City of Montgomery
Community Development Department

NOTICE

March 19, 2025

CITY OF MONTGOMERY, ALABAMA
REQUEST FOR QUALIFICATIONS (RFQ)
FOR ARCHITECTURAL & ENGINEERING SERVICES
for
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
FUNDED PROJECTS

The City of Montgomery will receive sealed Statements of Qualifications (SOQs) for the provision of Architectural and Engineering (A & E) services to be procured by rotation from a pool of pre-qualified professional providers for use in certain projects by the Department of Community Development, Community Development Division, which are to be funded in whole or in part by the U.S. Department of Housing and Urban Development (HUD).

The City's primary goals in pertaining to these services are to:

1. To meet any special requirements of national and/or programmatic objectives set forth by HUD regulations and the Community Development Department for activities funded under federal, State, and/or local programs.

2. To be programmatically compliant with all regulations set forth under HUD regulations for the CDBG, HOME, and ESG programs.

The purpose and scope of the activities shall be in conformance with all applicable requirements of the U.S. Department of Housing and Urban Development (HUD).

Sealed Statements of Qualifications having been received on or after **Monday-April 21, 2025**, this RFQ will remain open perpetually for five (5) years.

Copies of the RFQ may be obtained from the Department of Community Development by calling 334-625-3730, or by visiting the City's website at:

https://www.montgomeryal.gov/government/city-government/city-departments/community-development/community-development-division

All inquiries (not submittals) should be in writing and directed to:

Dr. Gary C. Sharp at gsharp@montgomeryal.gov

REQUEST FOR QUALIFICATIONS (RFQ)

Professional Architectural & Engineering (A & E) Services
For
Projects Funded by the U.S. Department of Housing and Urban Development
and the
City of Montgomery
Community Development Department

Date: March 19, 2024

Sealed Statements of Qualifications having been received on or after April 21, 2025, this RFQ will remain open perpetually for five (5) years.

All SOQ submissions must be plainly marked “A & E STATEMENT of QUALIFICATIONS” and must clearly bear the name of the sender. Submit one hard copy with long-edge binding and one electronic copy in .pdf file format on USB drive or compact disc via hand delivery, courier, or U.S. mail to:

Dr. Gary C. Sharp, Grants Administrator
Department of Community Development
City of Montgomery
25 Washington Avenue, 4th Floor
Montgomery, AL 36104

All correspondence for inquiries should be in writing and directed to:

Dr. Gary C. Sharp at gsharp@montgomeryal.gov

Background

The City of Montgomery, Alabama is seeking to establish a rotating pool of pre-qualified architectural and engineering firms to provide full professional services to provide pre-development design and engineering, as well as construction supervision and/or administration for a variety of construction and rehabilitation projects located in Montgomery, Alabama. Funding for the activities will be provided in whole or in part by the United States Department of Housing and Urban Development (HUD).

Qualifications

The responses will be evaluated based on the firm's prior experience and qualifications on comparable work and the ability to meet project schedules. Disadvantaged Business Enterprise (DBE) status and/or participation will also be taken into consideration. There is no page limit for submittals.

SOQs will be reviewed and scored using a standardized matrix to determine eligibility for assignment to the pool. Using the format under 'Format of SOQ Submittal' below, SOQs should, at a minimum, include the following:

1. The name of the parent company, which shall be the primary point of contact, and statement of the locations where the actual work would be performed.
2. The names and full contact data of principals, including names, titles, telephone numbers, mailing addresses and e-mail addresses.
3. Indicate whether the firm operates as a sole proprietor, partnership or corporation; and, if incorporated, include the state in which the firm is incorporated. The statement should include information on the corporate status of the firm to operate in the State of Alabama, if any, or state of incorporation.
5. Resumes of all personnel, including their Alabama professional registration numbers, if applicable, proposed to perform the work, both in-house and those to be acquired from outside sources, should be included.
6. A list of client references for previous work performed similar to this project that the City may use to contact the firm's performance. The information should include a brief description of the project; a primary contact name, address, current telephone number; and a description of firm's or individual's contributions to the project.
7. Statement of professional and financial status or solvency, including any pending legal disputes, should be documented. If none exists, a statement to that effect should be included. A copy of the latest published certified financial statement should also be included, along with a formal statement on letterhead as to whether or not the firm is

operating on a sound financial basis (as would be supported by the most recent audit, if requested).

Schedule

Describe how the size and experience of the organizational team will adequately support and deliver a project. Identify the process for management controls your firm will utilize to execute design and construction administration requirements, and develop project timelines.

In-person Interview

Upon receiving the RFQ responses the Community Development Division will evaluate and pre-qualify firms using a standardized matrix to determine eligibility for assignment to the pool. Entities submitting SOQs may be asked to participate in interviews and/or to provide additional information, which could include but not be limited to clarifications of qualifications and technical, financial, and managerial capacity. Beginning in sequential order of receipt the SOQ, a list of pre-qualified professional service providers will be compiled, from which the Community Development Division will select to offer contracts, as available, on a rotating basis in consideration of provider interest and availability. The list will remain active for a term of five (5) years from the date of first approval to the pre-qualified pool. Within the 5-year period, subsequent submittals by additional providers may be accepted and approved for pre-qualification.

Negotiation and Evaluation

Qualifications will be accepted, received and date/time stamped at the office of Community Development, at any time. Upon review of each submitted SOQ, Community Development staff will notify the responding service provider in writing, as to acceptance status. Providers must qualify for a minimum score of 70% of available points.

Beginning no sooner than thirty (30) days after April 21, 2025, and at any time thereafter, Community Development staff will initiate the formation of a list of the approved service providers in the pool, in order of SOQ top scores, and then by date of original receipt. This pool will be established, and may accept additional SOQs, for up to five (5) years from the date the list is first established. Any SOQ submittal that is determined to be incomplete upon receipt will be withheld out of the receiving order, until the provider is notified and has provided the missing information.

This Request for Qualifications does not commit the City of Montgomery, Alabama to enter into any agreement, to pay any expenses incurred in preparation of any response to this RFQ, or to procure or contract for any supplies, goods or services. The City reserves the right to reject any and all submittals or cancel the solicitation if it is in the best interest of the City to do so. Any SOQ for which pre-qualification is not approved may be re-submitted, per terms and conditions to be provided at the sole discretion of the Grants Administrator of the Community Development Division. Any negotiations will be in conformance with applicable federal, state, and City of Montgomery laws, regulations and procedures. All selected service providers must be able to comply with all City, State and Federal laws, regulations and guidelines.

Evaluation

1.	Demonstrated evidence of professional staff and qualifications	30%
2.	Demonstrated evidence of prior successful projects	30%
3.	MBE/DBE/FBE firm status	20%
4.	Professional references, licenses, certifications, etc.	20%

Format of SOQ Submittal

Qualifications statements must include ALL of the following information, under long-edge binding, and organized using tabulation ***in the order indicated*** below (DO NOT SUBSTITUTE previously published marketing materials, except to ADD relevant excerpts of such, within the applicable tabs):

1. Cover letter on official letterhead stating interest in participating in service contracts "to be awarded on a rotating basis from a list of pre-qualified providers," as maintained by the Community Development Division of the City of Montgomery, with signature of the duly authorized principal
2. Proof of applicant entity's current registration in the federal System for Award Management (SAM) at *www.SAM.gov* (as referenced, page 16)
3. Copy of the executed E-verify Affidavit and the entire Memorandum of Understating (MOU) available at *https://www.e-verify.gov/*
4. Professional resumes of key personnel
5. Recently completed related projects, including project name, brief description, including the amount of involvement with affordable housing
6. List of professional references: contact name, address, telephone number
7. Evidence of applicable licenses and certifications
8. Evidence of Professional Errors and Omissions Insurance
9. SAMPLE of a prior architectural services project proposal (redacted as applicable)
10. Typical **architectural service pricing schedule**:
    - Site Inspection $_____
    - Assessment /Design $_____
    - Construction Supervision $_____
    - Other $_____
11. SAMPLE of a prior engineering services project proposal (redacted as applicable)
12. Typical **engineering services pricing schedule**:
    - Site Inspection $_____
    - Assessment/Design $_____
    - Basic Services $_____
    - Other $_____

13. Sample of preferred A & E professional services contract format
14. Signed Business Entity Information form (Exhibit A)
15. Completed Organizational Statement form, as applicable (Exhibits B-D)
16. Executed Certification Regarding Debarment & Suspension (Exhibit E)
17. Executed RFQ/Procurement Statement of Compliance (page 15)
18. Vendor Ownership Questionnaire (page 17)
19. Executed "Exhibit A" Equal Employment Opportunity Certification (page 18)

Certification of Non-discrimination Policy

Pre-qualified professional service providers shall not, at any time, discriminate on the grounds of race, religion, color, sex, disability or national origin in the selection of employees and sub-consultants.

This shall, at a minimum, include employment, promotion, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. The City of Montgomery strongly encourages the use of Disadvantaged Business Enterprises (DBEs) for projects financed with City or federal funds. In this regard, the City of Montgomery has an overall DBE goal for this project of a minimum of thirty percent (30%) on any City or federal funds expended on this project. Firms that submit proposals will be evaluated on the ability to meet this goal. Should the goal not be able to be met, evidence of a good faith effort will be required to be provided in writing. See the attached Resolution 63-2021 and associated Exhibit A.

Firms shall comply with all applicable Federal laws, regulations, and requirements, and all provisions of any contract or agreement executed in association with this RFQ, including compliance with the provisions of the Housing and Community Development Act (HCD) of 1974 and all rules, regulations, guidelines, and circulars promulgated by the various Federal departments, agencies, administrations, and commissions relating to the CDBG Program and/or other HUD funded programs. The applicable laws and regulations include, but are not limited to:

- 24 CFR Part 570;
- 24 CFR Part 92;
- 2 CFR Part 200 "Uniform Administrative Requirements, Cost Principles, And Audit Requirements For Federal Awards";
- The Davis-Bacon Fair Labor Standards Act;
- The Contract Work Hours and Safety Standards Act of 1962;
- Copeland "Anti-Kickback" Act of 1934;

- Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended (URA);
- Title VI of the Civil Rights Act of 1964; (Public Law 88-352 implemented in 24 CFR Part 1)Fair Housing Act, Title VIII of the Civil Rights Act of 1968 (Public Law 90-234 and Executive Order 11063 as amended by Executive Order 12259 (implemented in 24 CFR Part 107);
- Sections 104(b) and 109 of the Housing and Community Development Act of 1974;
- Section 3 of the Housing and Urban Development Act of 1968 (24 CFR Part 75);
- Equal employment opportunity and minority business enterprise regulations established in 24 CFR part 570.904;
- Non-discrimination in employment, established by Executive Order 11246 (as amended by Executive Orders 11375 and 12086);
- Section 504 of the Rehabilitation Act of 1973 Uniform Federal Accessibility Standards;
- The Architectural Barriers Act of 1968;
- The Americans With Disabilities Act (ADA) of 1990;
- The Age Discrimination Act of 1975, as amended;
- National Environmental Policy of 1969 (42 USC 4321 et seq.), as amended;
- Lead Based paint regulations established in 24 CFR Parts 35, 570.608, and 24 CFR 982.401;
- Asbestos guidelines established in CPD Notice 90-44;
- HUD Environmental Criteria and Standards (24 CFR Parts 50, 51, and 58);
- The Energy Policy and Conservation Act (Public Law 94-163) and 24 CFR Part 39;
- Historic Preservation Act of 1966, as amended, and related laws and Executive Orders;
- Federal restrictions on the use of power of eminent domain;
- Byrd Anti-Lobbying Amendment (and related acts and requirements);
- Executive Order 11988, Floodplain Management, 1977 (42 FR 26951 et seq.); and,
- Flood Disaster Protection Act of 1973.
- Hatch Act of 1939 (Chapter 15 15 Title V of the U.S.C.)
- Beason-Hammon Act of Alabama (Section 13-1, et seq., Code of Alabama 1975) The Beason-Hammon Alabama Taxpayer Citizenship and Protection Act, codified at Section 31-13-1, et seq., Code of Alabama (1975), as

amended, requires that business entities and employers with whom the City contracts provide proof of enrollment and participation in E-Verify, an internet based system operated by the U.S. Department of Homeland Security, which may be used to determine the eligibility of new hires to work in the United States.

- The System for Award Management (SAM) is the Official U.S. Government system that consolidated the capabilities of CCR/Fed Reg, ORCA, and EPLS. There is NO fee to register for this site.
- Build America, Buy America Act (BABA) enacted under Division G, Title IX of the Infrastructure Investment and Jobs Act (IIJA, Pub. L. No. 117-58) signed into law on November 15, 2021.
  See the BABA CPD Overview Quick Guide for information on the applicability, definitions, and requirements of the BAP.
- As proof of enrollment and participation in E-Verify, the City requires the following:

    1) The City of Montgomery's Affidavit for Business Entity, fully completed and signed; and,
    2) The 13-page E-Verify Memorandum of Understanding with the U.S. Department of Homeland Security or Alabama Department of Homeland Security (contractors having fewer than 25 employees).

Appendices

A. Business Entity Information *10*
B. Corporation Statement *11*
C. Partnership / Joint Venture Agreement *12*
D. Individual Statement *13*
E. Certification Regarding Debarment and Suspension *14*
RFQ/Procurement Statement of Compliance *15*
Agency Exclusion Record for System for Award Management (SAM) *16*
Vendor Ownership Questionnaire *17*
Resolution 63-2021 and Exhibit A *18*

Exhibit A

BUSINESS ENTITY INFORMATION

Please provide the following organizational and/or personal information about the service provider entity. This must be sworn to by an authorized representative that has responsibility and authority to attest to its accuracy and correctness.

The undersigned authorized representative agrees to furnish any additional information, upon request, as may be needed by the City, to substantiate or clarify any submitted qualifications and information.

I hereby certify that the data and information submitted herein regarding myself, my organization, and its staff, are true and accurate to the best of my knowledge.

_____
Business name (exactly as it should appear on a service contract)

_____
Signature

_____
Printed name and title

Form of Business Entity (Check one):

( ) Corporation
( ) Partnership
( ) Individual
( ) Joint Venture

Exhibit B
ORGANIZATIONAL STATEMENT for a CORPORATION

Date of original incorporation:

Location (State) of original incorporation:

Date the corporation was authorized to do business in Alabama:

Indicate by checking whether the corporation is ( ) public ( ) private.
If public, how and where is the stock traded?
Indicate the type of incorporation used (LLC/S-Corp, etc.):

Below this line, list the county, date, book, and page where incorporation is recorded.

Please list the name, title, and mailing address of each director, officer, and principal shareholder owning 10% or more of the corporation's issued stock. Use a separate page if needed.

Directors:

Director's Name	Mailing Address	Any Other Principal Business

Officers:

Officer's Name	Mailing Address	Position

Principal stockholders owning 10% or more of issued stock:

Shareholder's Name	Mailing Address	Any Other Principal Business

Exhibit C

ORGANIZATIONAL STATEMENT for a PARTNERSHIP or JOINT VENTURE

Original date of organization:

Year that the partnership/joint venture began to do business in Alabama:

Indicate by checking whether the organization is a:
( ) General Partnership ( ) Limited Partnership ( ) Joint Venture
If limited partnership, indicate the type (LP/LLP/LLLP):

Was the Partnership/Joint Venture Agreement recorded? ( ) Yes ( ) No
If 'YES,' below this line, list the county, date, book, and page of the record.

Please list the name, address, and partnership share of each general/limited partner.

Partners:

Partner's Name	Mailing Address	Partnership Share

Please list the name, email address, and phone number of a full-time managing officer or managing employee, and a secondary contact.

Contact Info:

Contact Name	Email Address	Phone Number

Exhibit D

ORGANIZATIONAL STATEMENT for a SOLE PROPRIETOR

Original start date of business:
Year that this proprietor began to do business in Alabama:

Was a Successor Agreement recorded? ( ) Yes ( ) No
If 'YES,' below this line, list the county, date, book, and page of the record.

Proprietor name (full-time managing owner):

Mailing address:

Business office physical address:

Email address:

Office phone number:

Mobile phone number:

Secondary contact name (operating employee):
Secondary contact email:
Secondary contact phone:

Exhibit E

CERTIFICATION REGARDING DEBARMENT & SUSPENSION

1. I certify to the best of my knowledge and belief that NEITHER I/we, nor any of my/our principals are presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by the City of Montgomery, State of Alabama and/or any Federal agency.

2. Principals, for the purpose of this certification, means officers, directors, owners, partners, and persons having primary management or supervisory responsibilities with a business entity (i.e.: general manager, project manager, plant manager, supervisor, or head of subsidiary, division or business segment, and similar positions.

3. The professional environmental services provider or firm shall provide immediate written notice to the City of Montgomery if, at any time prior to the award of any contract, said provider or firm learns that this certification was in error when submitted, or has become erroneous by reason of changed circumstances.

4. The certification in paragraph 1 is a material representation of fact upon which reliance will be placed when making an award of a contract. If it is later determined that the professional environmental services provider or firm knowingly rendered an erroneous certification: in addition to other remedies available to it, the City of Montgomery may terminate and/or withdraw the award resulting from the Statement of Qualifications for default.

_____
Signature of Authorized Representative or Sole Proprietor

_____
Printed name

_____
Title:

RFP/PROCUREMENT STATEMENT OF COMPLIANCE WITH THE BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT AS AMENDED

This form with attachment is to be returned with the response to any RFP or other form of procurement and is to be completed as a condition for the award of any contract, grant, or incentive by the State of Alabama, any political subdivision thereof, or any state-funded entity to a business entity or employer that employs one or more employees within the State of Alabama.

State of Alabama

County of Montgomery

"As a condition for the award of any contract, grant, or incentive by the State of Alabama, any political subdivision thereof, or any state-funded entity to a business entity or employer that employs one or more employees, I hereby attest that in my capacity as _____(state position) for _____ (state business entity/employer/contractor name) that said business entity/employer/contractor shall not knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama."

I further attest that said business entity/employer/contractor is enrolled in the E-Verify program.

(ATTACH DOCUMENTATION ESTABLISHING THAT BUSINESS ENTITY IS ENROLLED IN THE E-VERIFY PROGRAM).

_____

Signature

THIS FORM PROVIDED FOR COMPLIANCE WITH SECTIONS 9 (a) and (b) BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT; CODE OF ALABAMA, SECTIONS 31-13-9 (a) and (b) and (c) as amended.

AGENCY EXCLUSION RECORD FOR SYSTEM FOR AWARD MANAGEMENT
See www.SAM.gov

The System for Award Management (SAM) is the Official U.S. Government system that consolidated the capabilities of CCR/Fed Reg, ORCA, and EPLS. There is NO fee to register for this site.

This page with the Sam.gov attachment is to be returned with the response to any RFQ or other form of procurement as a condition for the award of any contract, grant, or incentive by the United States Department of Housing and Urban Development (HUD), any subdivision thereof, or any HUD-funded entity.

Vendor Ownership Questionnaire

Please check all categories that apply.

VENDOR NAME:_____

ADDRESS:_____

PHONE #: _____

EMAIL ADDRESS:_____

IS THIS A MINORITY BUSINESS ENTERPRISE (MBE), i.e., minority ownership?
_____ YES _____NO

IS THIS A FEMALE BUSINESS ENTERPRISE (FBE), i.e., female ownership?
_____ YES _____NO

DISADVANTAGED BUSINESS ENTERPRISE (DBE), i.e., disadvantaged ownership?
_____ YES _____NO

IS THE COMPANY INCORPORATED _____YES _____NO

ETHNICITY OF OWNERSHIP:
_____ ASIAN AMERICAN
_____ AMERICAN INDIAN
_____ BLACK
_____ DISABLED
_____ HISPANIC
_____ OTHER (PLEASE SPECIFY):_____

SIGNATURE: _____

PRINT NAME: _____

TITLE: _____

DATE:_____

Resolution 63-2021 and Exhibit A

(Attached)

RESOLUTION NO. 63-2021

A RESOLUTION SUPPORTING ADOPTION OF AN ADMINISTRATIVE PLAN FOR A THIRTY PER CENT (30%) MINIMUM GOAL FOR DISADVANTAGED, MINORITY AND WOMEN OWNED BUSINESS ENTERPRISE PARTICIPATION IN CITY OF MONTGOMERY GOVERNMENT CONSTRUCTION AND PROFESSIONAL SERVICES CONTRACTS.

WHEREAS, it is the policy of the City of Montgomery to provide minorities and women owned businesses (also referred to as "disadvantaged businesses") equitable opportunity to participate in all aspects of City purchasing and contracting programs, including, but not limited to, participation in procurement, professional and construction contracts; and

WHEREAS, minorities, especially Black residents in the City of Montgomery have historically been oppressed, marginalized, and denied equal access to opportunities; and

WHEREAS, women have also historically been denied equal access to opportunities; and

WHEREAS, this history of systemic and systematic racial discrimination has created a racial wealth and pay gap between minorities and white-owned businesses and workers; and

WHEREAS, this history of gender discrimination has created a gender wealth and pay gap between women and male-owned businesses and workers; and

WHEREAS, the City of Montgomery actively seeks to identify qualified disadvantaged businesses and offer them an equitable opportunity to participate as providers of goods and services to the city; and

WHEREAS, disadvantaged business enterprise shall mean any legally constituted business enterprise which is majority owned by any legal resident of the United States who is a member of an ethnic, cultural, racial or national origin group which as a history of non-participation in government contracts, including women and disabled persons; and

WHEREAS, it is the intent of the City to widen equitable opportunities for participation for disadvantaged groups, eliminate the racial wealth and pay gaps, eliminate the gender wealth and pay gaps, increase competition, and to ensure the prudent and diligent use of public funds:

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MONTGOMERY, ALABAMA: that, potential contractors are hereby given notice that the City of Montgomery is an equal opportunity employer in accordance with Title VII, Civil Rights Act of 1964, 42 U.S.C., 1981, 1983, 1986 and amendments, and it is the policy of the City of Montgomery to require contractors, vendors and suppliers providing goods and services to the City to afford equal opportunity for employment to all individuals, regardless of race, color, sex, age, religion, national origin, disability or veteran status; provided, further, that as part of their bids on City of Montgomery construction contracts, contractors shall cooperate and in good faith do all things legal, proper, and reasonable to achieve the goal of thirty per cent participation by disadvantaged, minority and women owned businesses, and, that all departments of the City of Montgomery government shall make a good faith effort to award at least thirty percent of their professional services and other contracts to disadvantaged, minority and women owned business enterprises.

<u>PROCEDURE</u>

The clause set forth below which required contractor compliance with federal law shall be incorporated into each Request for Proposal (RFP) to do business with the City of Montgomery:

1. **It is the policy of the City of Montgomery to provide minorities and women owned businesses (also referred to as "disadvantaged businesses") equitable**

opportunity to participate in all aspects of City purchasing and contracting programs, including, but not limited to, participation in procurement, professional and construction contracts. Minorities, especially Black residents in the City of Montgomery have historically been oppressed, marginalized, and denied equal access to opportunities. Additionally, women have also historically been denied equal access to opportunities. This history of systemic and systematic racial discrimination has created a racial wealth and pay gap between minorities and white-owned businesses and workers. This history of gender discrimination has also created a gender wealth and pay gap between women and male-owned businesses and workers. Therefore, it is the intent of the City to widen equitable opportunities for participation for disadvantaged groups, eliminate the racial wealth and pay gaps, eliminate the gender wealth and pay gaps, increase competition, and to ensure the prudent and diligent use of public funds.

2. **Applicant for employment because of race, color, religion, sex, national origin, age, disability or veteran status pursuant to the provisions of Title VII of the Civil Rights Act of 1964, 42 U.S.C., 1981, 1983, 1986 and all amendments thereto relative to discriminatory employment practices. The contractor will ensure that qualified applicants are employed and, that during employment, employees are treated without regard to their race, color, religion, sex, national origin, age, disability or veteran status. Such action shall include, but not be limited to, the following: employment, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other compensation; and selection for training, including apprenticeship.**

3. **In the event of the contractor's non-compliance with the equal opportunity clause of the contract, the contract may not be awarded or may be cancelled, terminated, or suspended in whole or in part, and the contractor may be declared ineligible for further City contracts.**

4. **The contractor shall certify compliance with the policy to the City prior to receipt of any contract or business with the City of Montgomery. (EXHIBIT A)**

Additionally, all government construction contractors will include in their contracts that they will put forth a good faith effort to use DBE subcontractors and suppliers for at least thirty (30%) percent of the value of their bid in the performance of their contracts. Failure to put forth a good faith effort will result in termination of the contract for cause.

ADOPTED this the 20th **day of** April **, 2021.**

STATE OF ALABAMA)
COUNTY OF MONTGOMERY)
CITY OF MONTGOMERY)

I, Brenda Gale Blalock, City Clerk of the City of Montgomery, Alabama, DO HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution which was duly adopted by the Council of the City of Montgomery, Alabama, at its regular meeting held the 20th **day of** April **, 2021.**

GIVEN under my hand and the official SEAL of the City of Montgomery, Alabama, this the 21st **day of** April **, 2021.**

Brenda Gale Blalock
BRENDA GALE BLALOCK, CITY CLERK

APPROVED: APR 2 2 2021

STEVEN L. REED, MAYOR

63-2021

EXHIBIT A

CITY OF MONTGOMERY, ALABAMA

EQUAL EMPLOYMENT OPPORTUNITY CERTIFICATION FORM

Contractor/Vendor Name: _____

Address: _____

_____

_____

The contractor acknowledges receipt of the City of Montgomery, Alabama's Equal Employment Opportunity Contractor Compliance Policy and certified that it is an equal opportunity employer and agrees to the requirements of the Policy and the Equal Employment Opportunity Clause therein. The contractor further certified that it will require all subcontractors to execute an Equal Opportunity statement and certification of compliance.

The contractors will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability or veteran status. The contractor will ensure that qualified applicants are employed, and that during employment employees are treated without regard to race, color, religion, sex, national origin, age, disability or veteran status. Such action shall include, but not be limited to, the following: employment, promotion, demotion, or transfer; recruitment ore recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.

The contractor will furnish to the City of Montgomery, upon request, reports, notices, policies, and/or information certifying compliance with this policy.

In the event of the contractor's non-compliance with the equal employment clause of this contract, the contract may not be awarded or may be cancelled, terminated, or suspended in whole or in part, and the contractor may be declared ineligible for further City contracts.

_____ _____

Date **Signature**

Title: _____