

JLR Manager (Initial)



Notice of Intent to Award

Solicitation Number	GG000065	Award Date	6/24/2026 2:16 PM CDT
Solicitation Title	Special Projects and Programs Payroll Services		
Buyer Name	Grace Wichert	Buyer Email	Grace.Wichert@nashville.gov
BAO Rep	N/A	BAO Email	N/A

Awarded Supplier(s)

In reference to the above solicitation and contingent upon successful contract negotiation, it is the intent of the Metropolitan Government of Nashville and Davidson County to award to the following supplier(s):

Company Name (1)	William W. Professional Staffing
Company Name (2)	
Company Name (3)	
Company Name (4)	
Company Name (5)	
Company Name (6)	

Certificate of Insurance

The awarded supplier(s) must submit a certificate of insurance (COI) indicating all applicable coverage required by the referenced solicitation. The COI should be emailed to the referenced buyer no more than 15 days after the referenced award date.

Equal Business Opportunity Program

Where applicable, the awarded supplier(s) must submit a signed copy of the letter of intent to perform for any and all minority-owned (MBE) or woman-owned (WBE) subcontractors included in the solicitation response. The letter(s) should be emailed to the referenced business assistance office (BAO) rep no more than two business days after the referenced award date.

☐ Yes, the EBO Program is applicable.

☒ No, the EBO Program is not applicable.

Monthly Reporting

Where applicable, the awarded supplier(s) will be required monthly to submit evidence of participation and payment to all small (SBE), minority-owned (MBE), women-owned (WBE), LGBT-owned (LGBTBE), and service-disabled veteran owned (SDV) subcontractors. Sufficient evidence may include, but is not necessarily limited to copies of subcontracts, purchase orders, applications for payment, invoices, and cancelled checks.

Questions related to contract compliance may be directed to the referenced BAO rep.

☐ Yes, monthly reporting is applicable.

☒ No, monthly reporting is not applicable.

Public Information and Records Retention

Solicitation and award documentation are available upon request. Please email the referenced buyer to arrange. A copy of this notice will be placed in the solicitation file and sent to all offerors.

Right to Protest

Per MCL 4.36.010 – any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract may protest to the purchasing agent. The protest shall be submitted in writing within ten (10) days after such aggrieved person knows or should have known of the facts giving rise thereto.

Michelle D. Hernandez Lane
Michelle Lane
Interim Purchasing Agent & Chief Procurement Officer

ZK (Initial)
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GG000065 – Special Projects and Programs Payroll Services

Company Name	Qualifications and Experience (30 Points)	Methodology and Approach (30 Points)	Cost Criteria (40 Points)	Total Points (100 Max)
LanceSoft, Inc.	23	22	13.57	58.57
Staffmark Group	15	10	2.49	27.49
Trade on Demand, Inc. dba Skilled Workforce	10	10	11.55	31.55
William P. Professional Staffing	15	15	40	70

RFQ GG000065 - Special Projects and Programs Payroll Services		Lowest Bid	Total Cost Points
		\$285,415.58	40.00
Offeror's Name	Bids	Evaluation Amount	RFP Cost Points
LanceSoft, Inc.	\$841,498.03	\$841,498.03	13.57
Staffmark Group	\$4,589,747.91	\$4,589,747.91	2.49
Trade On Demand dba Skilled Workforce	\$988,826.54	\$988,826.54	11.55
William W. Professional Staffing	\$285,415.58	\$285,415.58	40.00

LanceSoft	
Strengths	Weaknesses
Experience and examples provided were relevant to services requested and align with Metro needs, which met expectations.	Unclear whether new hire documents are collected by contractor or Metro, which was significantly below expectations.
Large number of staff, including dedicated team for peak onboarding, which was above expectations.	Information regarding the pay card program did not specify which card would be used and if it met the noted requirements, which was below expectations.
Resources available to support increased volumes during peak processing periods, which met expectations.	It is unclear if in-person onboarding would only be available during peak season or year-round, which was below expectations.
Capacity to financially cover peak payroll seasons, which met expectations.	It is unclear whether staffing resources for peak period on-boarding would be existing employees, new staff, or temps/ subs. which was below expectations.

Staffmark Group	
Strengths	Weaknesses
No specific strengths noted.	Personnel noted were high-level executives with limited information regarding personnel responsible for day-to-day operations, which was below expectations.
	Limited information was provided regarding capacity to fund anticipated payroll volume during peak periods could be met, which was significantly below expectations.
	Response was high level and lacked detail, which was below expectations.
	Project examples provided little information regarding services provided; unclear if experience is similar to Metro, which was significantly below expectations.
	Lacked staffing details during peak onboarding period, which was significantly below expectations.
	Lacked detail on how controls to mitigate challenges or issues that may arise would be implemented which was below expectations.

Trade on Demand dba Skilled Workforce	
Strengths	Weaknesses
No specific strengths noted.	Proposal identified a subcontractor to provide payroll services but the division of responsibilities was unclear, which was significantly below expectations.
	Unclear who would be responsible for payroll issues, which was significantly below expectations.
	Project examples primarily described staffing and onboarding with limited information on payroll services comparable to requirements, which was significantly below expectations.

William W. Professional Staffing	
Strengths	Weaknesses
In-person onboarding services are available, which met expectations.	

Demonstrated capacity for peak period payroll processing, which met expectations. Provided information on disbursement options, which met expectations. Structured payroll service including onboarding, payroll processing and invoicing, which met expectations.	Proposal indicated that onboarding may require additional hiring, unclear on how large-scale onboarding would be handled, which was below expectations. Project experience was heavy on staffing services; limited detail on payroll administration similar to Metro requirements, which was below expectations. Information was not clearly presented, making proposal difficult to follow, which was below expectations.
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Notice of Rejection

Solicitation Number	RFQGG000065	Date	6/11/2026 10:15 AM CDT
Solicitation Title	Special Projects and Programs Payroll Services		
Buyer Name	Grace Wichert	Buyer Email	Grace.Wichert@nashville.gov
BAO Rep	N/A	BAO Email	N/A

The Metropolitan Government of Nashville and Davidson County has determined the offer submitted by the following supplier is not minimally responsive to the requirements of the referenced solicitation:

Company Name	Goodson, Inc. dba City Heart Payroll	Company Contact	Tiffany Gaffney
Street Address	2319 Crown Hill Dr.		
City	Murfreesboro	State	TN
		Zipcode	37129
Reason	Offer fails to conform in all material aspects to the solicitation and is not responsive.		
Other/Notes	Failed to provide the required solicitation attachments as outlined in the solicitation.		

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