

RE-BID Post Offer Employment Testing

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Open	6/17/2026 6:00 PM CDT	Type	RFQ - Request for Quote
Close	7/8/2026 1:00 PM CDT	Number	645-RFQ-2847-2026
		Currency	US Dollar
Sealed Until	7/8/2026 1:00 PM CDT	Payment Terms	0% 0, Net 60

Contacts

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Commodity Codes

Commodity Code	Description
96130	Employment Agency and Search Firm Service, Including Background Investigations and Drug Testing for Employment
94886	Therapy and Rehabilitation Services

Overview

Description

The Iowa DOT is seeking competitive quotes for a qualified Testing Provider to provide Post Offer Employment Testing for all Iowa DOT District Field Offices as per the Specifications on the *Buyer Attachments* section of this RFB. Outcome of the Post Offer Employment Testing analysis will be designed to determine one or more job specific tests that will either qualify or disqualify the candidate for position applied based on post-offer or post-employment (fit for duty) of position. All job analysis is to be completed in compliance with the Americans with Disabilities Act (ADA). An example of a Post Description Questionnaire is on the *Buyer Attachments* section.

To meet compliance, the responder's solution must NOT include the PCP post-offer, pre-employment physical testing machine model. The department is seeking a more hands-on, job-realistic, and consistently administered testing method that aligns with the essential physical requirements of key job classifications across the state. Responder solutions should demonstrate the ability to deliver consistent, repeatable, and validated job-simulation-based testing that can be administered across all regions of the state with minimal variability between test locations or evaluators.

To ensure equitable access and statewide participation, the Testing Provider must operate multiple testing sites throughout Iowa, except where *noted* below. These sites must be distributed across urban, suburban, and rural areas and must be accessible to all eligible individuals, regardless of their assigned Iowa DOT facility.

The Testing Provider is required to regularly assess its testing site locations to confirm that they provide sufficient geographic distribution, accessibility, and capacity to meet ongoing testing needs. Any proposed modifications to testing locations must be reported to the Iowa DOT, and written approval must be obtained prior to implementing any changes affecting Iowa DOT testing.

The DOT's goal is to ensure that candidates do not travel more than **two hours** from their assigned DOT garage to the Testing Provider's location. See DOT Map on *Buyer Attachments* section.

The Testing Provider is required to provide a complete list of all testing locations, along with the corresponding mailing addresses for each site.

NOTE: The DOT will allow the Testing Providers the option to provide Post Offer Employment Testing, as described in the specifications, at a DOT facility or via a mobile vehicle. The Testing Provider must supply all required testing equipment and coordinate testing dates with the DOT. The DOT facility location will be designated by the DOT. The Testing Provider is required to maintain insurance on all vehicles, trailers, and equipment used to provide testing.

See *Buyer Attachments* section for Specifications, Iowa District Field Office map and an example of "Post Description Questionnaire".

ALL LINES ARE TIED ON THE ITEMS SECTION OF THIS RFB. Responders are not required to respond to the 'Add Alternate' Line 2. All Responders must respond to line 1. Award will be based on the 'Base Bid' on line 1.

Shipping Terms

Deliveries shall be F.O.B Destination.

Award - Cost and Other Factors

It is the intent of the Iowa DOT to award the contract to the responsible bidder whose submission is the most advantageous to the Iowa DOT, cost and other factors considered. Other factors include, but are not limited to: meeting or exceeding mandatory requirements, proposed staffing, and meeting required time schedule. Other factors may also include a comprehensive review of bidders past work performance, and work capacity.

Notification of Intent to Award

After responses are evaluated, a Notification of Intent to Award (NOIA) and bid tabulation will be posted publicly on the [IMPACS Business Opportunities](#) site.

Communication

Until a contract is awarded, the sole point of contact for this bid opportunity will be the Purchasing Agent listed in the event. All questions must be directed solely to the Purchasing Agent and will not be accepted after the Q&A Submissions Close Date. Bidders are strongly encouraged to submit all questions through the Q&A Board. Responses to questions will be posted on the Q&A Board.

Contract Term

DOT estimated start date: Upon Notice to Proceed Announcement. (Start date to be coordinated with the DOT Human Resource Manager).

The contract will be for an initial term of 12 months, with the option to renew for up to five additional 12-month periods.

Tax Exemption

The Iowa Department of Transportation is a tax-exempt agency. Tax exemption certificates will be provided upon request.

Davis-Bacon wages do not apply.

Prerequisites

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Buyer Attachments

1. [EXAMPLE of DOT Post Description Questionnaire.pdf](#)
2. [DOT MAP -garages.pdf](#)
3. [SPECIFICATIONS-Post Offer Employment Testing RE-BID FINAL.pdf](#)

Questions

★ Required Questions

Group 1: Form of Quote

Instructions: Bidder shall read and answer the following questions. If there are exceptions to the terms, submit a question(s) in the Question and Answer Section with your exception.

- 1.1 Enter the Bidder's contact name, telephone number, mailing address and email address for questions regarding this solicitation. ★
- 1.2 Enter the number of years the Bidder has been in business in the text box. ★
- 1.3 The State of Iowa requires shipping to be FOB Destination, Freight Prepaid. Does the Bidder agree to the terms? ★

Group 2: Terms and Conditions

Instructions: Bidder shall read and answer the following questions. If there are exceptions to the terms, submit a question(s) in the Question and Answer Section with your exception.

- 2.1 Bidder shall read the Specification Terms and enter a response. ★
- 2.2 Bidder shall read the Terms and Conditions for SERVICES and enter a response. ★

Group 3: Payment Terms

Instructions: Bidder shall read and answer the following questions. If there are exceptions to the terms, submit a question(s) in the Question and Answer Section with your exception.

- 3.1 Payment Terms - Per Iowa Code § 8A.514 the State of Iowa is allowed sixty (60) days to pay an invoice submitted by a Bidder. Does the Bidder agree to the terms? ★
- 3.2 What discount will the Bidder give for payment in 30 days? Enter the discount in the text box. If none, enter zero. ★

Group 4: Testing

Instructions:

- 4.1 Does the Provider offer Pre-employment physicals within their testing program? ★
- 4.2 What testing criteria do you use for Pass/Fail? ★
- 4.3 What is your testing window availability? ★
- 4.4 Where are your testing sites located in the state of Iowa? List each site including mailing address. Attach spreadsheet if needed. ★

Product Line Items

★ Product Line Items

1. Base Bid

#	Item Name, Commodity Code, Description	Allow Alternates	Qty.	UOM	Requested Delivery
P1	Post Offer Employee Candidate Testing Fee Per Candidate Fee per individual employee candidate test	★	1	EA - Each	

2. Add Alternate

#	Item Name, Commodity Code, Description	Allow Alternates	Qty.	UOM	Requested Delivery
P1	Pre-Employment Physical Fee Per Candidate Fee per candidate for Pre-Employment Physical if Testing Provider provides this service. Responders are not required to respond to the Bid-Alternate.		1	EA - Each	

There are no Items added to this event.