

10. Have County employees previously (or currently) performed this service? Yes No

10a. If yes, what classification(s)? When did County employees most recently perform this service?

10b. If yes, does this procurement of services supplement, but not replace County employees? Are any of those positions that currently/previously performed this service vacant and/or no longer allocated? Have (or will) County positions that most recently performed this service be reduced in force (subject to layoffs)? Briefly explain.

11. Please explain why County employees should not or cannot perform this work. Be specific. Identify special skills or qualifications required (but not possessed by County), work of sensitive nature, neutral party necessary to prevent conflict of interest, etc.

12. Is this procurement of service associated with any grants/other contracts that fund County employee jobs? Yes No
If yes, please explain: