

2022-02-16

**REQUEST FOR PROPOSAL
RFP 12 (2022-02)
ADDENDUM #1**

This addendum shall be incorporated into, and form part of RFP 12 (2022-02) and take precedence over all requirements of the previously issued bid documents including plans. This addendum must be signed by the bidder (signing officer) in the appropriate space and must be attached to the Form for submission by the bidder. This Addendum consists of one (1) page.

1. Question: Can you disclosure what job evaluation tool is currently used at the Toronto Zoo for the Exempt positions?

RESPONSE: Hay Job Evaluation Tool.

2. QUESTION: What challenges are you having with the current job evaluation tool?

RESPONSE: Not simple to use, not enough criteria to evaluate positions.

3. QUESTION: Are all or most Exempt's job descriptions up-to-date?

RESPONSE: Many are up-to-date, others need to be updated.

4. QUESTION: Are all or most Exempt's job evaluated using the current tool?

RESPONSE: Yes, all were evaluated using the current tool.

5. QUESTION: When was pay equity last reviewed/completed for the Exempt positions?

RESPONSE: Approximately 20 years ago.

Receipt of the Addendum shall be acknowledged as part of your submission.

The Board of Management of the Toronto Zoo reserves the right to reject any or all Tenders or to accept any quotation, should it deem such action to be in its interests.

If you have any queries regarding this matter, please contact Mr. Peter Vasilopoulos, Supervisor, Purchasing & Supply, at 416-392-5916 or by email pvasilopoulos@torontozoo.ca.

Yours truly,

Peter Vasilopoulos
Supervisor, Purchasing & Supply

I/we hereby acknowledge receipt of this addendum and make allowance in my bid.

Signed (Must be Signing Officer of Firm)

Name of Firm

Date:

END OF ADDEDNUM 1