with skills and certifications requested by City to perform work for the City;
 - b. Recruiting, hiring, assigning, orienting, counseling, disciplining, and discharging Employees;
 - c. Making legally-required employment law disclosures to Employees;
 - d. Paying Employees the wages/benefits Adecco offers them (City to insure Employees are excluded from its benefits and to avoid offers/promises relating to compensation or benefits);
 - e. Exercising the limited supervision of the Employees as set forth in the RFP;
 - f. Withholding, remitting, and reporting on the Employees' payroll taxes and charges for workers' compensation and other programs that Adecco is legislatively required to provide;
 - g. Maintaining personnel and payroll records for the Employees;
 - h. Obtaining and administering I-9 documentation of the Employees' right to work in the U.S. in accordance with the Immigration Reform and Control Act; and
 - i. Conducting the background investigations required in the RFP.
2. Adecco does not sell goods and will request removal of provisions regarding deliverables.
3. In order to accommodate: (a) the request in the RFP that services continue for 120 days upon expiration of the agreement if requested by the Director of Procurement; and (b) compliance rules that Services be governed by an agreement, Adecco will ask that, upon request from the Director of Procurement, the Agreement will be extended for 120 days.
4. In order to: (a) accommodate the request that "should reporting times [and, thus, work hours] be changed by the Broward County School Board, [Adecco] shall comply with no added cost to the City;" and (b) remain consistent with the intent of the RFP and Adecco's Bid, Adecco will ask that resulting extra hours of work be paid at the agreed upon hourly rate(s).
5. Adecco will cooperate with all audit requirements in order to permit the City to confirm Adecco's compliance with its obligations, but for cost containment purposes requests that any non-regulatory audits be limited to once annually and to the prior 24 months' records. For confidentiality purposes, any non-government third-party auditors will need to be approved by Adecco.
6. Insurance coverage for the City as an "additional insured" will be provided with respect to the Services but will exclude the negligence or willful misconduct of City.
7. Adecco will indemnify the City for damages to the extent of Adecco's negligent or wrongful performance of its Services but will not indemnify or hold harmless the City or any person or entity for incidental, consequential, exemplary, special, or punitive losses or damages.
8. Adecco will use a commercially available national database offered by a major vendor for conducting statewide and national background checks.
9. Any physical exams—including for agility, blood pressure, vision and hearing—will be implemented consistent with applicable law.

Please note: We reserve the right to incorporate into the agreement any provision from the current agreement between the City of Fort Lauderdale and Adecco. If there is any provision in this agreement that conflicts with the language in the RFP and Adecco failed to mention it in the exceptions to the RFP, the current contractual language shall take precedence, and we reserve the right to add that previously agreed language at a later date.

Thank you for this opportunity to respond to the School Crossing Guard RFP. If you have any questions regarding these variations to the Terms and Conditions please contact Barry Miller in Adecco's Legal Department at 631-844-7408.

NON-COLLUSION STATEMENT:

By signing this offer, the vendor/contractor certifies that this offer is made independently and *free* from collusion. Vendor shall disclose below any City of Fort Lauderdale, FL officer or employee, or any relative of any such officer or employee who is an officer or director of, or has a material interest in, the vendor's business, who is in a position to influence this procurement.

Any City of Fort Lauderdale, FL officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement.

For purposes hereof, a person has a material interest if they directly or indirectly own more than 5 percent of the total assets or capital stock of any business entity, or if they otherwise stand to personally gain if the contract is awarded to this vendor.

In accordance with City of Fort Lauderdale, FL Policy and Standards Manual, 6.10.8.3,

3.3. City employees may not contract with the City through any corporation or business entity in which they or their immediate family members hold a controlling financial interest (e.g. ownership of five (5) percent or more).

3.4. Immediate family members (spouse, parents and children) are also prohibited from contracting with the City subject to the same general rules.

Failure of a vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the City Procurement Code.

NAME

RELATIONSHIPS

In the event the vendor does not indicate any names, the City shall interpret this to mean that the vendor has indicated that no such relationships exist.