

Tab 1: Executive Summary

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



August 13, 2025

Polk County BOCC – Procurement Division
330 West Church Street, Room 150
Bartow, FL. 33830

RE: RFP 25-544 Construction Manager at Risk Continuing Services

Dear Selection Committee,

Thank you for the opportunity to submit our qualifications for the Construction Manager at Risk Continuing Services contract. We view this proposal as an important opportunity to strengthen our valued relationship with Polk County BOCC and continue contributing to the growth and success of our community. Strickland Construction, Inc. recently completed the Roads and Maintenance Facility in Frostproof delivering the project ahead of schedule and under budget. We are currently under contract and actively constructing several projects for Polk County BOCC, including:

- Polk County Sheriff's Office Ridge District Station at Poinciana
- Construction of a New Sally Port and Demolition of the Lawrence Crow Building
- Polk County Tourism Office Expansion

We are proud and honored to be part of the team working to fulfill Polk County's goals and vision. Our highly trained managers, dedicated staff, and trusted trade partners are committed to delivering every project under this contract on time, within budget, and with an unwavering focus on quality and attention to detail.

With 23 years in business, Strickland Construction has developed a broad and diverse portfolio, backed by a proven track record of success. We have extensive experience working with government agencies, city and county municipalities, the Department of Military Affairs, county school boards, developers, private owners, and a variety of organizations. Our project expertise spans airport, educational, medical, warehouse, public safety facilities, industrial, retail, and multi-family sectors. We currently hold a continuing services contract with the City of Lakeland and have successfully completed continuing services contracts with the Polk County School Board, Osceola County BOCC, Lakeland Linder International Airport, and the City of Lakeland.

Our team brings the experience, dedication, and collaborative spirit needed to be a valuable asset to Polk County. We are fully committed to doing whatever it takes to ensure the success of these projects. Thank you for your consideration. We look forward to the opportunity to continue our partnership and contribute to the County's ongoing success.

Sincerely,

Michael W. Strickland
President

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Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A) CONTACT INFORMATION

Strickland Construction, Inc.
1441 East Gary Road, Lakeland FL 33801
863-683-8048
mickev@stricklandconstructioninc.com

B) NUMBERS OF YEARS IN BUSSINESS

23 Years

C) NUBMER OF FULL TIME EMPLOYEES

11

D) CORPORATE INFORMATION

State of Florida
Department of State

I certify from the records of this office that STRICKLAND CONSTRUCTION, INC. is a corporation organized under the laws of the State of Florida, filed on December 10, 2001.

The document number of this corporation is P01000117313.

I further certify that said corporation has paid all fees due this office through December 31, 2025, that its most recent annual report/uniform business report was filed on January 21, 2025, and that its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Twenty-first day of January,
2025*



[Signature]
Secretary of State

Tracking Number: 1050552671CC

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

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E) LICENSE INFORMATION



F) LITIGATION, MAJOR DISPUTES

Strickland Construction, Inc. is proud to note that since our inception, we have not been involved in any litigation, major disputes, contract defaults, or liens.

Tab 2: Approach to the Project

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A) Pre-Construction

Strickland Construction, Inc. understands that working as a collaborative team is the foundation of a successful project. Our approach emphasizes owner representation, fosters a cooperative team environment, and prioritizes quality and safety at every stage. During the pre-construction phase, we guide the team toward the most cost-effective design solutions while ensuring that all design, review, and permitting milestones are met. Our Pre-Construction Services include, but are not limited to, the following:

Budget Estimating

As the design progresses, our estimator and project manager will develop detailed budgets at each phase. Leveraging our industry expertise, historical unit cost data, and strong subcontractor relationships, we will establish and validate a conceptual budget early in the process. Our budgeting approach is rooted in thoughtful analysis, ensuring that all cost projections align with the design intent. This is a collaborative effort that takes into account the necessary time, labor, and equipment. Accurately aligning the budget with design criteria is critical, and our team is known for delivering highly accurate cost estimates during the schematic design, design development, permitting, and 100% construction document phases.

Value Engineering

Our approach to value engineering is methodical and focused on long-term efficiency. We carefully evaluate the functional needs of the proposed design elements to ensure the most cost-effective solutions—considering not just construction costs, but also long-term operational and maintenance expenses. By getting involved early in the design process, we bring extensive insight into material costs, construction systems, and methods—assisting in key decisions related to architectural, structural, and utility components. Our team thoroughly reviews each building system and scope of work to identify potential alternatives that achieve the same design goals while reducing costs. We actively engage subcontractors and suppliers to provide input and suggest innovative solutions, always remaining aligned with the project's essential requirements and overall vision. Often, significant savings in both time and budget can be realized by making simple adjustments to construction details. Our goal throughout the value engineering process is to help Polk County get the most out of every dollar invested delivering a facility that reflects the original design intent while maximizing durability and long-term value.

Constructability Recommendations

During the estimating and design review phases, we will conduct a thorough evaluation of the design documents. This process includes a detailed constructability review to ensure the plans are practical and buildable. Throughout the design phases, we will assess proposed systems by evaluating factors such as current material and labor costs, availability, life cycle value, procurement lead times, and other practical considerations. In addition, we will carefully review the coordination between disciplines examining how Civil, Structural, Mechanical, Plumbing, and Electrical plans align and integrate with the architectural drawings to identify and address potential conflicts. Our team will collaborate closely with Owner and the design consultants to explore all viable construction methods and means, ensuring the most effective, cost-efficient, and buildable solutions are considered from the outset.

Tab 2: Approach to the Project

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Master Project Schedule

Together with the Owner and design team we will develop a Preliminary Master Schedule that outlines all major project milestones, including pre-construction, construction, and closeout/commissioning phases. This schedule will be tailored to the end-user's requirements, anticipated workflow, long lead-time items, and actual site conditions. We understand that certain projects may involve unique scheduling challenges such as phasing, working within occupied or operational facilities, or compressed timelines. Using a Critical Path Method (CPM) format, our Project Manager will create a detailed schedule that reflects the overall project strategy and serves as the baseline for monitoring progress and controlling time. All key stakeholders including the Owner, design team, suppliers, and subcontractors will collaborate closely to refine and maintain the Master Schedule, ensuring timely execution and effective coordination throughout all phases of the project.

B) Approach to CM Competitive Bidding

Competitive Bidding

Our competitive bidding process is designed to deliver the best value for the owner by combining rigorous subcontractor selection with a commitment to cost efficiency. Strickland Construction Inc. has created an exceptional subcontractor bidding list over our many years of experience. We begin by prequalifying only those subcontractors who demonstrate proven experience, financial stability, strong safety performance, and the ability to meet strict schedules. By inviting multiple qualified bidders for each trade and issuing clear detailed scopes to bid this allows us to secure competitive pricing without sacrificing quality. Because we operate on an open-book basis, the owner benefits from complete transparency in bid comparisons, and we consistently achieve lower overall costs than many general contractors while still holding subcontractors to the highest performance standards.

Other Cost of the Work

Any costs identified that may apply to the project are negotiated with the Owner. Our approach is focused on recovering only legitimate direct costs.

General Conditions Cost Summary

We develop the project schedule and evaluate it alongside data from similar past projects to accurately determine General Conditions costs. Our approach is focused on recovering only legitimate direct costs.

Construction Manager's Fee Negotiations

The Construction Manager (CM) fee is negotiated based on several key factors, including project complexity, the number of subcontractors involved, overall construction cost, and any unique project challenges.

GMP Compilation:

After completing competitive bidding of subcontractors and finalizing all related costs, we consolidate these components into an organized CSI division format. We conduct a thorough review to ensure all costs are accurately captured and contingencies are appropriately allocated to mitigate project risks. This detailed GMP documentation, including bid tabulations and supporting backup, is presented to the Owner for review.

Tab 2: Approach to the Project

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C) Direct Purchase & Sales Tax Savings

Strickland Construction, Inc., is fully capable of managing Owner-Direct Purchases for designated materials and equipment. This process helps the Owner stretch their budget further while reducing overall project risk. We begin by identifying materials and systems suitable for direct purchase. Subcontractors are then asked to break out unit costs for these items excluding labor to facilitate this process. Once selections are finalized, we assist the Owner by preparing detailed item descriptions and unit pricing to support purchase order issuance. Throughout the project, we track deliveries, verify vendor invoices for payment, and ensure all Owner-Direct Purchases are properly recorded in the Schedule of Values.

Our team maintains full transparency throughout this process, providing detailed documentation and regular updates to confirm that all savings are realized without impacting on the project schedule or quality. Through strategic direct purchasing, we optimize cost savings and support a smooth, on-time project delivery for the Owner.

D) Approach to the Management and Construction of the Project

Our firm's approach to the management and construction of projects is rooted in proactive collaboration, transparency, and accountability. A smooth transition from pre-construction to construction is essential to project success. To ensure continuity, the same team members involved during planning and pre-construction will remain actively engaged throughout the construction phase. During the construction phase, the on-site superintendent will be responsible for managing, coordinating, and inspecting subcontractor activities to maintain high standards of quality, efficiency, and schedule adherence. Meanwhile, the off-site team will handle key administrative functions, including the distribution and tracking of project documents such as drawings, specifications, submittals, RFIs, ASIs, and meeting agendas and meeting minutes. Our team uses Procore Construction Management Software, ensuring consistent and effective communication across all stakeholders. Throughout the construction phase, the project team will conduct weekly reviews at the main office to ensure adherence to schedule and budget. These meetings will include evaluations of cost reports, schedule progress, and necessary adjustments. Weekly subcontractor coordination meetings will also be held, guided by the Superintendent's three-week look-ahead schedule to maintain effective work flow and trade coordination. Our responsibilities during construction include, but are not limited to: managing the project schedule, securing required permits, reviewing shop drawings and submittals, facilitating regular bi-weekly meetings with the Owner and design team, and ensuring subcontractor performance. We recognize that the success of this project lies in the strength of its relationships. We lead with integrity, foster open dialogue, and commit ourselves to being responsive and solution-driven at every turn. Our goal is not just to deliver a successful project, but to earn your trust and confidence as a true partner.

E) Quality Workmanship and Contract Compliance

Quality workmanship and contract compliance are core to our construction management philosophy. We implement a multi-layered quality assurance program designed to ensure the project is built to specifications, within code, and to the high standards expected of publicly funded infrastructure. Our approach includes:

Tab 2: Approach to the Project

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



- **Pre-Installation Meetings:** Before each scope of work begins, we hold trade-specific preparatory meetings with subcontractors and field supervision to review drawings, specifications, mock-up requirements, inspection benchmarks, and expected deliverables.
- **Daily Inspections and Supervision:** Our superintendents conduct ongoing inspections and quality checks during installation. We verify workmanship, confirm compliance with plans, and immediately address any deviations.
- **Documentation and Reporting:** All inspections, tests, and corrective actions are documented in real time through Procore Construction Management Software. This ensures traceability, supports pay applications, and provides you with transparent, organized records throughout construction.
- **Superintendent's Weekly Coordination Meeting:**
Each week, the Superintendent leads a coordination meeting for all active trades on the project, as well as those scheduled to begin work soon. Meeting minutes are recorded and used as the agenda for the following week. Any items requiring follow-up are assigned to the responsible party along with a completion date.
- **Project Manager Site Reviews:**
During weekly, bi-weekly, or monthly project meetings, the Project Manager conducts a walkthrough of the site with the Superintendent. Together, they review the schedule, subcontractor performance, and quality standards. Any concerns identified during these walkthroughs are documented, monitored, and addressed by the Project Manager and the site supervision team.
- **Pre-Punch List Management:** Quality control continues through project close-out, where we generate and manage a rolling punch list to proactively address issues before formal punch list inspections by the Owner and design team.
- **Substantial Completion Inspection:**
The Project Manager and Superintendent take part in inspecting the completed construction and evaluating the quality of finishes with the Owner and design team. Any minor deficiencies identified are promptly addressed by the trade contractors, typically within a few days of the final inspection.

We utilize Procore Construction Management Software to track key contract elements, including change orders, certified payroll and wage compliance, subcontractor licensing and insurance, MWBE/DBE reporting, & daily reports and inspection records. All documentation is organized, accessible, and audit-ready at all times. Change management is handled through a formal review and approval process, with no work processing without written approval. Subcontractors are required to meet all contract terms, and their compliance is monitored regularly through field oversight and documentation tracking. At close-out we provide a complete and timely package including as-builts, O&M manuals, warranty info, and all required certifications. Our goal is to deliver a contractually compliant project that meets Polk County's standards and stands up to full review.

Tab 3: Experience, Expertise, Personnel and Technical Resources

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POLK COUNTY SHERIFF’S OFFICE RIDGE DISTRICT STATION



We are currently managing the construction of a new Sheriff’s Office facility, providing complete oversight from site preparation through final completion. The project is designed to meet the department’s operational needs and security standards while staying on schedule and within budget, with a strong focus on quality workmanship and long-term durability.

Project Location:	9530 Marigold Ave. Poinciana, FL
Anticipated Completion:	09/26/2025
Size:	21,561 SF
Cost:	\$10,543,327.00
Change Orders:	NA
Project Owner Rep:	Andria McDonald PCSO 1891 Jim Keene BLVD. Winter Haven FL 33880 863-257-0668



Tab 3: Experience, Expertise, Personnel and Technical Resources

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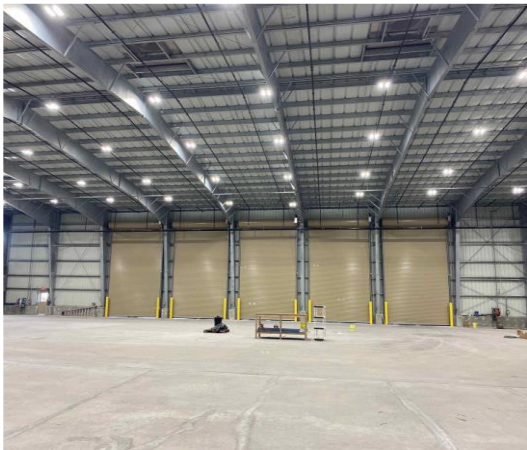
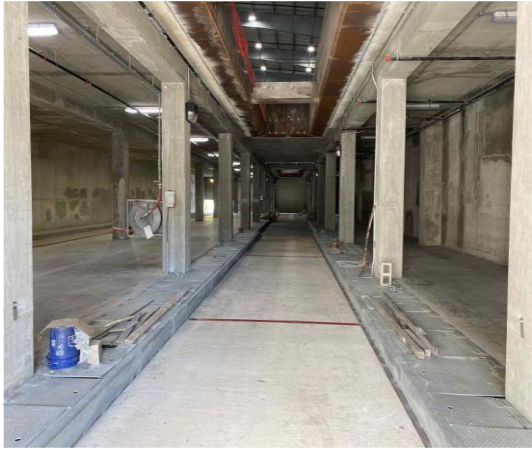


EAST PASCO TRANSFER STATION EXPANSION



We successfully completed the East Pasco Transfer Station Expansion, which increased the facility’s capacity and operational efficiency. The project included significant site work, bilevel structure, cast in place concrete, pre-engineered metal building, and equipment installation to support higher waste processing volumes. Our team coordinated closely with the owner to minimize disruptions to ongoing operations, delivering the project on time and within budget while meeting all environmental and safety regulations.

Project Location:	9626 Handcart Rd. Dade City, FL
Completion Date:	December 8 th , 2021
Size:	26,795 SF
Cost:	\$7,727,720.66
Change Orders:	(\$982.29) Savings to Owner
Project Owner Rep:	Justin Roessler 10524 Chambers Dr. Tampa FL 33626 352-270-1454



Tab 3: Experience, Expertise, Personnel and Technical Resources

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CITY OF LAKELAND FIRE TRAINING CENTER



We completed a state-of-the-art Fire Training Center. This project consisted of an administrative building that contained clean classrooms, dirty classrooms, offices for staff, warehouse building ,and renovation of existing burn building and construction of a new burn building, and site improvements.

Project Location:	901 Granada St. Lakeland, FL
Completion Date:	December 3 rd , 2020
Size:	21,561 SF
Cost:	\$2,388,049.00
Change Orders:	\$436,648.72 – Additional work requested by owner.
Project Owner Rep:	Fiorella Hall 407 Fairway Ave. Lakeland FL 33801 407-300-5249



Tab 3: Experience, Expertise, Personnel and Technical Resources

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POLK COUNTY ROADWAY MAINTENANCE FACILITY



We completed the construction of the Roadway Maintenance Facility, designed to support efficient operations and equipment storage. This project included demolition of existing office building, construction of a new office building, construction of new maintenance building, vehicle storage building, and improvements to existing pole barns.

Project Location:	350 CR 630 A Frostproof FL
Completion Date:	April 30 th , 2025
Size:	13,718 SF
Cost:	\$4,410,000.00
Change Orders:	CO #1 – \$0.00 Time Extension due Hurricane Helene CO #2 – (\$74,795.20) Savings to Owner
Project Owner Rep:	Ricky Norris 350 CR 630 A Frostproof FL 33843 863-635-7879

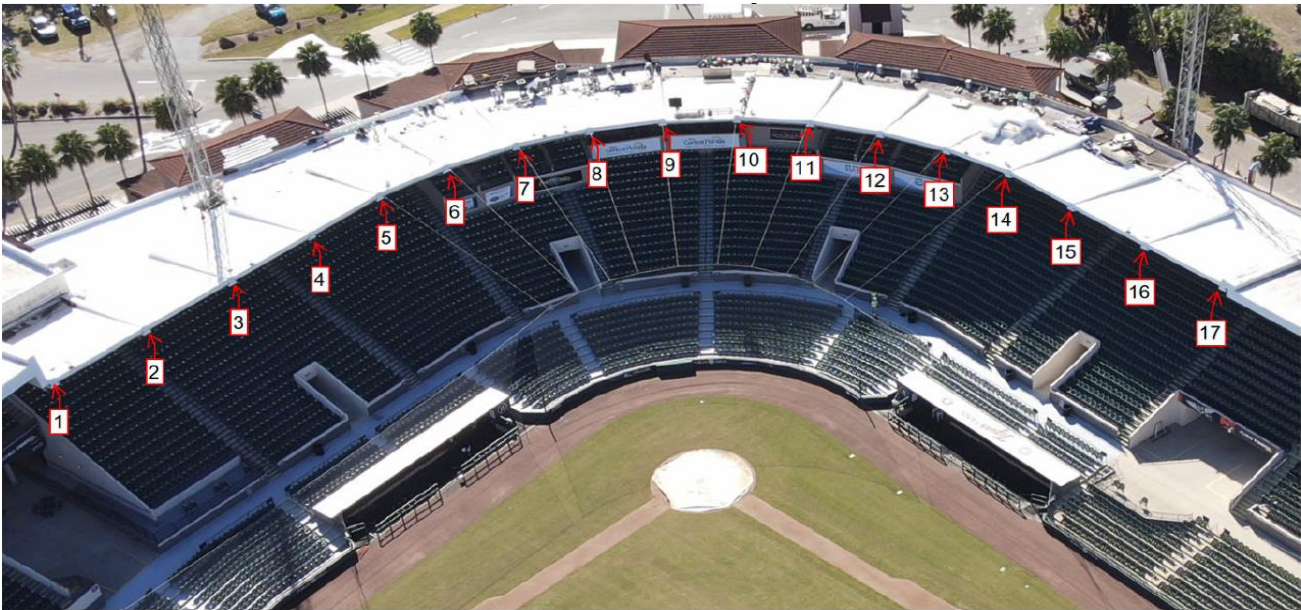


Tab 3: Experience, Expertise, Personnel and Technical Resources

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*

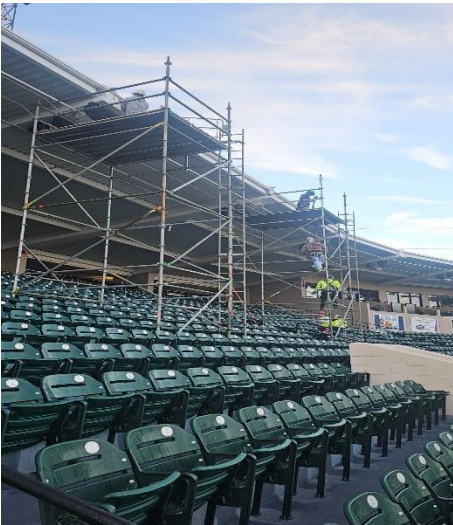


JOKER MARCHANT STADIUM HURRICANE MILTON REPAIRS



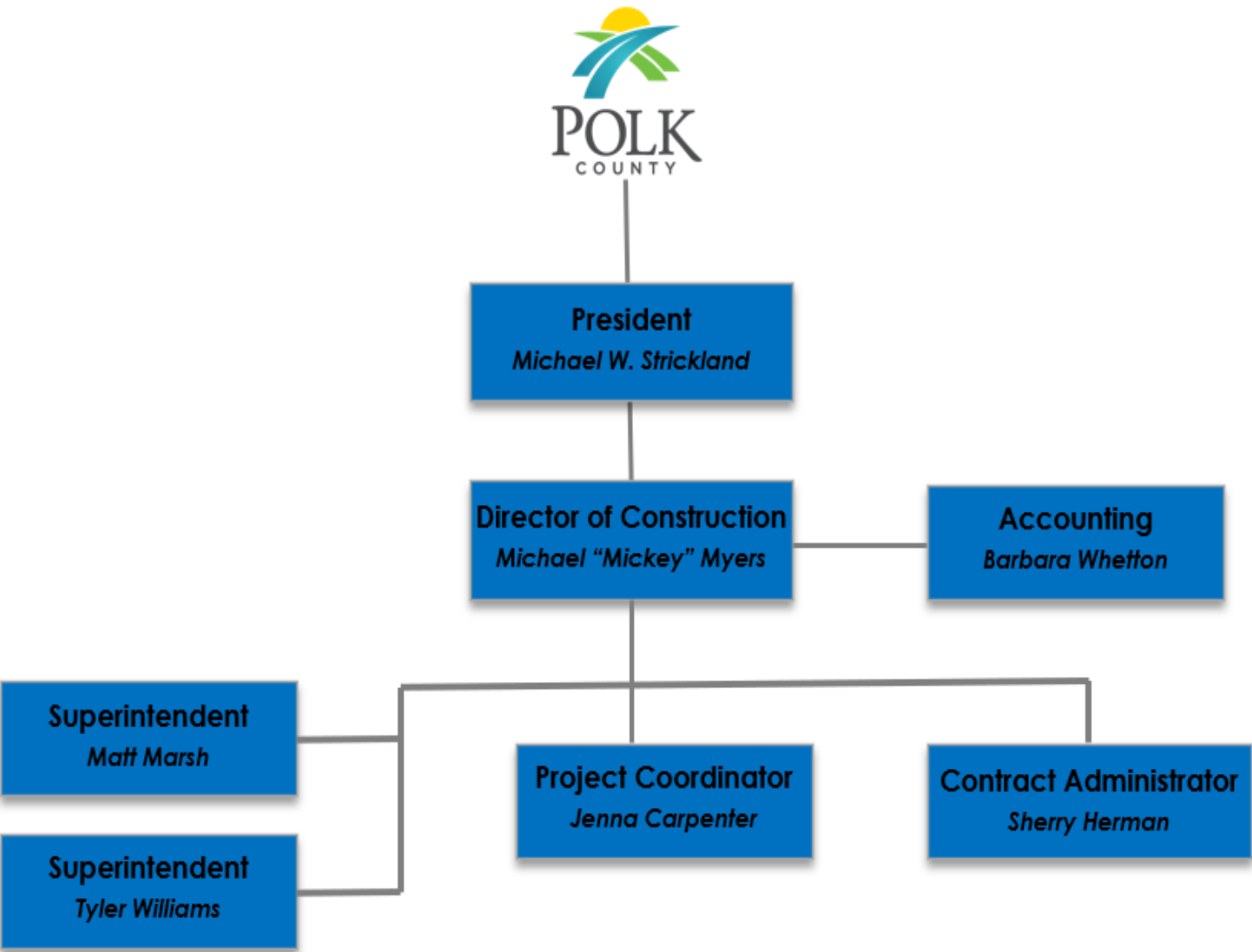
This project was completed under continuing construction services contract. The project consisted of repair of structural concrete beams, replacement of misc. concrete slabs, reconstruction of stucco repairs, installation of new TPO roof system, replacement of flooring & drywall due to water intrusion.

Project Location:	2301 Lakeland Hills Blvd. Lakeland FL
Completion Date:	January 29 th , 2025
Size:	190,000 SF
Cost:	\$297,347.00
Change Orders:	\$0
Project Owner Rep:	Fiorella Hall 407 Fairway Ave. Lakeland FL 33801 407-300-5249





2. Organizational Chart



Tab 3: Experience, Expertise, Personnel and Technical Resources

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



3. Primary Employees

A. Name and Current Position

Michael W. Strickland
President

B. Title & Project Assignment

Project Executive

C. Years with Strickland

24 Years

D. Years with Others

6 Years



E. Experience

As project executive, Mike is responsible for overall project planning and visioning, value management, team development, milestone verification, and general project oversight. He monitors financial performance, ensures timely project delivery, and maintains a strong focus on client satisfaction. Given his hands on approach Mike is extremely involved in each every project.

Direct Experience with Similar Projects

Polk County Sheriff's Office Ridge District Station at Poinciana - \$10,543,327.00 - 21,561 SF
Roadway Maintenance Facility – Frostproof - \$4,335,201.80 – 13,718 SF
West Pasco County Resource Recovery Facility Scale House - \$1,217,312.60 – 5,225 SF
East Pasco Transfer Station/ Site Improvements - \$7,727,720.66 - 267

F. Degrees & Certifications

- Florida State Certified General Contractor CGC1523900
- Florida State Certified Building Contractor CBC1258667
- Member of the State of Florida Construction Industry Licensing Board.
- Procore Project Management

Tab 3: Experience, Expertise, Personnel and Technical Resources

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A. Name and Current Position

Michael “Mickey” Myers
Director of Construction

B. Title & Project Assignment

Project Manager

C. Years with Strickland

13 Years

D. Years with Others

17 Years

E. Experience

Mickey will manage the project from start to finish, overseeing the preparation of all bid packages, project estimating, schedules, monthly and cost reports, subcontracts, and purchase orders. He will also lead coordination meetings, review submittals and shop drawings, and ensure all aspects of the project stay on track and aligned with project goals. Mickey brings extensive experience across a wide range of project delivery methods, including Construction Management, Design-Build, competitively bid, and negotiated projects. He has contributed to the construction of diverse facility types, such as educational, religious, public safety facilities, medical, office buildings, and multi-family apartment complexes. His experience spans from single-story structures to multi-story facilities and includes both new construction and significant renovation projects with jobs ranging from \$2,500.00 to \$30,000.00



Direct Experience with Similar Projects

Polk County Sheriff’s Office Ridge District Station at Poinciana - \$10,543,327.00 - 21,561 SF
Roadway Maintenance Facility – Frostproof - \$4,335,201.80 – 13,718 SF
West Pasco County Resource Recovery Facility Scale House - \$1,217,312.60 – 5,225 SF
East Pasco Transfer Station/ Site Improvements - \$7,727,720.66 - 267

F. Degrees & Certifications

- Florida State Certified General Contractor CGC1536526
- Florida State Certified Building Contractor CBC1258667
- Qualified Stormwater Management Inspector #45865
- OSHA 30 Hour Certified
- Procore Project Management

Tab 3: Experience, Expertise, Personnel and Technical Resources

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A. Name and Current Position

Matt Marsh
Superintendent

B. Title & Project Assignment

Superintendent

C. Years with Strickland

6 Years

D. Years with Others

8 Years



E. Experience

As Superintendent, Matt is involved in the project from start to finish, working closely with the Project Manager to manage all day-to-day job site activities. His responsibilities include coordinating and scheduling subcontractors and material suppliers, preparing three-week construction schedules and daily job reports, documenting project progress, and conducting daily inspections to ensure all work complies with the plans, specifications, and Strickland Construction, Inc. quality standards. Matt also leads job site meetings, enforces safety protocols, and carefully oversees each phase to ensure the project is completed correctly, on time, and within budget. Matt has worked on all types of projects including but not limited to new construction, renovation, construction management, stie and utility improvements with jobs valuing from \$30,000 to \$13,000,000.00.

Direct Experience with Similar Projects:

- Polk County Sheriff's Office Ridge District Station at Poinciana - \$10,543,327.00 - 21,561 SF
- East Pasco Transfer Station/ Site Improvements - \$7,727,720.66 - 26795 SF
- City of Tampa Community Job Training Center- \$1,748,882.00 - 7,665 SF
- State of Florida Department of Military Affairs – Haines City FMS #4 - \$79,815.82 - 10,727 SF
- Phase I & II Renovation of City of Lakeland Public Library - \$830,014.44 - 38,823 SF

F. Degrees & Certifications

- Florida State Certified Building Contractor CBC 1265779
- OSHA 10 Hour Certified
- Procore Project Management

Tab 3: Experience, Expertise, Personnel and Technical Resources

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A. Name and Current Position

Tyler Williams
Superintendent

B. Title & Project Assignment

Superintendent

C. Years with Strickland

6 Years

D. Years with Others

0 Years

E. Experience

As Superintendent, Tyler is involved in the project from start to finish, working closely with the Project Manager to manage all day-to-day job site activities. His responsibilities include coordinating and scheduling subcontractors and material suppliers, preparing three-week construction schedules and daily job reports, documenting project progress, and conducting daily inspections to ensure all work complies with the plans, specifications, and Strickland Construction, Inc. quality standards. Tyler also leads job site meetings, enforces safety protocols, and carefully oversees each phase to ensure the project is completed correctly, on time, and within budget. Tyler Williams has worked on all types of projects including but not limited to New Construction, Renovation, Construction Management, Site and Utility Improvements with jobs valuing from \$45,000.00 to \$30,000,000.00



Direct Experience with Similar Projects

- Roadway Maintenance Facility – Frostproof - \$4,335,201.80 – 13,718 SF
- West Pasco County Resource Recovery Facility Scale House - \$1,217,312.60 – 5,225 SF
- TB Williams WTP Storage Building & Site Entrance - \$799,975.80 – 5,387 SF
- State of Florida Military Affairs Haines City PEMB - \$371,724.63 – 1,997 SF
- City of Lakeland LPD Fire Range Improvements - \$420,092.74 – 1.30 Acres.

F. Degrees & Certifications

- Florida State Certified Building Contractor CBC 1266492

Tab 4: Scheduling and Cost Control

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



A) Computer-Generated Schedules

Master Schedule:

Our Project Manager will create a Master Schedule utilizing Critical Path Method (CPM) for construction scheduling, managed through our specialized project management software. The Master Schedule is created to outline the overall strategy, objectives, and key activities within a defined timeline. This schedule serves as the foundation for all project time management efforts and acts as the baseline for tracking progress. Our team collaborates closely with the Owner and design team to review, assess, and fine-tune the Master Schedule to ensure it aligns with project goals.

Three-Week Look Ahead Schedule

In addition to the Master Schedule, we prepare Three-Week Look Ahead schedules throughout the duration of the project. These schedules outline daily progress, set short-term goals, flag potential conflicts, and identify opportunities to recover time with specific trades. The Site Superintendent prepares the schedule each week and works closely with the Project Manager to review progress, address any challenges, and keep the project moving forward. The Project Manager then compares the updated schedule against both the previous Three-Week Look Ahead and the Master Schedule to ensure alignment and maintain overall project momentum.

B) Level of Detail to Define Schedule

Details to Define the Schedule:

Our scheduling software allows us to create schedules with the level of detail appropriate for each project. Before establishing the Guaranteed Maximum Price (GMP), we will develop a Master Project Schedule that includes:

- Preconstruction Services
- Administrative Items
- Detailed Work Schedule
- Identification of Milestones
- Detailed Submittal Schedule – Outlining critical submittals needed to maintain the schedule and ensure timely delivery of materials.
- Material Deliveries
- Specialty Item Tracking – Highlighting long-lead materials, Phasing Plans, Specialty Inspections.
- Close Out Process

Managing Shop Drawings:

Strickland Construction, Inc. uploads each Shop Drawing and Material Submittal through Procore Construction Management Software, which records and tracks Shop Drawings and Material Submittals by number and date. Shop drawings and Material Submittals are sequenced for reminders at specified

Tab 4: Scheduling and Cost Control

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



dates. Procore also creates a detailed Shop Drawing and Material Submittal log that tracks them from initiation to response from A/E to issuance to affected trades/subcontractors and to the project team.

Managing and Responding to RFIs and ASIs:

Strickland Construction, Inc. uploads each RFI and ASI through Procore Construction Management Software, which records and tracks RFIs by number and date. RFIs are sequenced for reminders at specified dates. Procore also creates a detailed RFI log that tracks the RFI from initiation to response from A/E to issuance to affected trades/subcontractors and to the project team.

C) Project Scheduling and Coordination of Subcontractors

Strickland Construction, Inc.'s approach to project scheduling begins with the development of a comprehensive baseline schedule using industry-standard software such as Procore. This schedule will be created during the preconstruction phase in close collaboration with the owner, the design team, and key subcontractors to ensure all milestones, sequencing, and critical path activities are clearly defined. The schedule will identify early procurement needs, long-lead items, and phase construction activities to prevent delays and optimize resources.

Once established, the schedule will be treated as a living document, updated regularly to reflect real-time progress, field conditions, and any scope adjustments. We conduct weekly subcontractor coordination meetings to review progress against the schedule, address potential conflicts, and implement corrective actions if needed.

Coordination of subcontractors will be driven by clear communication, a defined scope of work, and strict adherence to scheduled activities. We will schedule trades to minimize overlap and interference while maximizing efficiency. Our field superintendent will oversee daily on-site coordination, ensuring subcontractors have the necessary access, materials, and information to perform their work without interruption.

D) Method of Holding Projects Within Budget

We control costs from the very start by developing complete, detailed scopes of work for every trade and subcontractor. This clarity prevents scope gaps, reduces the risk of missed items, and minimizes costly conflicts during construction. Our core project team, including the Project Manager, Superintendent, Contract Administrator, and President, monitors real-time cost reports bi-weekly and reviews every invoice. This proactive approach ensures immediate visibility of any issues, enabling swift corrective action and keeping the project firmly within budget.

For example, on one project, a masonry subcontractor requested a change order for \$80K due to a material price increase between the time of their original bid and when the order was to be placed. Strickland Construction, Inc. was able to step in, purchase the materials directly from the supplier, and eliminate the additional cost and completed the scope of work within the project budget..

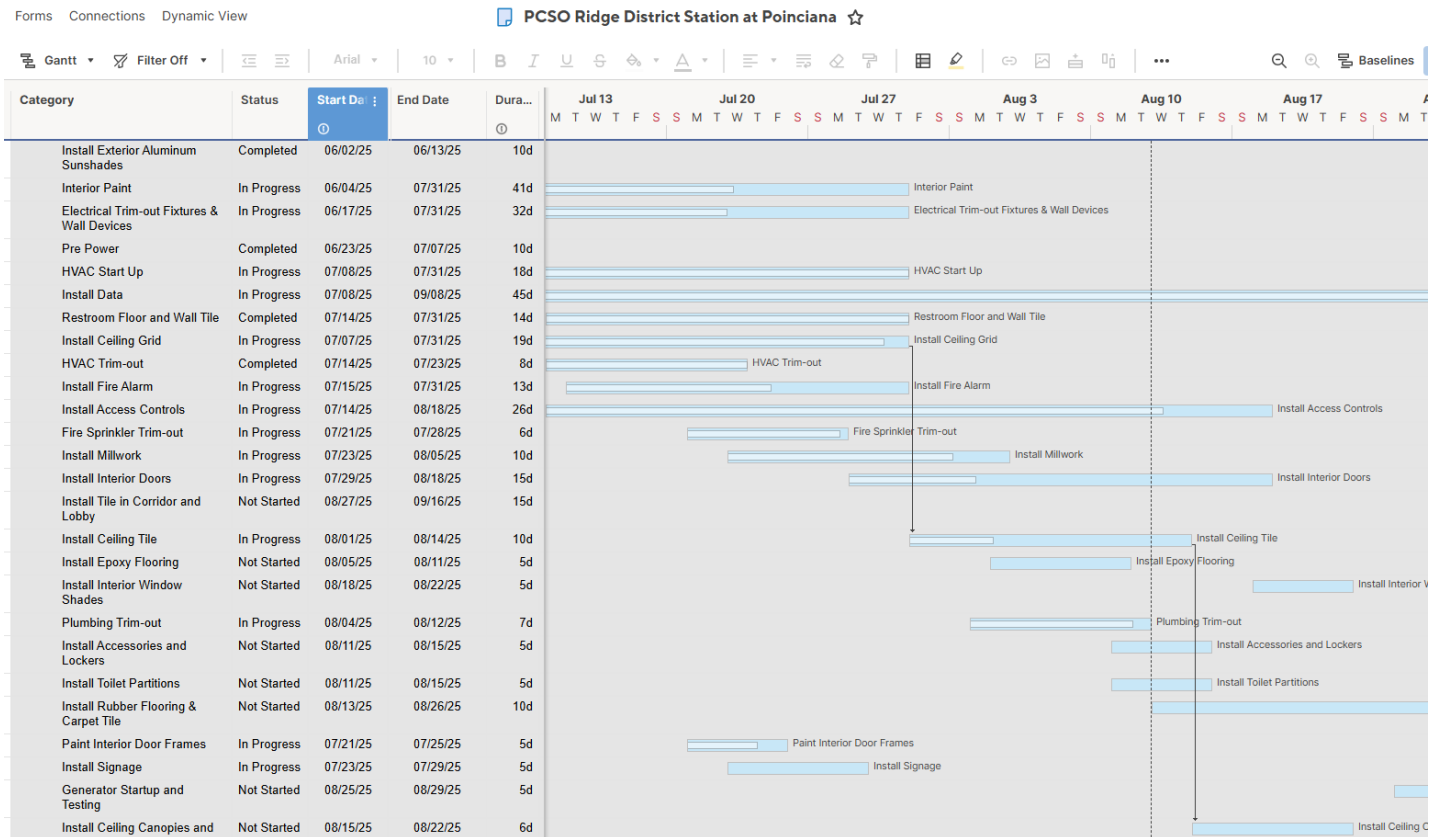
Tab 4: Scheduling and Cost Control

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



E) Sample of Overall Schedule Capabilities and Cost Control Reports

Sample of Schedule Capabilities:



Tab 4: Scheduling and Cost Control

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



Sample of Cost Control Reports:

	Est. Cost	Act. Cost	Act. Revenue	(\$ Diff.
Service				
01 00 00 (GENERAL REQUIREMENTS)	0.00	0.00	0.00	0.00
01 31 13 (Project Manager)	90,000.00	152,750.00	0.00	-90,000.00
01 31 14 (Project Supervision)	128,000.00	278,700.00	0.00	-128,000.00
01 31 16 (Project Coordinator)	59,640.00	123,246.00	0.00	-59,640.00
01 31 19 (Overhead - Payroll)	134,785.23	185,505.00	0.00	-134,785.23
01 32 23 (Drawings/Reproductions)	4,970.00	6,481.07	0.00	-4,970.00
01 32 33 (Photographic Documentation)	1,500.00	2,316.33	0.00	-1,500.00
01 41 23 (Insurance Requirements)	109,429.80	94,302.61	0.00	-109,429.80
01 45 23 (Testing & Inspecting Services)	19,650.00	21,249.76	0.00	-19,650.00
01 51 13 (Temporary Electricity)	7,760.00	6,092.82	0.00	-7,760.00
01 51 36 (Temporary Water)	3,410.00	6,585.45	0.00	-3,410.00
01 52 13 (Field Offices & Sheds)	12,000.00	7,869.90	0.00	-12,000.00
01 52 16 (Miscellaneous Tools)	12,300.00	21,164.10	0.00	-12,300.00
01 52 19 (Sanitary Facilities)	10,400.00	7,457.50	0.00	-10,400.00
01 54 23 (Temporary Equipment Rental)	39,400.00	39,090.58	0.00	-39,400.00
01 56 26 (Temporary Fencing)	23,000.00	13,730.24	0.00	-23,000.00
01 58 13 (Temporary Project Signage)	2,300.00	0.00	0.00	-2,300.00
01 71 23 (Construction Surveying)	7,000.00	0.00	0.00	-7,000.00
01 74 13 (Progress Cleaning)	36,800.00	24,621.91	0.00	-36,800.00
01 74 19 (Construction Waste Management & Disposal)	52,000.00	64,928.51	0.00	-52,000.00
01 74 23 (Final Cleaning)	39,500.00	33,000.00	0.00	-39,500.00
01 78 33 (Bonds)	95,181.84	96,166.00	0.00	-95,181.84
01 78 36 (Overhead)	134,206.38	134,465.87	0.00	-134,206.38
01 78 39 (Contractor Fee)	581,749.00	0.00	0.00	-581,749.00
03 30 53 (Miscellaneous Cast in Place Concrete)	358,506.28	405,478.47	0.00	-358,506.28
03 54 13 (Gypsum Cement Underlayment)	96,914.00	97,091.17	0.00	-96,914.00
04 22 19 (Concrete Unit Masonry)	745,025.00	745,024.44	0.00	-745,025.00
04 22 33 (Interlocking Concrete)	64,896.00	64,896.00	0.00	-64,896.00
05 51 13 (Metal Pan Stairs)	117,324.00	122,065.08	0.00	-117,324.00
06 10 53 (Rough Carpentry Material)	912,031.45	755,615.93	0.00	-912,031.45
06 10 63 (Rough Carpentry Labor)	550,000.00	595,344.00	0.00	-550,000.00
06 17 53 (Shop Fabricated Wood Trusses)	987,811.00	987,810.97	0.00	-987,811.00
06 20 13 (Finish Carpentry)	643,851.43	683,644.37	0.00	-643,851.43
07 21 13 (Thermal Insulation)	134,139.00	134,139.00	0.00	-134,139.00
07 31 13 (Asphalt Shingles)	128,600.00	128,600.00	0.00	-128,600.00
08 51 13 (Windows)	247,881.54	233,945.50	0.00	-247,881.54
09 29 82 (Gypsum Board)	789,393.00	789,477.24	0.00	-789,393.00
09 65 19 (Resilient Tile Flooring)	475,300.00	422,985.70	0.00	-475,300.00
09 91 13 (Painting)	285,300.00	288,629.28	0.00	-285,300.00
09 97 23 (Concrete & Masonry Coatings)	382,000.00	398,802.01	0.00	-382,000.00
10 14 16 (Signage)	38,173.28	37,942.43	0.00	-38,173.28
10 73 13 (Awning)	3,622.14	3,622.14	0.00	-3,622.14
11 30 13 (Residential Appliances)	198,340.51	198,340.51	0.00	-198,340.51
12 21 13 (Window Treatments)	29,000.00	29,000.00	0.00	-29,000.00
12 32 13 (Manufactured Wood Casework)	478,404.87	475,258.18	0.00	-478,404.87
14 21 23 (Electric Traction Elevators)	130,115.00	132,785.00	0.00	-130,115.00

F) Cost Control for Items Outside of the “Cost of Work”

As with all our projects, our goal is to provide each Owner with the most cost-effective solutions and the most efficient systems possible. With over 23 years of experience and dozens of similar projects completed in Polk County, we have a clear understanding of the costs involved and are confident in our ability to deliver this project at the lowest total price. For a project of this size, our typical cost structure is as follows:

- Pre-Construction Fee: 1%
- General Conditions: 5%
- Construction Management Fee: 5% of the GMP subtotal
- Bond Cost: Approximately 1.0%

Tab 5 – Polk County Entity

Polk County RFP 25-544, Construction Manager at Risk Continuing Services



Strickland Construction, Inc. has proudly served as a Polk County based entity since our opening in 2002. We are a locally rooted team of 11 dedicated employees, combining our deep knowledge of Polk County's regulations, community needs, and construction landscape with a strong commitment to delivering quality results.

Please see a copy of our 2025 Business Tax Receipts for Polk County & City of Lakeland showing that we have been in the same location since our opening in 2002, building strong local relationships and a deep understanding of the community's needs & expectations.

CITY OF LAKELAND

BUSINESS TAX RECEIPT		Expires on: 9/30/2025
Business Tax Office, 228 S Massachusetts Ave., Lakeland, FL 33801		
Account Number:	1301332	This business tax receipt does not permit the holder to operate in violation of any City law, ordinance or regulation. Any change in location or ownership must be approved by the City Business Tax Section, subject to zoning restrictions. This Receipt does not constitute an endorsement, approval or disapproval of the holder's skill or competence or of the compliance or noncompliance of the holder with other laws, regulations or standards.
Workers:	5	
Square Footage:	1,500	
Fee:	\$285.72	
Location Address 1441 GARY RD E, LAKELAND, FL 33801		
Business Name & Mailing Address STRICKLAND CONSTRUCTION INC 1441 E GARY RD LAKELAND FL 33801		
RECEIPT MUST BE CONSPICUOUSLY DISPLAYED IN YOUR PLACE OF BUSINESS  VALID ONLY WHEN SIGNED		

Bus. Type(s) Bus. Subtype(s)	Quantity
Building Professional Firm	
Cat I	

POLK COUNTY LOCAL BUSINESS TAX RECEIPT	
ACCOUNT NO. 15260	CLASS: B+ EXPIRES: 09/30/2026
OWNER NAME	LOCATION
MICHAEL W STRICKLAND	1441 E GARY RD LAKELAND
BUSINESS NAME AND MAILING ADDRESS	CODE ACTIVITY TYPE
STRICKLAND CONSTRUCTION INC STRICKLAND CONSTRUCTION INC 1441 E GARY RD LAKELAND, FL 338012143	230080 CONTRACTOR BUILDING PROFESSIONAL LICENSE (IF APPLICABLE) DBPR-CBC1258667
OFFICE OF JOE G. TEDDER, CFC * TAX COLLECTOR	THIS POLK COUNTY LOCAL BUSINESS TAX RECEIPT MUST BE CONSPICUOUSLY DISPLAYED AT THE BUSINESS LOCATION
PAID - 3423121 07/17/2025 HSP TP 57.75	STRICKLAND CONSTRUCTION INC

Tab 6 – Certified Woman or Minority Business Enterprise

Polk County RFP 25-544, *Construction Manager at Risk Continuing Services*



While our company is not certified as a Women – or Minority Owned Business Enterprise (WMBE), we are committed to fostering diversity and inclusion within our projects. We actively seek opportunities to partner with qualified WMBE subcontractors and suppliers whenever possible, using our internal database of prequalified W/MBE firms, Certified Vendor Directory on the Office of Supplier, and the Polk County Vendor Directory, we can identify and connect with a wide range of potential vendors. Our project management software also enables targeted solicitations to subcontractors and suppliers based on W/MBE status, ensuring we maximize opportunities for minority business participation.

By incorporating these partnerships into our procurement process, we are not only strengthening our projects but also contributing to the growth and success of diverse businesses in our community.

Survey Questionnaire – Polk County

RFP 25-544, Construction Manager at Risk Continuing Services

To: Andria McDonald (Name of Person completing survey)

Polk County Sheriff's Office (Name of Client Company/Consultant)

Phone Number: 863-257-0668 Email: amcdonald@polksheriff.org

Subject: Past Performance Survey of Similar work:

Project name: Polk County Sheriff's Office Ridge District Station at Poinciana

Name of Vendor being surveyed: Strickland Construction, Inc.

Cost of Services: Original Cost: \$10,543,327.00 Ending Cost: NA

Contract Start Date: June 17, 2024 Contract End Date: NA

Rate each of the criteria on a scale of 1 to 10, with 10 representing that you were very satisfied (and would hire the Consultant /individual again) and 1 representing that you were very unsatisfied (and would never hire the Consultant /individual again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank.

NO	CRITERIA	UNIT	SCORE
1	Ability to manage cost	(1-10)	10
2	Ability to maintain project schedule (complete on-time/early)	(1-10)	NA
3	Quality of workmanship	(1-10)	10
4	Professionalism and ability to manage	(1-10)	10
5	Close out process	(1-10)	NA
6	Ability to communicate with Client's staff	(1-10)	10
7	Ability to resolve issues promptly	(1-10)	10
8	Ability to follow protocol	(1-10)	10
9	Ability to maintain proper documentation	(1-10)	10
10	Appropriate application of technology	(1-10)	10
11	Overall Client satisfaction and comfort level in hiring	(1-10)	10
12	Ability to offer solid recommendations	(1-10)	10
13	Ability to facilitate consensus and commitment to the plan of action among staff	(1-10)	10

Printed Name of Evaluator Andria McDonald

Signature of Evaluator: Andria McDonald

Please fax or email the completed survey to: Mickey@stricklandconstructioninc.com

Survey Questionnaire – Polk County

RFP 25-544, Construction Manager at Risk Continuing Services

To: Justin Roessler (Name of Person completing survey)

Pasco County (Name of Client Company/Consultant)

Phone Number: _____ Email: justin@roesslerandassociates.com

Subject: Past Performance Survey of Similar work:

Project name: East Pasco Transfer Station Expansion

Name of Vendor being surveyed: Strickland Construction, Inc.

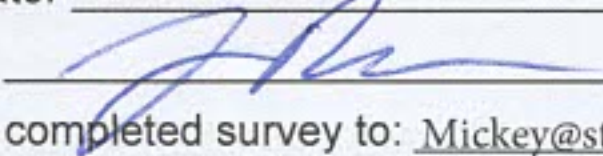
Cost of Services: Original Cost: \$7,728,702.95 Ending Cost: \$7,727,720.66

Contract Start Date: February 4, 2020 Contract End Date: December 8, 2021

Rate each of the criteria on a scale of 1 to 10, with 10 representing that you were very satisfied (and would hire the Consultant /individual again) and 1 representing that you were very unsatisfied (and would never hire the Consultant /individual again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank.

NO	CRITERIA	UNIT	SCORE
1	Ability to manage cost	(1-10)	8
2	Ability to maintain project schedule (complete on-time/early)	(1-10)	8
3	Quality of workmanship	(1-10)	8
4	Professionalism and ability to manage	(1-10)	8
5	Close out process	(1-10)	8
6	Ability to communicate with Client's staff	(1-10)	9
7	Ability to resolve issues promptly	(1-10)	8
8	Ability to follow protocol	(1-10)	8
9	Ability to maintain proper documentation	(1-10)	8
10	Appropriate application of technology	(1-10)	8
11	Overall Client satisfaction and comfort level in hiring	(1-10)	9
12	Ability to offer solid recommendations	(1-10)	8
13	Ability to facilitate consensus and commitment to the plan of action among staff	(1-10)	8

Printed Name of Evaluator Justin Roessler

Signature of Evaluator: 

Please fax or email the completed survey to: Mickey@stricklandconstructioninc.com

Survey Questionnaire – Polk County

RFP 25-544, Construction Manager at Risk Continuing Services

To: Fiorella Hall (Name of Person completing survey)

City of Lakeland Facilities Maintenance/Public Works (Name of Client Company/Consultant)

Phone Number: 863-834-2342 Email: fiorella.hall@lakelandgov.net

Subject: Past Performance Survey of Similar work:

Project name: City of Lakeland Fire Training Center

Name of Vendor being surveyed: Strickland Construction, Inc.

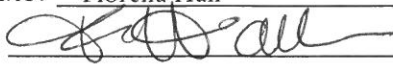
Cost of Services: Original Cost: \$2,388,049.00 Ending Cost: \$2,824,697.72

Contract Start Date: November 11, 2019 Contract End Date: December 3, 2020

Rate each of the criteria on a scale of 1 to 10, with 10 representing that you were very satisfied (and would hire the Consultant /individual again) and 1 representing that you were very unsatisfied (and would never hire the Consultant /individual again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank.

NO	CRITERIA	UNIT	SCORE
1	Ability to manage cost	(1-10)	10
2	Ability to maintain project schedule (complete on-time/early)	(1-10)	10
3	Quality of workmanship	(1-10)	10
4	Professionalism and ability to manage	(1-10)	10
5	Close out process	(1-10)	10
6	Ability to communicate with Client's staff	(1-10)	10
7	Ability to resolve issues promptly	(1-10)	10
8	Ability to follow protocol	(1-10)	10
9	Ability to maintain proper documentation	(1-10)	10
10	Appropriate application of technology	(1-10)	10
11	Overall Client satisfaction and comfort level in hiring	(1-10)	10
12	Ability to offer solid recommendations	(1-10)	10
13	Ability to facilitate consensus and commitment to the plan of action among staff	(1-10)	10

Printed Name of Evaluator Fiorella Hall

Signature of Evaluator: 

Please fax or email the completed survey to: Mickey@stricklandconstructioninc.com

Survey Questionnaire – Polk County

RFP 25-544, Construction Manager at Risk Continuing Services

To: Ricky Norris (Name of Person completing survey)

Polk County Roads and Drainage Division (Name of Client Company/Consultant)

Phone Number: 863-327-3689 Email: WilliamNorris@polk-county.net

Subject: Past Performance Survey of Similar work:

Project name: Roadway Maintenance Facility - Frostproof

Name of Vendor being surveyed: Strickland Construction, Inc.

Cost of Services: Original Cost: \$4,410,000.00 Ending Cost: \$4,335,204.80

Contract Start Date: June 24, 2024 Contract End Date: July 8, 2025

Rate each of the criteria on a scale of 1 to 10, with 10 representing that you were very satisfied (and would hire the Consultant /individual again) and 1 representing that you were very unsatisfied (and would never hire the Consultant /individual again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank.

NO	CRITERIA	UNIT	SCORE
1	Ability to manage cost	(1-10)	10
2	Ability to maintain project schedule (complete on-time/early)	(1-10)	10
3	Quality of workmanship	(1-10)	10
4	Professionalism and ability to manage	(1-10)	10
5	Close out process	(1-10)	10
6	Ability to communicate with Client's staff	(1-10)	10
7	Ability to resolve issues promptly	(1-10)	9
8	Ability to follow protocol	(1-10)	10
9	Ability to maintain proper documentation	(1-10)	10
10	Appropriate application of technology	(1-10)	10
11	Overall Client satisfaction and comfort level in hiring	(1-10)	10
12	Ability to offer solid recommendations	(1-10)	10
13	Ability to facilitate consensus and commitment to the plan of action among staff	(1-10)	10

Printed Name of Evaluator Ricky Norris

Signature of Evaluator: William R Norris

Please fax or email the completed survey to: Mickey@stricklandconstructioninc.com

Survey Questionnaire – Polk County

RFP 25-544, Construction Manager at Risk Continuing Services

To: Fiorella Hall (Name of Person completing survey)
 City of Lakeland Facilities Maintenance/Public Works (Name of Client Company/Consultant)
 Phone Number: 863-834-2342 Email: fiorella.hall@lakelandgov.net

Subject: Past Performance Survey of Similar work:

Project name: Joker Marchant Stadium Hurricane Milton Repairs

Name of Vendor being surveyed: Strickland Construction, Inc.

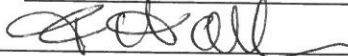
Cost of Services: Original Cost: \$297,347.00 Ending Cost: \$297,347.00

Contract Start Date: December 5, 2024 Contract End Date: January 29, 2025

Rate each of the criteria on a scale of 1 to 10, with 10 representing that you were very satisfied (and would hire the Consultant /individual again) and 1 representing that you were very unsatisfied (and would never hire the Consultant /individual again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank.

NO	CRITERIA	UNIT	SCORE
1	Ability to manage cost	(1-10)	10
2	Ability to maintain project schedule (complete on-time/early)	(1-10)	10
3	Quality of workmanship	(1-10)	10
4	Professionalism and ability to manage	(1-10)	10
5	Close out process	(1-10)	10
6	Ability to communicate with Client's staff	(1-10)	10
7	Ability to resolve issues promptly	(1-10)	10
8	Ability to follow protocol	(1-10)	10
9	Ability to maintain proper documentation	(1-10)	10
10	Appropriate application of technology	(1-10)	10
11	Overall Client satisfaction and comfort level in hiring	(1-10)	10
12	Ability to offer solid recommendations	(1-10)	10
13	Ability to facilitate consensus and commitment to the plan of action among staff	(1-10)	10

Printed Name of Evaluator Fiorella Hall

Signature of Evaluator: 

Please fax or email the completed survey to: Mickey@stricklandconstructioninc.com

July 24, 2025

POLK COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF FLORIDA

ADDENDUM #1

RFP 25-544, Construction Manager at Risk (CMAR) Continuing Services

This addendum is issued to clarify, add to, revise and/or delete items of the RFP Documents for this work. This Addendum is a part of the RFP Documents and acknowledgment of its receipt should be noted on the Addendum.

Contained within this addendum: Questions/answers and documents uploaded to FTP Site.

To obtain a copy of requested documents please go the following FTP site: <https://ftp3.polk-county.net>, you will be prompted for a User ID and Password. The User ID is *procurevendor* and the password is *solicitation*. After you have logged in to the FTP site, double click on the file folder "**RFP 25-544, RFP Attachments**", select "Open" or "Save As" to download the proposal documents. If you need assistance accessing this website due to ADA or any other reason, please email Tabatha Shirah at tabathashirah@polk-county.net.

Tabatha Shirah

Tabatha Shirah

Procurement Analyst

Procurement Division

This Addendum sheet should be signed and returned with your submittal. This is the only acknowledgment required.

Signature: *Michael W. Strickland*

Printed Name: *Michael W Strickland*

Title: *President*

Company: *Strickland Construction, Inc.*

July 24, 2025

POLK COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF FLORIDA

ADDENDUM #2

RFP 25-544, Construction Manager at Risk (CMAR) Continuing Services

This addendum is issued to clarify, add to, revise and/or delete items of the RFP Documents for this work. This Addendum is a part of the RFP Documents and acknowledgment of its receipt should be noted on the Addendum.

Contained within this addendum: Questions and answers.

Tabatha Shirah

Tabatha Shirah

Procurement Analyst

Procurement Division

This Addendum sheet should be signed and returned with your submittal. This is the only acknowledgment required.

Signature: Michael W. Strickland

Printed Name: Michael W. Strickland

Title: President

Company: Strickland Construction, Inc.

Proposers Incorporation Information

(Submittal Page)

The following section should be completed by all bidders and submitted with their bid submittal:

Company Name: Strickland Construction, Inc.

DBA/Fictitious Name (if applicable): _____

TIN #: 59-3760876

Address: 1441 East Gary Road

City: Lakeland

State: Florida

Zip Code: 33801

County: Polk

Note: Company name must match legal name assigned to the TIN number. A current W9 should be submitted with your bid submittal.

Contact Person: Michael Strickland

Phone Number: 863-683-8048

Cell Phone Number: 863-698-4842

Email Address: mike@stricklandconstructioninc.com

Type of Organization (select one type)

- ☐ Sole Proprietorship
- ☐ Partnership
- ☐ Non-Profit
- ☐ Sub Chapter
- ☐ Joint Venture
- ☒ Corporation
- ☐ LLC
- ☐ LLP
- ☐ Publicly Traded
- ☐ Employee Owned

State of Incorporation: Florida

The Successful vendor must complete and submit this form prior to award. The Successful vendor must invoice using the company name listed above.

EMPLOYMENT ELIGIBILITY VERIFICATION (E-VERIFY) CERTIFICATION

(Florida Statutes, Section 448.095)

PROJECT NAME: 25-544, Construction Manager at Risk Continuing Services

The undersigned, as an authorized officer of the contractor identified below (the "**Contractor**"), having full knowledge of the statements contained herein, hereby certifies to Polk County, a political subdivision of the State of Florida (the "**County**"), by and on behalf of the Contractor in accordance with the requirements of Section 448.095, Florida Statutes, as related to the contract entered into by and between the Contractor and the County on or about the date hereof, whereby the Contractor will provide labor, supplies, or services to the County in exchange for salary, wages, or other remuneration (the "**Contract**"), as follows:

1. Unless otherwise defined herein, terms used in this Certification which are defined in Section 448.095, Florida Statutes, as may be amended from time to time, shall have the meaning ascribed in said statute.

2. Pursuant to Section 448.095(5), Florida Statutes, the Contractor, and any subcontractor under the Contract, must register with and use the E-Verify system to verify the work authorization status of all new employees of the Contractor or subcontractor. The Contractor acknowledges and agrees that (i) the County and the Contractor may not enter into the Contract, and the Contractor may not enter into any subcontracts thereunder, unless each party to the Contract, and each party to any subcontracts thereunder, registers with and uses the E-Verify system; and (ii) use of the U.S. Department of Homeland Security's E-Verify System and compliance with all other terms of this Certification and Section 448.095, Fla. Stat., is an express condition of the Contract, and the County may treat a failure to comply as a material breach of the Contract.

3. By entering into the Contract, the Contractor becomes obligated to comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility," as amended from time to time. This includes but is not limited to utilization of the E-Verify System to verify the work authorization status of all newly hired employees, and requiring all subcontractors to provide an affidavit attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. The Contractor shall maintain a copy of such affidavit for the duration of the Contract. Failure to comply will lead to termination of the Contract, or if a subcontractor knowingly violates the statute or Section 448.09(1), Fla. Stat., the subcontract must be terminated immediately. If the Contract is terminated pursuant to Section 448.095, Fla. Stat., such termination is not a breach of contract and may not be considered as such. Any challenge to termination under this provision must be filed in the Tenth Judicial Circuit Court of Florida no later than 20 calendar days after the date of termination. If the Contract is terminated for a violation of Section 448.095, Fla. Stat., by the Contractor, the Contractor may not be awarded a public contract for a period of 1 year after the date of termination. The Contractor shall be liable for any additional costs incurred by the County as a result of the termination of the Contract. Nothing in this Certification shall be construed to allow intentional discrimination of any class protected by law.

Executed this 13th day of August, 2025

ATTEST:

CONTRACTOR:

By: 

PRINTED NAME: Michael Myers

Its: Director of Construction

By: 

PRINTED NAME: Michael Strickland

Its: President

AFFIDAVIT CERTIFICATION IMMIGRATION LAWS

SOLICITATION NO.: RFP 25-544, Construction Manager at Risk Continuing Services

POLK COUNTY WILL NOT INTENTIONALLY AWARD COUNTY CONTRACTS TO ANY CONSULTANT WHO KNOWINGLY EMPLOYS UNAUTHORIZED ALIEN WORKERS, CONSTITUTING A VIOLATION OF THE EMPLOYMENT PROVISIONS CONTAINED IN 8 U.S.C. SECTION 1324 a(e) {SECTION 274A(e) OF THE IMMIGRATION AND NATIONALITY ACT ("INA").

POLK COUNTY MAY CONSIDER THE EMPLOYMENT BY ANY CONSULTANT OF UNAUTHORIZED ALIENS A VIOLATION OF SECTION 274A(e) OF THE INA. SUCH VIOLATION BY THE RECIPIENT OF THE EMPLOYMENT PROVISIONS CONTAINED IN SECTION 274A(e) OF THE INA SHALL BE GROUNDS FOR UNILATERAL CANCELLATION OF THE CONTRACT BY POLK COUNTY.

BIDDER ATTESTS THAT THEY ARE FULLY COMPLIANT WITH ALL APPLICABLE IMMIGRATION LAWS (SPECIFICALLY TO THE 1986 IMMIGRATION ACT AND SUBSEQUENT AMENDMENTS).

Company Name: Strickland Construction, Inc.

Signature: Michael W. Strickland

Title: President

Date: 08/13/2025

State of: Florida

County of: Polk

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 13th day of August, 2025, by Michael Strickland (name) as President (title of officer) of Strickland Construction, Inc. (entity name), on behalf of the company, who ☒ is personally known to me or ☐ has produced _____ as identification.

Notary Public Signature: Sherry L. Herman

Printed Name of Notary Public: Sherry Herman

Notary Commission Number and Expiration: HH287484 Expires Nov 8, 2026

(AFFIX NOTARY SEAL)

