



Colorado Department of Transportation
Engineering Contract Services
2829 West Howard Place, 3rd Floor
Denver, Colorado 80204

Request for Proposals - Professional Services

Date: March 12, 2026

Project: Front Range Non-Project Specific Traffic Engineering Services

Total Anticipated Award: \$52,000,000.00

Estimated Individual Contract Amounts:

Eight (8) contracts at the \$4 million

Eight (8) contracts at the \$2.5 million tier with two (2) ESB set aside contracts

The contract term will be for a five-year period. The contracts will be ranked in sequential order with the top 8 receiving a \$4m contract, the next 8 receiving a \$2.5m contract. If 2 Emerging Small Business (ESB) firms are not selected through sequential ranking, 2 ESB firms will supersede the final 15th and 16th contracts. If only 1 ESB firm is selected through sequential ranking, 1 ESB firm will supersede the final 16th contract.

Thank you for your interest and response in performing engineering services for the above-captioned project of the Colorado Department of Transportation (CDOT). By submitting a proposal on this project, the proposer agrees to the process described herein. CDOT reserves the right to cancel the solicitation or reject any proposals if doing so is in the best interest of CDOT.

1. Description:

CDOT will be selecting sixteen (16) consultant(s) for this project to provide Front Range Non-Project Specific Traffic Engineering Services. The contract term will be for a five (5) year period. The contracts will be ranked in sequential order with the top eight (8) receiving a \$4m contract and the next six (8) firms a \$2.5m contract. If 2 Emerging Small Business (ESB) firms are not selected through sequential ranking, 2 ESB firms will supersede the final 15th and 16th contracts. If only 1 ESB firm is selected through sequential ranking, 1 ESB firm will supersede the final 16th contract.

Please see the Scope of Work for a detailed description of the services solicited.



2. Submittal Deadline and Key Events Schedule:

Proposal submittals must be received no later than 12:00 PM Mountain Time (Noon) on April 02, 2026 (“Proposal Submittal Deadline”). **All proposals submitted after the Proposal Submittal Deadline will be rejected.** Please submit your proposal electronically through BidNet Direct at <https://www.bidnetdirect.com/colorado/cdotconstructionengineeringservices>. Please contact BidNet Direct support for help at (800) 835-4603 with any issues submitting electronically.

Key Events Schedule

<u>Public Notice Phase</u>	<u>Date</u>
Pre-Advertisement	2/12/2026
Advertisement	3/12/2026
Questions Due at 12:00pm MDT*	3/19/2026
Question Responses Published	3/26/2026
Proposal Submittal Deadline	4/2/2026
<u>Selection Phase</u>	<u>Date</u>
Panel Meeting	4/30/2026
Chief Engineer Selection/Approval	5/06/2026
Notification	5/08/2026
<u>Contracting Phase</u>	<u>Date</u>
Fee Negotiation	Fee Set at 10%
Submit Contract Compliance Package	5/15/2026
Audit Completed	5/22/2026
Contract Award/Execution	6/26/2026

*See Special Requirements for additional information on submitting questions.

3. Special Requirements:

This solicitation includes the following conditions for all proposers:

- a. Master Pricing Agreement: All consultants and subconsultants must have a valid Master Pricing Agreement (MPA) with CDOT prior to the date the contract is awarded and fully executed.
- b. Consultant Costs: CDOT will not reimburse any costs related to the preparation of a proposal, required documentation, interviews, presentations, discussions, and/or



any related activities. All such costs are the sole responsibility of the proposer. CDOT shall not be liable for any costs incurred by proposers in the preparation of submittals and proposals, nor in costs related to any element of the selection and contract negotiation process.

- c. Self-Performed Work: The prime consultant is required to self-perform at least 30% of the work.
- d. Chief Engineer’s Memo 2024-02: Consultant may be prohibited from participating in a solicitation pursuant to the Utilization for Final Design Services and Construction Management Services Chief Engineer Memorandum dated July 1, 2024. According to this Memorandum, a consultant who has performed final design services and any consultants (prime or sub) team members who have performed more than 20% of the work will not be allowed to submit a proposal for construction management services unless the Chief Engineer or the responsible Region Transportation Director has formally waived the prohibition in writing for the project. This memorandum is available upon request.
- e. Questions and Answers: All questions regarding this solicitation process must be submitted on BidNet Direct by the deadline detailed in the Key Events Schedule. Questions must be received no later than 12:00 PM Mountain Time (Noon) on the date listed in the schedule above. All answers will be posted on BidNet Direct by the deadline detailed in the Key Events Schedule.

4. Minimum Proposal Requirements

As indicated in the RFP, notice is hereby given to all interested parties that all proposers will be required to meet minimum requirements to be considered for this project. Failure to meet all the items below will result in a proposal being rejected as non-responsive. To be considered as qualified and responsive, interested firms shall meet the following minimum requirements:

- a. Submitted their proposal by 12:00 PM Mountain Time (Noon) on the Proposal Submittal Deadline listed above in **Section 2**. Any proposal received by CDOT after the Proposal Submittal Deadline will be rejected.
- b. All proposals must meet the following PDF, font and text requirements:
 - i. The following dynamic PDF elements are allowed:
 - 1. Bookmarks
 - 2. Page transitions
 - ii. The following dynamic PDF elements are prohibited:
 - 1. Hyperlinks
 - 2. Buttons
 - 3. Movie/Sound Clips



- iii. Title/section pages - Cover or title page is allowed. A back page, and section title pages are not allowed. No evaluation points are assigned to these pages and will not count against allowable page limits. Maximum seven (7) page Total Limit for Sections: Team Composition & Team Capability, Past Experience, Unique Perspective and Approach. (Note: 11" X 17" allowed but counts as two (2) 8.5" X 11" paper pages).
 - iv. All text should be between 10-12 point font. Fonts for graphics can be 8-10 point font. There are no restrictions on font type, but Trebuchet MS is preferred.
- c. Certify that the information and data submitted in the proposal is true and complete to the best knowledge of the individual signing the cover letter.
 - d. Include all of the proposal requirements and adhere to all page and font size limits listed in **Section 4**.

5. Proposal Requirements Instructions:

- a. Cover or introductory Letter (1-page limit - 8 1/2 x 11 paper)
 - i. Address the cover or introductory letter to the Contracting Officer:

Tracy L. Johnson, Contracting Officer
tracy.l.johnson@state.co.us
2829 West Howard Place, 3rd Floor
Denver, Colorado 80204
 - ii. Include all of the following elements of information in the letter as a minimum and highlight all such elements of information in **bold letters**:
 - 1. The name of the contract opportunity/RFP to which you are responding;
 - 2. Certification that the information and data submitted is true and complete to the best knowledge of the individual signing the letter;
 - 3. Name, telephone number, physical address and e-mail address of the individual to contact regarding the submittal and a secondary email address as well; and
 - 4. CDOT requires signature by an authorized principal, partner, or officer of the firm.
 - iii. No substantive information shall be included in the cover or introductory letter. Information provided in cover or introductory letters will be used for responsiveness review only and will not be scored by the evaluation panel.



- iv. The proposer shall include a full and complete disclosure of all potential organizational conflicts of interest in the proposal. By submitting its proposal, each proposer agrees that, if an organizational conflict of interest is thereafter discovered, the proposer shall immediately make a full written disclosure to CDOT that includes a full and complete description of the conflict and any action that the proposer has taken or proposes to take to avoid or mitigate such conflicts.

b. Project Team Composition & Project Team Capability Section

- i. Identify your:
 - 1. Project Principal and/or Manager;
 - 2. Other Key Staff;
 - 3. Sub-consultants; and
 - 4. Vendors/Suppliers
- ii. Provide a brief summary regarding how the team's qualifications and experience relate to the Scope of Work.
- iii. Include the following:
 - 1. Project Manager level of involvement in the project(s);
 - 2. Qualifications and relevant individual experience of prime and sub-consultant firms; and
 - 3. Unique knowledge of team members related to the Scope of Work.
- iv. Include the following:
 - 1. Provide a detailed description of sub-consultant(s)' roles and responsibilities;
 - 2. Discuss the sub-consultants integration into the team;
 - 3. Succession planning process (explanation of how the selection of the successor will be proposed to CDOT and selected); and
 - 4. Identify key personnel that will be providing the services listed in the Scope of Work.
- v. Address the project team's size and the disciplines of technical staff of each consultant. Please demonstrate capacity and ability to execute at the advertised contract amounts.

c. Past Experience Section

- i. Detail the project team's experience on similar projects.
- ii. Detail the project team's experience.
- iii. Include any individual firm's relevant experience and accomplishments that were not included in the project team experience.



- iv. Include a reference name and contact information.
- d. Approach Section
- i. Address the team's approach to the type(s) of services as described in the attached Scope of Work.
- e. Unique Perspectives Section
- i. Detail what sets the proposer's firm apart from others and why CDOT should select them. Show alignment with scope of work, mastery and depth in traffic skillsets.
 - ii. Detail what sets the proposer's firm apart from others with a lean and balanced approach to project success.
 - iii. Detail what sets your firm apart from others with regards to track record of prioritizing community improvement.
 - 1. *Metric:* Please state the percentage of your firm's revenue or project volume derived from public sector work vs. private.
 - 2. Describe any charitable works, efforts or other notable achievements that benefited local communities that reflect the firm's engagement to the state of Colorado.
 - iv. Describe the proposer's firm's protocols for balancing public interest and managing potential conflicts of interest.
 - v. Describe the proposer's firm's collaborative strategies for success with CDOT.
 - vi. Describe how the proposer's firm handles succession planning to ensure project success, what is the firm's employee retention percentage rates on an annual basis.
- f. Prequalification Letter (1-page limit - 8 1/2 x 11 paper, does not count against page limit)
- i. All parties (prime and sub consultants) submitting as a team member on a proposal must be prequalified on or before the proposal submittal date. To obtain or renew a prequalification, all parties must apply for prequalification at least seven calendar days prior to the Proposal Submittal Deadline. Approval of an application is not guaranteed. Prequalification must be renewed annually. The recommended disciplines based on the scope of work: List Work Types (with Prequalification Codes).



- ii. Proposers must submit CDOT’s prequalification letter for the prime consultant that contains the expiration date of prequalification as part of the RFP submittal.
- g. Small Business Participation Plan Section (1-page limit - 8 1/2 x 11 paper -narrative for scoring purposes).
 - i. The Office of Environmental Justice & Equity Branch (EJE) [scoring rubric](#) is hereby incorporated into this RFP. For the scoring rubric, please click on the link at this page under the header “Non Project Specific” forms, titled CDOT Professional Services (.
 - ii. Proposals must include detailed narrative of items for scoring criteria on one page limit to allow for (EJE) scoring. For more information, see the above link for scoring rubric
 - iii. Note: There is no DBE Goal for this project pursuant to the Interim Final Rule concerning Disadvantaged Business Enterprise Program and Disadvantaged Business Enterprise in Airport Concessions Program Implementation Modifications that was published in the Federal Register on October 3, 2025, Docket. No. DOT-OST-2025-0897.

6. CDOT’s Selection Process:

- a. The Contracting Officer transmits the proposal package to each panel member through the BidNet platform. The package includes the following items:
 - i. Proposal Scoring Guidelines as detailed in the RFP, Section B;
 - ii. Draft Scope of Work; and
 - iii. Proposal for each consultant.
- b. Proposal Scoring Activity
 - i. Prior to the selection panel meeting the following occurs:
 - 1. Every panel member scores every proposal independently and each criteria section (90 Points). The scoring is based on the information submitted on or before Proposal Submittal Deadline.
 - 2. Proposals are scored based on the following weighted criteria:



- a. Project Team Composition & Project Team Capability - 20 Points
 - b. Past Experience - 20 Points
 - c. Approach - 25 Points
 - d. Unique Perspective - 25 Points
 - e. Small Business Participation - 10 Points
- ii. Scoring is based on the following scale (quarter point increments are permitted):

Points	Description
1.00	Minimum Score = Unsatisfactory
2.00	Satisfactory Minus
3.00	Meets Requirements = Satisfactory
4.00	Satisfactory Plus
5.00	Maximum Score = Superior

- iii. The EJE Branch scores the small business participation section in the proposal during the short list phase (10 Points). This scoring is considered non-qualification based and comprises 10% of the total points in the shortlist phase.

Points will be based on the certification status of the ESB firm as of Proposal Submittal Deadline. Points awarded will not be modified based upon a change in the firm's ESB certification status after the Proposal Submittal Deadline.

c. Selection or Short-list Panel Meeting

A selection panel meeting is held to compile scores and discuss the panel member's evaluations.

d. Final Selection

In making the final selection recommendation to the Chief Engineer, the panel reaches consensus on the ranking of the selected firm(s). The panel provides its recommendation to the Contracting Officer. The Contracting Officer provides selection documentation, including the board's ranking, to the Chief Engineer for review and concurrence. The Chief Engineer's concurrence on the selection



recommendation is necessary before proceeding with selection notification of the apparent selected proposer(s).

e. Notification of Apparent Selected Proposer(s)

The Contracting Officer shall notify all proposers of the apparent selected proposer(s) via email which shall include comments and scores.

This notification does not imply that the apparent selected proposer(s) will be awarded a contract. Rather, this designation allows CDOT to perform further analysis and ask for additional documentation, i.e. the contract compliance package.

f. Debriefs

All proposers are entitled to a debrief. The debrief will be a maximum of sixty minutes and the Contracting Officer and a member of the panel will be in attendance (maybe in person or remote). A request for a debrief must be made in writing to [insert CDOT contact] within thirty (30) days of the receipt of the notification of the apparent selected proposer.

g. Contract Award

An awarded contract is established by formal contract execution by both of the parties.

7. Consultant Selection Protest Rules

Protests will be handled as follows:

- a. Criteria for protest: A protest may be based only on one or more of the following:
 - i. Alleged bias, discrimination, or conflict of interest on the part of a panelist(s);
 - ii. Alleged error in computing evaluation scores; and/or
 - iii. Alleged non-compliance with any procedures described in the Request for Proposal.
- b. Any proposer who believes to be aggrieved in connection with this solicitation may submit a written protest to the Chief Engineer. The written protest shall be submitted within five working days after the notification has been delivered as defined in the Key Events Schedule to the apparent successful proposers and unsuccessful proposers. No further protests will be accepted or considered after the above-mentioned five working days protest period has ended. A written protest shall include the following:



- i. A specific and complete statement of facts forming the basis of the protest; and
 - ii. A description of the relief or corrective action requested.
 - iii. The written protest shall be emailed to the Chief Engineer at:
keith.stefanik@state.co.us
- c. A written decision regarding the protest shall be rendered within seven business days after the protest is filed, unless additional time is needed to complete the investigation of the protest.
- d. The decision by the Chief Engineer will constitute the final agency action of the Colorado Department of Transportation and is not subject to administrative appeal.

8. Doing Business with CDOT

This is a federally assisted contract. Standard contract requirements for the project include, but are not limited to the following:

- a. Method of Payment: Cost Plus Fixed Fee (CPFF) method of payment shall be used for all task order work **unless** (1) the nature of the work directed is appropriate to Specific Rate of Pay (SROP) payment method (such as construction management services, research & development, and staffing support services); (2) SROP payment method is approved by the CDOT Project Manager and Contracting Officer; and (3) SROP payment method is reflected in the task order proposal at the time of main contract execution.
- b. Software Requirements: All consultants are required (where applicable) to use the following software packages used by CDOT:
 - a) Open Roads Design (ORD)/INROADS Drainage & Utilities module
 - b) Open Roads Design (ORD)/MicroStation SS4 for project drafting
 - c) GIS file development software (e.g. shapefiles)
 - d) Adobe Acrobat DC (PDF files)
 - e) Microsoft Office Suite, including Word, Excel, and Project
 - f) B2GNow System
 - g) PMWeb
 - h) ProjectWise
- c. Non-discrimination: The consultant, with regard to the work performed by it during the contract term, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subconsultants, including procurement of materials and leases of equipment. The consultant must meet the non-discrimination requirements provided in 49 CFR Part 21 - Nondiscrimination in Federally-Assisted Programs with respect to the award and performance of any agreement, management contract or subcontract, purchase or lease agreement, or other agreement covered by this subpart. The consultant must never exclude any



- person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by this part on the basis of race, color, or national origin (§ 49 CFR Part 26.7). The consultant shall not, directly or through contractual or other arrangements, subject a person to discrimination on the grounds of race, color, or national origin in its employment practices under such program, including employment practices when the contract covers any activity, project, or program set forth in 49 CFR Part 21.5 (c) or Appendix B of 49 CFR Part 21.
- d. **Consultant Assurance:** By submitting a proposal for this contract, the consultant agrees to the following assurance: The consultant, sub recipient, or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this Contract. The consultant shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts. Failure by the consultant to carry out these requirements renders them ineligible for award. If such failure is determined after contract award, it is a material breach of this contract, which may result in the termination of this contract or such other remedy as CDOT deems appropriate, which may include, but is not limited to: withholding monthly progress payments; assessing sanctions; liquidated damages; and/or disqualifying the consultant from participating in future proposals.
 - e. **Civil Rights Act of 1964 Title VI:** CDOT upholds and assures full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related Nondiscrimination authorities. CDOT, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) Title VI, 42 U.S.C. § 2000d et seq., was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. CDOT, in accordance with the provisions of Title VI and the associated regulations, hereby notifies all proposers that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be assured afforded full and fair opportunity to submit proposals in response to this invitation. and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award. If a recipient of federal assistance is found to have discriminated and voluntary compliance cannot be achieved, the federal agency providing the assistance should either initiate fund termination proceedings or refer the matter to the Department of Justice for appropriate legal action. Aggrieved individuals may file administrative complaints with the federal agency that provides funds to a recipient.
 - f. **Open Records Act Notice:** Except for consultant audit and Master Pricing Agreement information, all records, documents, drawings, plans, specifications, and other materials relating to the conduct of CDOT business, including materials submitted by proposers in response to this solicitation, are subject to the provisions of the Colorado Open Records Act (C.R.S. 24-72-201, *et seq.*) and any other laws and regulations applicable to the disclosure of documents submitted



under this RFP. Such laws govern CDOT's use and disclosure of records. Please see CDOT Policy Directive 508.2 for guidance (available upon request).

Each Proposer is advised to contact its own legal counsel concerning the Colorado Open Records Act, other applicable laws, and their application to the proposer's own circumstances. CDOT cannot provide legal advice.

In the event of litigation concerning the disclosure of any materials submitted by the proposer, CDOT's sole involvement will be as a record manager, retaining the state records pending direction from the Court upon resolution of the litigation. Proposer shall be responsible for prosecuting or defending any action concerning the legal treatment of the proposal materials at its sole expense and risk.

All submittals will become the property of CDOT, will not be returned, and will be disposed of according to Department policies. Successful proposals will be considered part of the contract document upon contract execution.

While CORA permits redactions for sensitive and confidential materials, this CORA exception is not applicable to any of the materials included in the proposal.

- g. **Prompt Payment:** Payments to all subconsultants shall be made within seven (7) days of receipt of payment from CDOT or no later than thirty (30) days from the date of the submission of a complete invoice from the subconsultant, whichever occurs first. If the consultant has good cause to dispute an amount invoiced by a subconsultant, the consultant shall notify CDOT in writing no later than the required date for payment. Such notification shall include the amount disputed and justification for the withholding. The consultant shall maintain records of payment that show amounts paid to all subconsultants. Good cause does not include failure to timely submit an invoice to CDOT or to deposit payments made. The consultant shall electronically submit prompt payment audit reports to CDOT by the fifteenth (15th) of each month through the B2GNow software. If no payment has been made, the consultant shall document this in the prompt payment audit report.
- h. **Subcontract Terms:** The assurance provided in Section d and the prompt payment terms outlined in Section g shall be included in all subcontracts or other agreements for the performance of work on the contract.
- i. **Electronic Signatures:** CDOT utilizes DocuSign for contract execution and all subsequent contracting documents. For additional guidance, please see: <https://www.colorado.gov/pacific/osc/electronic-signature-contracts-and-grants>.