BUSINESS

Newest job is head of remote work

By Jackie Crosby
TRIBUNE NEWS SERVICE

As remote work evolves from a stopgap measure during the pandemic into an ongoing way of life, a new job is emerging in corporate ranks: director of remote work.

Tech giants such as GitLab, Facebook, Twitter and Quora are among the first and best-known companies to carve out a new position dedicated to remote work, tapping executives with backgrounds in finance, law, land acquisition and consulting.

But it's happening informally inside many companies.

"I report to a CEO who is asking me what other companies are doing, what benchmarking is out there," said Becky Lauseng, the human resources director at the Minneapolis-based farm management software company, Conservis.

Lauseng, who also is president of the Twin Cities Society for Human Resource Management, sees many of her HR peers taking on expanded roles.

They are working with the real estate department to consider downsizing office space, and discussing tax implications of hiring work-from-anywhere employees in multiple states or countries. They're spending more time with the IT department to ensure workers have tools they need to work from home. And they continue to serve as the bridge between employees and management.

"We've always been viewed as a support function," Lauseng said. "I think the pandemic has given HR professionals increased job security. They have a more strategic role in how this is going to play out."

Advocates of having a person or team dedicated to remote work say it can help businesses make the transition into a fully remote or hybrid workforce in a strategic, methodical way, without sacrificing culture.

"We need to apply some different practices to the remote world," said Harvard Business School professor Raj Choudhury, whose research focuses on the future of work.

The role is especially important for companies where having a remote workforce is a big departure from the old ways of working, he says.

Theresa Glomb, a University of Minnesota business professor and organizational psychologist, was originally skeptical of the need for a new role.

But Glomb noted that managing a hybrid or all-remote workforce brings up distinct yet overlapping challenges across every corner of the company. There's value, she said, in having a leader who can see how all the pieces work together.

Dreamstime.com/TNS

Even as pandemic pressures lift, companies see a changed workforce.

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IDEA Public Schools IFB NOTICE # 03-IFB-CNP-2021

IDEA Public Schools is issuing a Invitation for BID for Floor Scrubbers. Locations, specifications, are included in the IFB. IDEA encourages HUB certified vendors. (BID) must be submitted in writing prior to the due date. RFI is available at https://ideapublicschools.org/our-story/finance-budget/. For questions contact the CNP Procurement Department at (956) 377-8000 or e-mail https://ideapublicschools.org/contact-us.

Significant dates:
April 5, 2021 - IFB for Floor Scrubbers can be picked up at IDEA HQ located at 2115 W Pike Blvd in Weslaco, TX 78596 after 1:00 PM CST. Tel (956) 377-8000 or download file at https://ideapublicschools.org/our-story/finance-budget/
April 12, 2021 - Pre-bid meeting is scheduled at **10:00 AM CST** via web & phone (see bid for details)
April 13, 2021 - Deadline for submitting questions or clarification regarding the IFB for Floor Scrubbers
Tuesday, April 20, 2021 @ 2:00 PM CST- Deadline for submitting IFB for Floor Scrubber

REQUEST FOR COMPETITIVE SEALED PROPOSALS

2020 Transportation Center No. 6 - Detention Basin and Pump Station
CYPRESS- FAIRBANKS INDEPENDENT SCHOOL DISTRICT
PROPOSAL NO. 21-03-5495R-RFP
VLK PROJECT NO. 20-059.01

The Cypress-Fairbanks Independent School District will accept Base Competitive Sealed Proposals until 2:00 P.M. on Thursday, April 22, 2021 at the Cypress-Fairbanks Independent School District 11430 Perry Road, Suite B Houston, Texas 77064 for the **2020 Transportation Center No. 6 – Detention Basin and Pump Station**. A Pre-Proposal Conference will be held Tuesday, April 06, 2021 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Offerors" section of the proposal documents. Plans and specifications will be released Thursday, April 01, 2021, and will be available electronically or hard copy from VLK Architects upon request by calling 281.671.2300. The Owner reserves the right to waive any informalities and to reject any or all proposals.

Sealed Bid Solicitation # EE08-21
Houston-Galveston Area Council
Cooperative Purchasing Program
Emergency Medical & Rescue Equipment
Pre-Bid Conference: 4/05/21 @ 9am
Response Deadline: 5/04/21 @ 1pm
Public Opening: 5/04/21 @ 2pm
3555 Timmons Lane, Houston, TX.
Per ADA, reasonable accommodation provided with 24 hour prior notice.
713-993-2466 or www.hgacbuy.org for info

Sealed Proposal Solicitation #HP08-21
Houston-Galveston Area Council
Cooperative Purchasing Program
All Hazards Preparedness, Planning, Consulting and Recovery Services
Pre-Proposal Conference: 04/01/21 @ 9am
Response Deadline: 05/03/21 @ 1pm
Public Opening: 05/03/21 @ 2pm
3555 Timmons Lane, Houston, TX.
Per ADA, reasonable accommodation provided with 24 hour prior notice.
713-993-4554 or www.hgacbuy.org for info.

Tegrity Contractors as Construction Manager at Risk will be accepting proposals from Subcontractors and **Suppliers for Lone Star Atascocita TCPA**. Bid Documents are available through Tegrity Contractors by emailing admin@tegrity-contractors.com. All proposals are due at Tegrity's office by 4/23/21 by 5PM

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TWO THINGS THAT KEEP YOU UP AT NIGHT

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Galena Park Independent School District (GPISD) is requesting **Competitive Sealed Proposals (CSP 21-201)** for **Summer 2021 Renovations at MacArthur Elementary, Woodland Acres Middle School Track, and the Galena Park ISD Administration Building (Project #900-2021)** . Proposals are due on Thursday, April 22, 2021 at 10:00 am CDST in the main lobby of the GPISD Administration Building, 14705 Woodforest Blvd., Houston, TX 77015, at which time and place the Proposals will be opened publicly and read aloud. A Proposal Security in the amount of ten percent (10%) of the proposal amount is required.

The scope of work includes a restroom addition, concrete slab replacement and renovations. Renovations to include ADA upgrades and changes to middle school track.

A pre-proposal conference will be held at **Galena Park ISD Administration Building,** on **Wednesday, April 14,2021 at 10:00 CDST**. Attendance is highly recommended.

Contract Documents will be available on March 30, 2021 at VLK Architects, 20445 TX-249, Suite #350, Houston, TX 77070, (281) 671-2300, for a $250.00 refundable deposit. Proposers may also obtain additional documents, at their cost, from ABC Imaging, 4902 Richmond Avenue, Suite C, Houston, TX 77027.

GPISD reserves the right to reject any and all proposals, the right to negotiate with any proposers after submission of proposals, and at its discretion, may waive any formalities or minor irregularities regarding the proposals.

Galena Park Independent School District (GPISD) is requesting **Competitive Sealed Proposals (CSP 21-202)** for **Woodland Acres Middle School Building B EIFS System** at 12947 Myrtle Lane, Houston, TX 77015 (Project #043.1-2020). Proposals are due on **Tuesday, April 20, 2021 at 10:00 am CDST** in the main lobby of the GPISD Administration Building, 14705 Woodforest Blvd., Houston, TX 77015, at which time and place the Proposals will be opened publicly and read aloud. A Proposal Security in the amount of ten percent (10%) of the proposal amount is required.

The scope of work includes repair of existing parapet and the exterior finish remodel with installation of EIFS finish on standalone 14,000 SF classroom building, Building B. The work includes, but is not limited to, demolition, masonry repair, parapet repair, flashing, flashing repair and EIFS finish. All work to be completed during GPISD Summer Break 2021.

A pre-proposal conference will be held at the **GPISD Administration Building**, on **Thursday, April 8, 2021 at 10:00 am CDST**. Attendance is highly recommended.

Contract Documents will be available on March 30, 2021 at Stanton Engineering Group, 1300 W. Sam Houston Pkwy S. Suite 121, Houston, TX 77042, (713) 300-9292 for a $200.00 refundable deposit. Proposers may also obtain additional documents, at their cost, from Triangle Printing, 8168 Westpark Dr., Houston, TX 77063.

Galena Park Independent School District ("GPISD" or "the "District") is soliciting proposals for **RFP 21-003 Concrete Work**. Details are more fully set out in this Request for Proposals ("RFP"). The submission deadline will be at **11:00 AM CST on Tuesday, April 13, 2021** at the GPISD Admin Bldg. Purchasing Department, located at 14705 Woodforest Blvd., Houston, TX 77015.

Additional information may be obtained by contacting the Purchasing Dept. at purchasing@galenaparkisd.com or on our website:
galenaparkisd.com/Page/1155
Galena Park ISD reserves the right to reject any or all proposals.

LEGAL NOTICE

BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #21-03 for **Child Care Training Services.**

The RFP will be posted on our website at **http://www.bakerripley.org/about/vendors** on Tuesday, April 13, 2021.

Interested Vendors can submit a proposal for Child Care Training Services to Niesha Hickman at **nhickman@bakerripley.org**

The deadline for submitting a proposal is **Thursday, May 20, 2021 by 10:00 AM (CST).**

BAKERRIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

LEGAL NOTICE

BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #21-04 for **Adult Education Courses.**

The RFP will be posted on our website at **http://www.bakerripley.org/about/vendors** on **April 13, 2021**.

Interested Vendors can submit a proposal for Adult Education Courses to abrown@bakerripley.org.

The deadline for submitting a proposal is **Tuesday, May 18, 2021 by 10:00 AM (CT).**

BAKERRIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

LEGAL NOTICE

By and through its Broker of Record, AON, BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #21-05 Health Insurance Benefits in search of prospective and qualified Medical, Pharmacy Coalition, Dental, Vision, Life/ADD, STD, LTD and Voluntary Benefit Insurance carriers.

Interested parties must complete an Intent to Bid (ITB) form in order to respond to the RFP. The ITB form and contact information on where to send the completed form will be posted on the BakerRipley website at **http://www.bakerripley.org/about/vendors** on **April 12, 2021**. The ITB is due by **April 20, 2021 @ 5:00 p.m. CST.** Any carrier who does not submit the ITB by the deadline, will not be allowed to submit a response.

The RFP will be released to those carriers that have submitted an Intent to Bid by the required due date via access to AON's Greater Insight platform. The deadline for submitting a proposal is **May 12, 2021 by 5:00 pm** through AON's Greater Insight platform.

BAKERRIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

SCHOOL BUS GPS TRACKING SYSTEM RFP:
INVITATION TO BID
Sealed bids and proposals will be received by IDEA Public Schools at 2115 W Pike Blvd., Weslaco, TX 78596 on or before 5 PM CST, April 16th, 2021 for the following goods: SCHOOL BUS GPS TRACKING SYSTEM. Bids received after this time will not be accepted. Response forms and specifications for the above may be obtained at 2115 W Pike Blvd., Weslaco, TX 78596 or can be viewed at https://ideapublicschools.org/our-story/finance-budget/. Bids will be opened April 19th, 2021 at 3 PM.

REQUEST FOR COMPETITIVE SEALED PROPOSALS

2020 ELEMENTARY SCHOOL NO. 58
CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
Cypress-Fairbanks ISD Proposal No. 20-04-5478R-RFP

The Cypress-Fairbanks Independent School District will accept Base Competitive Sealed Proposals until 2:00 P.M. and Alternate Competitive Sealed Proposals until 3:00 P.M. on Thursday, May 6, 2021 at the Cypress)Fairbanks Independent School District Facilities, Planning & Construction Office, 11430-B Perry Road, Houston, Texas 77064 for the 2020 Elementary School No. 58 project. A Pre-Proposal Conference will be held on Wednesday, April 14, 2021 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Offerors" section of the proposal documents. Plans and specifications will be released after Monday, April 12, 2021, and are available to general contractors from the following address upon deposit of $250.00 per set: PBK Architects, Inc., 11 Greenway Plaza, 22nd Floor, Houston, Texas 77046, 713-965-0608. The Owner reserves the right to waive any informalities and to reject any or all proposals.

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NOTICE OF PUBLIC MEETING
MUNICIPAL SETTING DESIGNATION
CITY OF HOUSTON

Virtual Meeting: Microsoft Teams Platform
Date – Time: May 6, 2021 – 6:00 PM

For meeting link and additional project information go to:
https://www.publicworks.houstontx.gov/msd-calendar

Applicant: The University of Texas System

Site Location: 0 Holmes Road, Houston, TX 77054

Legal Description: TR 17 BLK 3 ARMSTRONG W E ABST 179 BBB&C RR CO; TR 1 BLK 4
ARMSTRONG W E ABST 179 BBB&C RR CO; TR 2 BLK 4
ARMSTRONG W E ABST 179 BBB&C RR CO

Contaminants of Concern: Arsenic, barium and 1,2-dichloroethane

This designates an area in which the use of impaired groundwater is prohibited for use as potable water (drinking, cooking, bathing etc.). If you have questions or comments, please contact the City of Houston MSD Program at (832) 394-9003 or email at msd@houstontx.gov.

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CITY OF HOUSTON

Invitation to Propose for the City of Houston Long-Term Disability (LTD) Third–Party Administrative (TPA) Services for City employees, retirees and their eligible dependents, Solicitation **#S63-T29801.**

The online Request for Proposal (RFP) can be found at **www.proposaltech.com**. Proposal Tech is a secure website, which you will electronically complete your proposal, pose questions, and submit requests for clarification or additional information. This RFP can also be found on the city's website at **http://purchasing.houstontx.gov/bid_download.aspx** Questions may also be submitted via email to: Benard Hubbard at **Benard.Hubbard@houstontx.gov** .

Any addenda or other information regarding the RFP will be posted to the ProposalTech website. Proposers should check the website daily for information in the forms of formal addenda and Letters of Clarification to the RFP.

A Virtual Pre-Proposal Conference will be held on **Thursday, April 15, 2021 at 10:00 a.m. CT**. Conference number: +1-936-755-1521, Conference ID: 823 086 430#.

Ten (10) sealed printed copies of proposals responding to the RFP, plus one original signed in blue ink, and eleven (11) electronic copies of the entire technical proposal plus exhibits on NON-PASSWORD PROTECTED flash drives shall be delivered to the Office of City Secretary, 900 Bagby, Rm. P101, Houston, TX 77002.

Proposal deadlines and specific instructions are included on the first page of the RFP. **Proposals are due Thursday, May 6, 2021 at 4:00 p.m. CT. Proposals will not be accepted after the due date and time.**

All proposals will be required to comply with City Ordinances: No. 78-1538, passed August 9, 1978 referring to Equal Employment Opportunity Compliance, No. 94-1309 relating to participation goals for Minority and Women Owned Business Enterprises, No. 2007-534 Pay or Play, requiring contractors to offer their employees a minimum level of health benefits and No. 2011-766 relating to Hire Houston First, allowing the city to consider a vendor's principal place of business in awarding certain contracts. The MWBE goal will be 0% of the total value of the administrative services fee paid to the administrator. The City reserves the right to reject or accept any or all proposals, or any part thereof, deemed to be in the best interest of the City.

NOTICE OF FINDING OF NO SIGNIFICANT IMPACT AND NOTICE OF INTENT TO REQUEST RELEASE OF FUNDS AND FINAL NOTICE AND PUBLIC EXPLANATION OF A PROPOSED ACTIVITY IN A 100-YEAR FLOODPLAIN AND WETLANDS

Texas General Land Office
PO Box 12873, Austin, TX 78711-2873
512-475-5000

These notices shall satisfy three separate but related procedural requirements for activities to be undertaken by the Texas General Land Office (GLO). The proposed activities will assist Harris County homeowners still affected by the impacts of the 2019 Disasters, specifically Tropical Storm Imelda, a Presidentially Declared Disaster.

REQUEST FOR RELEASE OF FUNDS

On or about this day, the GLO will submit a request to Housing and Urban Development (HUD) for the release of Community Development Block Grant Disaster Recovery (CDBG-DR) funds in response to the 2019 Disasters (DR-4466 and DR-4454), Public Laws 116-20 through the publication of the Federal Register, Vol. 85, No. 4681, January 27, 2020, to undertake projects under the Homeowner Assistance and Reimbursement Program (HARP) for the purpose of repairing, reconstructing, or newly constructing replacement single–family housing damaged by the 2019 Disasters within Harris County. From the HUD federal assistance, the State of Texas has allocated approximately $102,630,000 to HARP actions for distribution in the 10 affected counties, including Harris County. The preliminary estimate for projects afforded by the HARP for unmet housing needs is approximately 660 applications. The number of projects funded in Harris County will be based on the number of eligible applicants and actual costs. To facilitate environmental review of the proposed activities, the GLO is implementing a tiered environmental review approach in accordance with HUD regulations at 24 CFR 58.15. The Environmental Review Record (ERR) is tiered as an Environmental Assessment (24 CFR 58.36, subpart E) subject to laws and authorities at 24 CFR 58.5, 24 CFR 58.6, and NEPA analysis.

FINAL NOTICE AND PUBLIC EXPLANATION OF A PROPOSED ACTIVITY IN A 100-YEAR FLOODPLAIN OR WETLAND

This is to give notice that the GLO has conducted an evaluation as required by Executive Order (EO) 11988, in accordance with HUD regulations at 24 CFR 55.20 Subpart C Procedures for Making Determinations on Floodplain Management and EO 11990 for the Protection of Wetlands.
The proposed activity is funded by HUD under the 2019 Disasters CDBG-DR DR-4466 and DR 4454, Public Laws 116-20 through the publication of the Federal Register, Vol. 85, No. 4681, January 27, 2020. The proposed activity involves repairing damaged homes or demolishing storm-damaged homes then reconstructing or newly constructing safe housing in impacted areas of the county. The program activities will be scattered throughout Harris County, which has a total of 263,730 acres within the FEMA-designated Zone A floodplains and 19,272 acres designated as High-Risk Coastal Areas Zone V floodplains. FEMA mapped 865,443 acres to the Zone X outside the designated 1 percent annual floodplain, including 131,304 acres in the 500-year, 0.2 percent annual risk floodplain. Approximately 132,371 acres within Harris County are designated as wetlands or open water.

The GLO has considered the following alternatives and mitigation measures to minimize adverse impacts and restore and preserve natural and beneficial values: (i) Reasons why the action must take place in a floodplain or wetland: Many existing damaged homes are located in FEMA or Harris County-documented special flood hazard areas. (ii) Alternatives considered: Constructing additional improvements. GLO determined fewer projects would be economically feasible. Low-income homeowners may not be able to purchase property that is located outside of the floodplain or wetland. Grant funding cannot be used to purchase other land for the homeowner. Simply demolishing the home would leave the homeowner with no place to live. No action would cause homeowners to continue to live in unsafe and unsanitary conditions. The home would continue to deteriorate and be susceptible to future flood events. (iii) Mitigation measures: Substantially damaged, reconstructed, and newly constructed homes in the 100-year/500year floodplain (as applicable) will be elevated no less than two feet above the Harris County-specific Special Flood Hazard base flood elevation, and the homeowner will be required to obtain and maintain flood insurance if the parcel extends into the 100-year floodplain. Best management practices, sedimentation control and/or erosion control will be used in construction areas near wetlands.

The GLO has reevaluated the alternatives to building in a floodplain and/or wetland and has determined that it has no practicable alternative. To satisfy unmet housing needs to affected county residents, the work must be done within the applicant's parcel and not just areas outside the floodplain or wetlands. The replacement single-family housing will be in areas already zoned for single-family residences and on property privately owned by applicants. Elevation and flood insurance will minimize future flood hazard.

There are three primary purposes for this notice. First, people who may be affected by activities in the floodplain or wetlands and those who have an interest in protecting natural resources should be given an opportunity to express their concerns and provide information about these areas. Commenters are encouraged to offer alternative sites outside of the floodplain or wetlands, alternative methods to serve the same project purpose, and methods to minimize and mitigate impacts. Second, an adequate public notice program can be an important public educational tool. The dissemination of information and request for public comment about actions taking place in the floodplain or wetlands can facilitate and enhance Federal efforts to reduce the risks and impacts associated with the occupancy and modification of these special areas. Third, as a matter of fairness, when the Federal government determines it will participate in actions taking place in the floodplain or wetlands, it must inform those who may be put at greater or continued risk.

FINDING OF NO SIGNIFICANT IMPACT (FONSI)

The GLO has determined that the projects under HARP will have no significant impact on the human and natural environment, and the GLO or its designate will conduct a site-specific environmental review of each HARP application site to verify this to be the case. Therefore, an Environmental Impact Statement under the National Environmental Policy Act of 1969 (NEPA) is not required. Additional project information is contained in the Environmental Review Record (ERR) on file at the Texas General Land Office, PO Box 12873, Austin, TX 78711-2873. The record is available for review and may be examined or copied weekdays 8 A.M to 5 P.M.

PUBLIC COMMENTS

The proposed HARP activities will assist single family residence homeowners still affected by the 2019 Presidentially Declared Disasters. The assistance is urgently needed to address unmet housing needs and provide safe and sanitary housing in the county. Therefore, as provided by federal regulations at 24 CFR 58.33(b), GLO is publishing the combined Finding of No Significant Impact (FONSI) and Notice of Intent to Request Release of Funds (NOI/RROF) simultaneously with the submission of the RROF to HUD. Any individual, group, or agency may submit written comments on these notices or the ERR to the GLO Community Development and Revitalization Program. Comments may be submitted to Ms. Jill Seed at GLO via P.O Box 12873, Austin, Texas 78711, or by email at jill.seed.glo@recovery.texas.gov. All comments received by April 20, 2021, will be considered prior to authorizing submission of a request for release of funds. Comments should specify which notice they are addressing.

ENVIRONMENTAL CERTIFICATION

The GLO certifies to HUD that Heather Lagrone in her capacity as Deputy Director at the GLO consents to accept the jurisdiction of the Federal Courts if an action is brought to enforce responsibilities in relation to the environmental review process and that these responsibilities have been satisfied. GLO's approval of the certification satisfies its responsibilities under NEPA and related laws and authorities and allows the HARP grant recipients to use Program funds.

OBJECTIONS TO RELEASE OF FUNDS

The activities proposed to assist homeowners still affected by the 2019 Presidentially Declared Disasters, are urgently needed to address ongoing impacts. Therefore, as provided by federal regulations at 24 CFR 58.33(b), GLO is publishing the combined FONSI and NOI/RROF simultaneously with the submission of the RROF to HUD. HUD will accept objections to release of funds immediately following the publication of this notice through April 20, 2021, concurrent with the comment period described in the section above. HUD will accept objections to its release of funds and the GLO's certification only on one of the following basis: (a) the certification was not executed by the Certifying Officer of the GLO; (b) the GLO has omitted a step or failed to make a decision or finding required by HUD regulations at 24 CFR part 58; (c) the grant recipient or other participants in the development process have committed funds, incurred costs or undertaken activities not authorized by 24 CFR Part 58 before approval of a release of funds by HUD; or (d) another federal agency acting pursuant to 40 CFR Part 1504 has submitted a written finding that the project is unsatisfactory from the standpoint of environmental quality. Objections must be prepared and submitted in accordance with the required procedures (24 CFR Part 58, Sec. 58.76) and shall be addressed to HUD Disaster Recovery and Special Issues Division, 451 7th Street SW, Room 7272, Washington, DC 20410 or via email to DisasterRecovery@hud.gov. Potential objectors should contact HUD to verify the actual last day of the objection period.

Name and Title of Certifying Officer: Jet Hays, Deputy Director Program Integration, Texas General Land Office

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