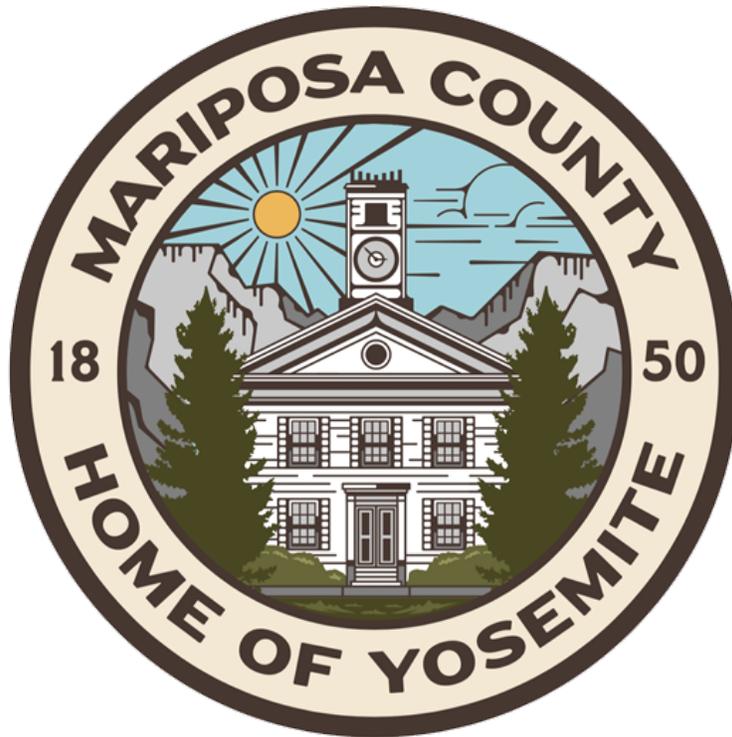


Mariposa County Planning Department



REQUEST FOR QUALIFICATIONS
Mariposa County Integrated Mobility and Housing Strategy

September 4, 2020

**Mariposa County Planning Department
PO Box 2039
5100 Bullion Street
Mariposa, CA 95338
209-966-5151**

Mariposa County Board of Supervisors

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Mariposa County Integrated Mobility and Housing Strategy

I. Project Overview

A. Description

The Mariposa County Integrated Mobility and Housing Strategy (IMHS) will combine stakeholder engagement and a range of analytical techniques to identify a pragmatic strategy for developing coordinated workforce housing and mobility projects in Mariposa County. A partnership between Mariposa County and Yosemite National Park, this collaborative effort will evaluate the suitability of strategic sites for medium- and high-density housing outside of the park, determine the mobility enhancements needed to connect future housing nodes with employment opportunities within the park, and recommend a strategy for jointly implementing the housing and mobility investments needed to connect where Mariposans live to where they work. By aligning enhancements in mobility (including both regional transit and active transportation modes) with future investments in a range of appropriate housing types, this project will result in a better connected, more livable, and equitable rural community. The project is funded by a grant from the [Caltrans FY 20-21 Sustainable Communities Grant Program](#).

The IMHS will both facilitate development of integrative housing and mobility projects, and promote enhancements to existing transportation infrastructure to better serve residents in Mariposa's disadvantaged communities. The County intends to gather public input through interactive stakeholder and community workshops that will drive the planning process. Once completed, the strategy will lead to implementation and development of integrative housing and transit projects as well as existing transportation enhancements that serve its workforce and disadvantaged communities.

The Planning Department is looking for interdisciplinary consultant teams that can collaborate with the project partners to successfully deliver the IMHS. Given the flexible project deliverables and the pandemic-related uncertainty for both the project's planning context and process, the Planning Department expects a dynamic project development process that occurs in tandem with the hired consultant. Our partnership seeks consultant teams who are eager to collaborate with our community. Primary project objectives are to:

- Develop a set of recommendations for integratively developing new housing in Mariposa County for Yosemite National Park personnel, and providing more effective mobility services to and from the park for Mariposa County residents* employed there
- Establish effective connections between employment opportunities in Yosemite National Park and residential areas elsewhere in Mariposa County* that A) increase transit ridership, B) reduce vehicle miles traveled, and C) increase safety on CA-140.
- Examine opportunities for aligning housing and mobility solutions for park personnel with strategies for addressing housing and mobility issues for other Mariposa County residents* and visitors.
- Explore options for modifying existing fleet of transit vehicles to result in more fuel efficient transit options
- Recommend strategies for improving active transportation connectivity between future investments in housing and mobility hubs in Mariposa County*

- Investigate opportunities for implementing green building and environmental design techniques for increasing water quality, groundwater recharge, promoting energy efficiency, and reducing greenhouse gas emissions associated with recommended transit-oriented development.

*This project will explicitly focus on recommended investments in Mariposa County. However, given the regional nature of the mobility and housing issues that the IMHS will grapple with, it will be important for the final deliverable to acknowledge that solutions outside of the county's jurisdiction, such as in Tuolumne County, will also play a role in aligning gateway livability goals with NPS operations objectives.

B. Background

Rural Mariposa County occupies 1,463 square miles of the Sierra Nevada foothills, sitting at the western gateway to Yosemite National Park, ("YNP" or "the Park"), which is a major economic driver for the region, and one of its largest employers. However, housing has long been a critical issue for park operations and sustainability, creating significant systemic issues for the Park and Mariposa County. In-park housing is available for only a limited proportion of the workforce, and there is a disparity between service-worker wages and cost of non-subsidized housing, particularly for units that will accommodate families. It should also be noted that a high percentage of workforce housing assigned to the primary park concessioner (currently Yosemite Hospitality – Aramark) does not meet building codes and would not be permitted outside the boundaries of the park. The majority of those not housed in provided housing reside in Mariposa County gateway communities. This represents a significant proportion of the county's 17,800 residents.

In general, housing throughout Mariposa County is also deficient in both quantity and quality, and is dispersed throughout the county in rural areas unconnected to transportation. The County's most recent housing element shows that Mariposa, like many counties, is not producing sufficient housing to meet its needs or state mandates. In addition to existing housing needs, the Park's Merced River Plan requires that a significant number of park workforce housing units shift to gateway communities where safe and sanitary living conditions can be guaranteed; this reduction in housing supply will only worsen the current lack of workforce housing in the county. The low density land use patterns of existing county housing present challenges for participation in transit; current transportation options do not meet the needs of residents desiring to connect to public transportation for their daily work commutes into the Park. For example, lack of quality housing, coupled with long commute times, negatively affect the Park's ability to attract and retain employees. The Yosemite workforce fluctuates seasonally; it consists of 800 National Park Service (NPS) employees in summer (400 winter) and 1,600 hospitality employees in summer (800 winter). Additional Yosemite workforce employees come from Park partners such as Yosemite Conservancy, NatureBridge, and others.

Current transportation options in Mariposa County are inadequate for workforce needs and do not support the County's desire for a sustainable community. According to the most recent NPS employee survey (2019), 32% of respondents said that they live in private housing not near their work location and another 8% said they live in park housing but not near their work location. Consequently, approximately 40% of survey respondents said they commute, 31% have a commute longer than 40 minutes, and 32% of employees specifically mentioned the commute as a negative factor in their work experience. The majority of Park workers drive alone to get to work (62.1%), while 12.9% carpool, and 9.2% telecommute/work from home; only 2.4% take public transportation. YNP workforce participation in transit is low; only 28 employees received a public transit subsidy from the U.S. Department of Transportation, a financial incentive intended to encourage participation in commuting

alternatives. YNP employee surveys consistently attribute low transit ridership to the inadequate number and frequency of runs and overall inconvenience of this transit mode. Mariposa County residents on the whole spend an average of 28 minutes on their commute to work, compared to a national average of 25 minutes and a 26 minute average for surrounding communities (Alpine, Amador, Calaveras, Inyo, Mariposa, Mono, Tuolumne Counties). In addition, roughly 8% of County residents “super commute”, spending 90 minutes or more on their daily commute to work. Employees in the town of Mariposa have longer commute times on average (36.5 minutes), and one in five (21%) have “super commutes”.

Meanwhile, Park visitation has reached all-time highs in the past three years, keeping traffic congestion and frustration for commuters and park visitors at all-time highs. Over 90% of visitors, averaging 3,156 through Mariposa daily, arrive by private vehicles and only 6% arrive by transit; 17 tour buses per day travel through Mariposa. Annual travel to the park is estimated to have increased by approximately 1 million visitors from 2015 to 2016 and has remained above 4 million since 2017. Annual car counts at the SR-140 Arch Rock entrance, which is accessible through the town of Mariposa, averaged 44,982/month, and 404,838 cars total through October, already exceeding totals for 2018 and exceeding totals seen in October 2016. Amenities (restrooms and staging for any mode shift) are extremely limited. Yosemite Area Transit Service (YARTS) currently makes six runs between Merced/Mariposa/Yosemite in the winter and eight runs in the summer on a daily basis. Only 6% percent of visitors use YARTS, while 92 percent of visitors travel by car, contributing to idling vehicles, notorious congestion at the SR-140 entrance, and diminished resident and visitor morale. Interestingly, 84% of Yosemite visitors highly rate availability and utility of the shuttle loop service provided by the Park Service. Approximately 92% of visitors obtain information several weeks or months prior to visiting the County, and 69% of visitors stayed overnight outside the park prior to a visit. Mariposa is among the top three Foothill communities for overnight stays.

These data collectively imply that a mode shift to shuttle service or other group transportation will be effective within Mariposa County for a significant percentage of both visitors and workforce commuters if transit service, parking and staging are provided as part of an integrated transportation solution. The proposed project will address this deficiency by planning the implementation of transit-oriented development, with housing and transportation that connects Mariposa and other key county gateway communities with its major workforce center – Yosemite National Park. Park worksites within Mariposa County currently include: El Portal Administrative Site, Arch Rock, Yosemite Valley, Badger Pass, Glacier Point, Wawona and the South Entrance Station. The need to integrate transportation, mobility, and active transportation with housing solutions has been identified as a critical remaining link for sustainable community development. This is essential not only for reducing GHG emissions and VMT, but also promoting the health benefits of active transportation to Mariposa County’s Citizens.

II. Related Projects and Information

A. Transportation, Mobility, and Connectivity

Transportation for the county is at a turning point, with several foundational planning documents already in place to inform transit oriented development for the County. Previous Caltrans Sustainable Transportation Planning grants funded the visioning of a transit hub in downtown Mariposa ([Transportation Center and Active Transportation Feasibility Study, 2019](#)) and a comprehensively planned active transportation network, with the Mariposa Creek Parkway as its key feature ([Mariposa Creek Parkway Master Plan, 2019](#)). Additional key documents include the 2012 Mariposa County Bicycle Pedestrian Transportation Plan and 2017 Regional Transportation Plan, which can be accessed at the [Public Works Department's website](#).

Additionally, the consequences of the disconnect between mobility and housing are particularly acute for low-income and disadvantaged communities. The majority of lower wage, seasonal food, retail and service jobs are located either in the Town of Mariposa or Yosemite National Park; 60% of these jobs are related to tourist spending. The income from these jobs is 60% lower than the County Median Income. As of 2015, 482 people below the poverty level utilized transportation services provided by Mariposa Transit. The [Mariposa County Needs Assessment \(2019\)](#) identifies multiple issues with these transportation resources currently available to residents (dial-a-ride service and limited public transportation options). This poses challenges for residents in this rural county, particularly for those residing in more remote areas, seniors, and special needs community members requiring greater regional connectivity along the SR-140 and SR-49 corridors to connect with critical service providers.

B. Housing

The County recently (2018) completed a [Housing Program Implementation Strategy](#), which expresses a range of priority actions needed to take to address systemic issues associated with housing in Mariposa County. A principal recommendation of the Strategy is that new housing will be located within the Town of Mariposa to meet workforce needs and the needs of special populations, where infrastructure and services are more readily available. Additional essential information related to the County's housing goals and vision are included in the [draft Housing Element](#) of the Mariposa County General Plan (2019).

III. Anticipated Workflow and Deliverables

The project is anticipated to follow the following workflow, with milestones indicated below. Dates are flexible and will likely change based on selected consultant's recommendations, but the project must be completed by 6/1/2023.

Phase 1: Initiate (January 2021)

- Develop Stakeholder Engagement Protocols to guide community dialogue approach
 - Mariposa County and Yosemite National Park are committed to implementing a community participation strategy that effectively includes segments of the community who traditionally do not participate in County and/or Park planning efforts. Specific strategies for achieving this goal will be developed in coordination with the selected consultant team, who will coordinate with the Transportation Center Citizens Advisory Committee and the Housing Programs Advisory Committee to identify approaches and techniques that will be appropriate and effective in our unique community context. However, anticipated baseline strategies will include multi-lingual outreach materials, opportunities for online engagement, and decentralized “meeting in a box” materials.

Phase 2: Explore (August 2021)

- Define planning context
 - The selected consultant team's first task will be to analyze the relevant planning documents, studies, and other milestone documents related to housing in multi-scalar, multi-modal mobility in Mariposa County and Yosemite. Understanding these prior planning efforts and their outcomes will allow the consultant team to define the planning context in which the Integrated Mobility and Housing Strategy will occur, and set the stage for more informed and robust stakeholder engagement in future tasks.
- Collect Community Perspectives
 - With assistance from Mariposa County staff and Yosemite National Park, the consultant team will host a series of facilitated focus groups with strategic stakeholders to shape the inquiry and investigation in future tasks in the project. Participants in these dialogues will be targeted towards stakeholders with advanced knowledge and/or implementation responsibilities related to regional housing and mobility issues, and will emphasize the needs and perspectives of disadvantaged community members.
- Summarize baseline conditions
 - After defining the planning context in which the Integrated Mobility and Housing Strategy occurs, and connecting with essential stakeholders to gain a qualitative understanding of the specific regional housing and mobility issues plaguing this segment of Mariposa County's workforce, the consultant team will collect these baseline conditions into a clear and compelling summary. This summary will describe the current and future need for both housing and related transit services to support that housing in Mariposa County for Yosemite National Park Personnel, functioning as a needs assessment, identifying benchmarks and performance measures by which to evaluate the recommendations developed in later project tasks.

Phase 3: Expand (February 2022)

- Draft development and stakeholder prioritization of preliminary Housing and Mobility projects
 - Having established benchmarks and performance measures for needed residential and mobility investments in the prior phase, the consultant team will next propose a preliminary

vision for potential projects on 10-20 strategic sites in Mariposa County. The sites will be recommended to the consultant team by the partnership. Our partnership fully expects the ideas generated to be preliminary, and the materials to be used to stimulate and structure community dialogue in subsequent project tasks.

For each potential site, the consultant team will propose a strategy for providing the transportation investments needed to provide adequate mobility for potential future residents to and from employment opportunities in Yosemite. We anticipate that strategies may vary depending on site location, and could be site specific or could suggest larger, more systemic enhancements to regional transportation infrastructure. These might include:

- enhancements to existing regional transit functions
- opportunities for innovation, such as rideshare or use of alternative fuels
- linkages to existing active recreation networks

Additionally, for each potential site, the consultant team will provide recommendations for development products that are appropriate for the individual site contexts.

Recommendations will include conceptual proposals related to building scale and mass--but not more detailed physical characteristics, like articulation, form, or materiality.

Phase 4: Express (August 2022)

- Detailed development of priority Housing and Mobility projects
 - Having shared and collected and summarized community input on the preliminary housing and mobility projects in the prior phase, the consultant team will further develop the project concepts for priority sites. This deliverable will incorporate the takeaways from the prior phase, providing additional detail related to the residential development and according mobility improvements for each priority site. As in the prior phase, the ideas generated through this task are draft materials, intended to stimulate and organize additional stakeholder reaction and feedback. In particular, the consultant team will advance (and, at a subsequent stage, solicit community feedback on) the site-specific conceptual design related to the following project topics at this stage:
 - Aesthetic considerations, including material palettes, landscaping, and other community design topics
 - Building performance criteria, including green building considerations, wildfire risk reduction capacity, and other opportunities to innovate with new building technologies and design principles
 - Viability of site-specific mobility enhancements for each prioritized site
- Assemble project implementation strategy
 - In addition to providing more specific materials with which to engage the community at the next step of the project, the progressive detail provided at this stage will allow the consultant team to provide realistic information to support implementation of each of the draft projects. This information will be compiled into a site-specific implementation strategy for each of the prioritized draft projects, and, if necessary, a cross-cutting strategy of regional implementation actions. As with elsewhere in the project, the implementation strategy will initially be considered a draft, and used to stimulate and organize additional discussion with project stakeholders. The format of the Draft Implementation Strategy will be determined in conjunction with the selected consultant team, and will be incorporated into the final Integrated Mobility and Housing Strategy deliverable. Anticipated content includes:
 - conceptual cost estimates

- project timelines
- project partners and key responsibilities
- compliance strategy, including displacement mitigation actions (if necessary)
- recommended funding mechanisms

Phase 5: Execute (January 2023)

- Produce and adopt final Integrated Mobility and Housing Strategy
 - Using the feedback collected during the previous phase, the consultant team will refine the draft Project Concepts report and draft Implementation Strategy report, and consolidate these updated deliverables with materials produced in previous phases into a cohesive booklet, in both digital and physical formats. This will serve as the draft Integrated Mobility and Housing Strategy that summarizes the key takeaways from each task, specifically:
 - The values and principles which informed the stakeholder engagement protocols, and the techniques used to facilitate community engagement throughout the project
 - The baseline conditions that serve as the project's context, and the benchmarks and targets stemming from that context
 - The methodology used to identify and ultimately prioritize project sites and their associated mobility strategies
 - The final project concepts for each of the coordinated housing and mobility projects prioritized through the stakeholder engagement process
 - The final site-specific and, if necessary, cross-cutting strategy needed to implement the prioritized projects

Ultimately, the final deliverable should be tailored to quickly and effectively submit sections of the IMHS to targeted state and federal grants to support project implementation. Those grants include:

- Strategic Growth Council Affordable Housing Sustainable Communities grant program
- California Department of Housing and Community Development (HCD) No Place Like Home program
- HCD CalHome Program
- HCD Infill Infrastructure Grant program
- HCD SB2 Planning Grants
- Community Development Block Grants (CDBG)

IV. Required Submittals

The Planning Department is currently seeking statements of qualifications from interested consultant teams. Responses should be limited to specific discussion of the elements outlined in this RFQ. The intent of this RFP is to encourage responses from teams that have successfully produced similar or compellingly related planning projects in the past, and also have a track record of having those plans implemented as tangible, built community improvements. The organization of the proposal should follow:

1. Transmittal Letter

The transmittal letter should include the name, title, address, phone number, and original signature of an individual with authority to negotiate on behalf of and to contractually bind the consultant(s) firm, and who may be contacted during the period of proposal evaluation. Only one transmittal letter need be prepared to accompany all copies of the technical and cost proposals.

2. Table of Contents

A listing of the major sections in the proposal and the associated page numbers.

3. Introduction

Please share your understanding of the role and relationships of the client team, and express your awareness of the project's issues, opportunities, and potential impacts.

4. Qualifications

Please provide 4-6 related (and completed) projects which your team believes qualifies you to develop the Integrated Mobility and Housing Strategy. For each project, please describe:

- The project's initial goals and parameters
- The course of action undertaken to deliver the project, including any stakeholder engagement work
- The project's current state of implementation
- Any innovative project components related to the planning process or project deliverable
- Your ideas on how the proposed project aligns with, and qualifies your team for, the IMHS
- Images to further convey the project, such as process photos, images of the plan deliverable, images of implemented projects, or other images at your discretion.
- Project references and contact information
- Any additional relevant information about the project that you would like to share with the review committee.

5. Project Staff:

Please describe the qualifications and experience of each professional who will participate in the project, including a resume for each member of the project team. A project manager must be designated, and an organizational chart showing the manager and all project staff proposed who will provide services must be included.

Note that submissions need not include time and services proposals, project management proposals or proposed work plans for conducting the IMHS. This information will be requested from selected consultants later in the evaluation process.

All proposals must be **received** no later than **2:00 pm on October 5, 2020** at the Mariposa County Planning Department. Please provide one (1) digital copy by email to Mikey Goralnik at mgoralnik@mariposacounty.org in advance of the above deadline. Additionally, please send one (1) bound physical copy to:

Mikey Goralnik, Community Design and Development Planner
5100 Bullion Street; PO Box 2039
Mariposa, CA 95338-2039

Please submit physical proposals in a sealed envelope that is marked “Integrated Mobility and Housint Strategy.” All submissions received prior to the date and time specified above for receipt may be withdrawn or modified by written request of the proposer. Modifications must be received in writing, and in the same type of media and number of copies as the original proposal, prior to the date and time specified for receipt of proposals. Unfortunately, late submissions will not be accepted. All submissions, whether selected or rejected, shall become the property of the Mariposa County. By submitting a proposal, the proposer certifies that his or her name or firm’s name, as well as that of proposer subcontractors, does not appear on the Comptroller General’s list of ineligible contractors for federally assisted projects.

V. Review Process

All submittals will be initially screened by an interdepartmental staff panel, after which a limited number of proposals will be reviewed by a technical advisory team consisting of representatives of:

- Mariposa County Planning Department
- Mariposa County Administrative Department
- Yosemite National Park
- Yosemite Conservancy
- Mariposa County Housing Programs Advisory Committee (HPAC)
- Other local stakeholders as needed

The advisory team members will evaluate the selected submissions, and score them based on the following criteria:

- Familiarity with the project area and the type of issues and problems associated with the project;
- Ability to meet the project's goals and objectives;
- Relevance, quality, and impact of qualifying projects
- Specific experience and technical competence of the personnel to be assigned to this contract;
- Preference will be given to interdisciplinary teams with a demonstrated history of effective collaboration.

After qualifications have been evaluated, the highest scoring teams will be asked to develop a more detailed technical proposal for project, which will be presented to the technical advisory team via videoconference at a later date. Based on these presentations, a consultant team will be selected, and the panel will make recommendations to Mariposa County Board of Supervisors on the basis of the proposal, interviews, and references. Following Board of Supervisor approval, negotiations shall be conducted with the most qualified proposer. Mariposa County will negotiate with the next most qualified proposer until a contract can be awarded. Anticipated project schedule is below.

October 5, 2020 at 2:00 PM: Closing Date and Time for Receipt of Proposals

Mid-October 2020: Notify finalists of selection for next phase

Early-November 2020: Final proposals due and videoconferences conducted

End of November/Beginning of December 2020: Contract Award

July 1, 2023: Latest possible date of project completion

VI. Project Contact

Please direct any questions to Mikey Goralnik, Community Design and Development Planner, Mariposa County Planning Department

Mikey Goralnik, Community Design and Development Planner
5100 Bullion Street; PO Box 2039
Mariposa, CA 95338-2039
209 . 966 . 5151 • FAX 209 .742. 5024
mgoralnik@mariposacounty.org

VII. General Conditions

A. Limitations

This Request for Qualifications (RFQ) does not commit Mariposa County to award a contract, to pay any costs incurred in the preparation of the proposal in response to this request, or to procure or contract for services or supplies. Mariposa County may:

- Reject any and all proposals or waive any irregularity or information in any proposal or in the RFP procedure;
- Determine the suitability of the materials and/or services to be rendered;
- Withdraw this RFQ at any time without prior notice; and
- Modify the RFQ schedule described above.

B. Award

Mariposa County will ask RFQ finalists to make oral presentations. Finalists may be required to participate in negotiations and submit technical, or other revisions of their proposals resulting from negotiations. Mariposa County also reserves the right to award the contract without discussion or interviews, based upon the initial proposals. Selection will be based solely upon demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required.

C. RFP Addendum

Any changes to the RFQ requirements will be made by written addenda by Mariposa County and will be considered part of the RFQ. Upon issuance, such addenda will be incorporated in the RFQ documents, and shall prevail over inconsistent provisions of earlier issued documentation.

D. Verbal Agreement or Conversation

No prior, current, or post award verbal conversations or agreement(s) with any officer, agent, or employee of Mariposa County shall affect or modify any terms or obligations of the RFQ, or any contract resulting from this RFQ.

E. Pre-contractual Expense

Mariposa County shall not be liable for any pre-contractual expenses incurred by any proposer or selected contractor.

F. Signature

The proposal shall provide the following information: name, title, address, and telephone number of the individual with authority to bind the company and also who may be contacted during the period of proposal evaluation. The proposal shall be signed by an official authorized to bind the Consultant(s)

and shall contain a statement to the effect that the proposal is a firm offer for at least a ninety (90) day period.

G. Term

The term of the contract will be from the date of execution of the contract to project completion. **The project shall be completed prior to July 1, 2023.**

H. Fiscal Out Clause

The Agreement may be terminated at the end of any fiscal year, June 30, without further liability other than payment incurred during such fiscal year, should funds not be appropriated by Mariposa County to continue services for which the agreement was intended.

I. Insurance

The successful firm shall provide evidence of Professional Errors and Omissions Insurance and general commercial liability insurance in amounts not less than \$1,000,000 per occurrence. Insurance shall name Mariposa County as an additional insured.

J. Contract Arrangements

The proposer is expected to execute a contract similar to Mariposa County's Professional Services Agreement, which meets the requirements of MAP-21.

- 1) Disadvantaged Business Enterprise (DBE) Policy: It is the policy of the U.S. Department of Transportation that minority- and women-owned business enterprises (hereby referred to as DBE's) as defined in 49 CFR Part 26, shall have the maximum opportunity to participate in the performance of contracts financed in whole or in part with Federal funds. DBE certified consultants are encouraged to submit proposals. Mariposa County will not exclude any person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by 49 CFR, Part 26 on the basis of race, color, sex, or national origin;
- 2) DBE Obligation: The recipient or its contractor agrees to ensure that DBE's have the maximum opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with Federal funds provided under this agreement. In this regard, all recipients or contractors shall take all necessary and reasonable steps in accordance with 49 CFR Part 26 to ensure that DBE's have the maximum opportunity to compete for and perform contracts. A discussion of the consultant(s) program for use of DBE's in the performance of this work, including the following:
 - the names and addresses of DBE firms that will participate;
 - the description of the work each named firm will perform; and
 - the dollar amount of participation by each DBE firm
- 3) Equal Employment Opportunity: In connection with the performance of the contract, the contractor shall not discriminate against any employee or applicant for employment because of race, color, age, creed, sex, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Each proposal, to be considered responsive, must include

a copy of the consultant(s) affirmative action policy (applicable for firms with 50 or more employees);

- 4) Title VI of the Civil Rights Act of 1964: The contractor agrees to comply with all the requirements imposed by Title VI of the Civil Rights Act of 1964 (49 USC 2000d) and the regulations of the U.S. Department of Transportation issued thereunder in 49 CFR Part 21; and
- 5) Conflict of Interest: Firms submitting proposals in response to this RFQ must disclose to Mariposa County any actual, apparent, or potential conflicts of interest that may exist relative to the services to be provided under Agreement for consulting services to be awarded pursuant to this RFQ. If this firm has no conflict of interest, a statement to that effect shall be included in the proposal.