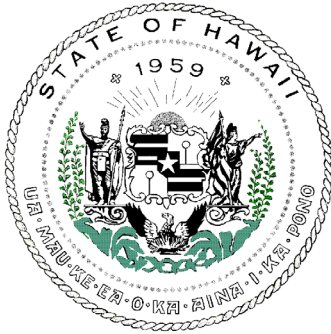




Department of Transportation

RELEASE DATE: FEBRUARY 17, 2026

WORKFORCE PROGRAM ENHANCEMENT
AND MAINTENANCE MANAGEMENT
ADVISORY SERVICES HIGHWAYS DIVISION,
OAHU DISTRICT, MAINTENANCE SECTION,
STATE OF HAWAII, DEPARTMENT OF
TRANSPORTATION

WILL BE RECEIVED UP TO 2:00 PM (HST) ON

FEBRUARY 25, 2026

DIRECT QUESTIONS RELATING TO THIS SOLICITATION TO JOANN NAKATA, P.E.,
TELEPHONE (808) 831-6700 EXT 135, FACSIMILE (808) 831-6725 OR E-MAIL AT
JOANN.M.NAKATA@HAWAII.GOV

PROPOSED SCOPE OF WORK

TITLE

"Workforce Program Enhancement and Maintenance Management Advisory Services, Highways Division, Oahu District, Maintenance Section, State of Hawaii, Department of Transportation."

INTRODUCTION

The State of Hawaii Department of Transportation Highways Division Oahu District Maintenance Section (Hwy-OM) is soliciting bids for professional services related to Workforce Program Enhancement and Maintenance Management Advisory Services, hereinafter "Project".

Hwy-OM is responsible for maintaining, altering and repairing roads, highways and related structures within the State Highway System on Oahu. The effectiveness of these operations depends heavily on both the capabilities of its workforce programs and the leadership strength of its supervisory team. As the largest of the four districts within the State, Hwy-O recognizes the critical need to enhance workforce program frameworks while simultaneously strengthening supervisory effectiveness to ensure optimal maintenance service delivery.

OBJECTIVE

The objective of the Project is twofold: first, to collaborate with maintenance management in reviewing and updating the Multi-Skilled Worker (MSW) program framework, including performance metrics, training protocols, and operational integration strategies to enhance workforce flexibility and program sustainability; and second, to work with maintenance unit managers on leadership development, operational efficiency practices, and performance management strategies to strengthen supervisory effectiveness across crews. This dual approach will ensure that Hwy-OM has both robust workforce programs and capable supervisors equipped to maximize crew productivity and service delivery performance.

WORK TO BE PERFORMED

The successful bidder will work closely with Hwy-OM leadership and maintenance unit managers to review, assess, and enhance the existing MSW program framework while concurrently advising on supervisory management development strategies to strengthen operational effectiveness across maintenance crews. The successful bidder will develop recommendations and supporting documentation as needed, and will advise Hwy-OM leadership on best courses of action regarding any recommended changes to the workforce program and management practices that have a direct impact on the delivery of

maintenance services. Therefore, the successful bidder will need to have a sound understanding of the Hwy-O organization, its people, and its business practices and operational issues. All recommendations and deliverables will be approved by the District Engineer, Maintenance Engineer, and Maintenance Superintendent. As part of a project plan, the successful bidder will provide updates and progress reports to the District Engineer (DE) and Hwy-OM leadership at agreed upon intervals.

GENERAL REQUIREMENTS

Cancellation

This solicitation may be cancelled and any or all bids rejected in whole or in part, without liability to the State, when it is determined to be in the best interest of the State.

Deadline for Bids

Bidding will be through HlePro, the State of Hawaii eProcurement System. Bids will be received up to **2:00 PM (HST) on February 25, 2026**.

Contract

The State will issue a Purchase Order for the services described herein. Work shall commence upon issuance of the Purchase Order and an agreed upon start date between the contractor and Oahu District. The duration of this contract shall be six (6) months from the agreed upon start date. Unless terminated, the contractor and the State may extend the term for twelve (12) months without the necessity of rebidding.

Bid Submittal

The bid shall be a total lump sum and include the estimated man-hours to complete the project and an hourly rate.

Payment

Payment will be made upon completion of milestones, indicated in the work plan, and agreed upon between the State and contractor. Payment shall be made to the contractor only after the work has been performed and accepted by Oahu District.

The contractor must submit an invoice for work performed, inclusive of all costs, direct and indirect, including all taxes, before any payment will be made.