

Questions on the RFP for Temporary Staffing – ARPA

In regards to: • Must meet background check requirements. Before hire, the coach shall be fingerprinted to determine suitability for employment. If no disqualifying record is identified at the state level, the fingerprints shall be forwarded by the Department of Public Safety to the FBI for a national criminal history records check. If such fingerprinting or criminal history records check discloses a felony conviction, guilty plea or plea of nolo contendere to a felony of possession or sale of drugs, murder, manslaughter, armed robbery, rape, sexual battery, sex offense listed in Miss. Code Ann. § 45-33-23(g), child abuse, arson, grand larceny burglary, gratification of lust or aggravated assault which has not been reversed on appeal or for which a pardon has not been granted, the applicant shall not be eligible for employment.

Our Human Resources and Onboarding department staff have explored avenues for accomplishing this through the Mississippi Department of Public Safety, Mississippi's Bureau of Investigation, the Criminal Information Center's Applicant Processing division, all five county sheriff's departments, all of our current background screening vendors as well as other vendors. We have been unable to locate a vendor to provide this service for us or identify clear pricing, anticipated response times, and procedures with the Department of Public Safety to perform the screenings at the state and federal levels.

QUESTION: Would you reconsider this addendum and conduct such screenings yourselves? Those same resources may be available to you.

RESPONSE: The employees will be hired by the staffing agency, and will be the responsibility of the staffing agency; therefore, the staffing agency will be responsible for the background check and screenings as indicated in the addenda.