

ATTACHMENT 1 TO BULLETIN NUMBER 4  
QUESTIONS AND ANSWERS

**LOS ANGELES COUNTY SHERIFF'S DEPARTMENT  
REQUEST FOR PROPOSALS (RFP) NO. 692-SH  
ARMED AND UNARMED SECURITY GUARD SERVICES**

**1. RFP page 3, section 4.1, Proposer's Minimum Mandatory Requirements 4.1:**

States "minimum of 400 both armed and unarmed Security Guards, at all times, located in one or multiple locations".

a. Can the County clarify if this means a minimum of 400 guards under one particular contract that might be spread out over multiple locations?

**Response:** Refer to RFP, Paragraph 4.1 Proposers Minimum Mandatory Requirements states:

*Proposer must have a minimum of five consecutive years' experience, within the last seven years, providing both armed and unarmed security guard services equivalent or similar to the services identified in Exhibit A (Statement of Work) of this RFP.*

*Proposer's five consecutive years' of experience must have been experience providing a minimum of 400 armed and unarmed Security Guards, at all times, located in one or multiple Locations.*

*Proposer must provide reference(s) that verify this minimum mandatory requirement and include complete start dates, complete end dates, name of agency, number of armed and unarmed Security Guards, and a description of services provided.*

b. Or does this mean that a company must only have 400 guards total, which can be spread over a multiple number of contracts?

**Response:** See above (1a).

**2. RFP page 5, Paragraph 5.5, Background and Security Investigations:**

States that contractors staff must "pass a background investigation to the satisfaction of the County" and that "all fees associated with obtaining the background information are borne by the contractor

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regardless of whether Contractor's staff passes or fails the background clearance investigation".

**a.** Does the contractor need to conduct a background check in addition to a County performed background?

**Response:** Refer to RFP, Paragraph 5.5 Background and Security Investigations, Contract, Paragraph 7.5.2, and SOW, Paragraph 6.3.2 Background Investigations.

**b.** If the County performs background checks on potential employees, can the County please clarify if this background investigation is performed by the County staff?

**Response:** Refer to SOW, Paragraph 6.3.2.1, and Contract, Paragraph 7.5.2.

**c.** If so, does the Sheriff conduct these background investigations?

**Response:** Refer to Contract, Paragraph 7.5.2.

**d.** Where do County background interviews take place?

**Response:** County background interviews take place in Los Angeles County.

**e.** Is there a cost associated with any background investigation conducted by the County and if so, what is that cost?

**Response:** Refer to RFP, Paragraph 7.5.2 and SOW, Paragraph 6.3.2.4.

**f.** If there is to be a background investigation performed by the County, what does the contractor need to provide County in order for the background investigation to commence?

**Response:** Refer to SOW, Paragraph 6.3.3 Administrative File.

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**g.** If the County conducts background investigations, what is the turnaround time frame for the County to conduct the investigation and provide results back to contractor whether or not the applicant has passed?

**Response:** Timeline for background investigation results vary.

**h.** Would the County please disclose the average number of days it takes for an applicant to be approved by the County for assignment to the contract?

**Response:** Timeline for background investigation results vary.

**i.** If background checks have been required under the current contracts, what is the approximate pass rates under each contract of the number of applicants that go through the background process and are actually approved?

**Response:** Allied Universal #78467 has a pass rate of 67%. Securitas Security Services #78469 has a pass rate of 73%.

**j.** If background checks are currently being conducted by the County, are the interviews ever conducted in person between the prospective employee and a County employee?

**Response:** Yes.

**k.** And approximately how long would the interview process take?

**Response:** Length of applicant interviews vary according to each applicant.

**l.** If background checks are currently taking place, what are the qualifications that must be met for an individual to pass the interview?

**Response:** Refer to SOW, Paragraph 6.3.2.3 for minimum background investigation requirements. Additional requirements to pass a background interview cannot be disclosed.

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m. Are there any automatic disqualifiers that might cause an applicant to fail in the interview process?

**Response:** Refer to SOW, Paragraph 6.3.2 Background Investigations.

n. Is there a requirement for contractor to provide a dedicated office space for County Sheriff Deputies to conduct employee background interviews?

**Response:** No, background interviews are currently being conducted at the Contractors Office or the Sheriff Departments Civilian Backgrounds Unit Offices in El Monte.

**3. RFP page 17, Section 6.21, Community Business Enterprise Participation:**

States that the "County has established a 25% participation goal for CBE Certified Firms".

a. Please clarify that this means the County has established an overall 25% CBE goal over ALL County procured services or purchases and that this does not mandate that there must be 25% CBE participation or a 25% CBE participation on this particular procurement.

**Response:** Refer to RFP, Paragraph 6.21.

b. If the intent is contrary to this understanding please clarify the extent to which this contract would be subject to CBE participation. 8.40 states no subcontracting allowed, so we want to understand what the CBE goal is.

**Response:** Refer to RFP, Paragraph 6.21.3. There is no mention of subcontracting in Paragraph 6.21.

c. Please confirm that this does not mean that proposers need to "subcontract" with CBE firms.

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**Response:** Refer to RFP, Paragraph 6.21.3. There is no mention of subcontracting in Paragraph 6.21.

**4. RFP page 18, Section 7.0, County's Preference Programs:**

Can the County clarify if a proposal scoring point preference can be obtained if a prime contractor utilizes a firm or firms that would qualify under any of these three preference programs?

**Response:** Refer to RFP, Paragraphs 7.1 through 7.4.

**5. 8.40 states no subcontracting, but if subcontracting is allowed,  
a. what is the percentage of work that would need to be subcontracted in order to qualify?**

**Response:** N/A

**b. How many preference points can be obtained if subcontracted to a company that would qualify under any of these preference programs?**

**Response:** N/A

**6. 8.4 references the Mandatory Proposers Conference: Can the County please provide the names of the contractors that were in attendance at the mandatory proposers conference? We are looking for contractors that were actually present, not just the contractors who signed up to attend.**

**Response:**

1. Allied Universal Security Services
2. American Guard Services, Inc.
3. Citiguard, Inc.
4. GSG Protective Services
5. Hamilton Private Security
6. Inter-Con Security
7. Platinum Security
8. Securitas Security Services

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9. Think & Do, LLC

**7. RFP page 24, Section 8.6.3.1 d):**

States that proposer must include all public entity contracts for the last three years.

a. Our company services hundreds of public entities from coast to coast. Rather than provide "all public contracts for the last three years" would the County accept the most relevant public contracts most similar to the LASD contract??

**Response:** RFP, Paragraph 8.6.3.1 (d) states:

*Additionally, Proposer must include a list containing all public entities contracts for the last three years where the **same or similar scope of services** was provided.*

b. Perhaps 10 contracts which have same or similar scope?

**Response:** Refer to 7a above.

**8. RFP page 27, Section 8.6.4, paragraph d):**

"Proposer must describe a plan for the provision of relief breaks, and meal periods to ensure all posts are covered at each location, within the SPA, at all times"

a. Can the County clarify whether supervisors are allowed to provide rest and meal breaks in lieu of an actual relief/breaking force?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d) and SOW, Paragraph 4.1.1 Supervision.

b. We understand supervisors can stand at a dark post until relief arrives, but can supervisors be used as permanent staff scheduled to provide breaks?

**Response:** This RFP makes no reference to a "dark post". N/A.

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c. If supervisors provide breaks, they will not actually be supervising. Does the County expect more of a "relief force" to provide the rest and meal breaks instead of supervisors?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d) and SOW, Paragraph 4.1.1 Supervision.

d. If Supervisor's are to provide two rest breaks and one lunch break for each and every post to ensure complete coverage at all times, the 1 hour of supervision to every 10 hours of guard service equation is not nearly enough to satisfy the breaking requirements. Can the County please advise whether additional supervision can be billed for if necessary to cover rest and meal breaks?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d) and SOW, Paragraph 4.1.1 Supervision.

e. If supervisors are allowed to provide rest and meal breaks, and while on duty provide meal or rest breaks, is that time the supervisor is providing said breaks billable at the supervisory rate?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d) and SOW, Paragraph 4.1.1 Supervision.

f. Would the County consider mandating that dedicated relievers (non-supervisory personnel) must provide breaks rather than supervisors to ensure supervisors are actually in the field supervising rather than providing breaks?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d). County is not mandating Supervisors to provide coverage for breaks.



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g. If there are more than one officers at a site, can one officer relieve the other officer?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d).

h. Or does relief from another source need to be provided?

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d).

i. If one officer relieves the other, is not the post the relieving officer is vacating considered dark?

**Response:** This RFP makes no reference to a "dark post".

j. Please confirm that every officer, regardless of number of officers on site, need to be relieved by an additional relief officer and not another officer from the same site that would be vacating a post.

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d).

k. If this is not correct, please detail the County's relief expectations in cases where there are more than one officer at the site.

**Response:** *Proposer must describe a plan for the provision of relief breaks and meal periods.* Refer to RFP, Paragraph 8.6.4 (d).

**9. Appendix A, Sample Contract, page 41, paragraph 8.40  
Subcontracting:**

States that advance approval must be given if a contractor wishes to subcontract.

a. Since advance approval is not possible prior to submission of a proposal under this RFP, can it be concluded that subcontracting is not permitted under this agreement?

**Response:** Refer to Contract, Paragraph 8.40 Subcontracting.



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b. Please also confirm that no “preference” is available for prime contractors that subcontract with disadvantaged small business should subcontracting be allowed. If there is a preference, please describe the program, percentage required to subcontract, and the points that can be awarded.

**Response:** Refer to RFP, Paragraph 7.0 County's Preference Programs. There is no mention of subcontracting in Paragraph 7.0.

**10. Sample contract 2.29 Security Guard Sign in/Sign out and**

**a. 2.31 DARs:** Would the County consider / allow the DAR's to be fully electronic in lieu of any hard copies?

**Response:** Yes. Refer to Contract, Paragraph 2.29 Security Guard Sign In/Out.

**b.** Would the County consider / allow Incident reports to be fully electronic in lieu of any hard copies?

**Response:** No. Refer to Contract, Paragraph 2.31 Security Guard Supervisor Daily Activity Report or Supervisor DAR.

**11. Contract, 9.1.12 Neutrality in Labor Relations page 56:**

The current employees are recognized by SEIU. While a CBA has not been formally negotiated, the employees have recognized SEIU as a collective bargaining unit. How does this affect the language in this clause?

**Response:** N/A. Contract, Paragraph 9.1.12 states:

**Neutrality in Labor Relations**

*Contractor must not use any consideration received under this Contract to hinder, or to further, organization of, or collective bargaining activities by or on behalf of Contractor's employees, except that this restriction will not apply to any expenditure made in the course of good faith collective bargaining, or to any expenditure pursuant to obligations incurred under a bona fide collective bargaining contract, or which would otherwise be permitted under*

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*the provisions of the National Labor Relations Act.*

**12. Exhibit A Statement of Work page 5, 4.1.1 Supervision:**

**a.** Please confirm that supervisors time is billable while traveling from (example) County location A (where supervision takes place with officers) to County location B (where supervision takes place with officers).

Confirm that the time from A to B is included in "hours worked".

**Response:** Refer to SOW, Paragraph 4.1.1. Supervisors assigned to the field must travel to their assigned Locations on a regular basis to work with their subordinates. Only actual hours worked by Supervisors in the capacity of performing supervision duties are billable to the County.

**b.** The description herein where the travel time from A to B is considered hours worked conforms with the County Travel Time description for being compensated.

Please confirm this is correct.

**Response:** Supervisors assigned to the field must travel to their assigned Locations on a regular basis to work with their subordinates. Only actual hours worked by Supervisors in the capacity of performing supervision duties are billable to the County.

**c.** If it be deemed that these hours are not billable, do these hours still account toward the 1 supervisor hour for each 10 hours of officer hours?

**Response:** Refer to SOW, Paragraph 4.1.1 Supervision and response to 12 (b) above.

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**13. Exhibit A Statement of Work, page 7, Paragraph 4.1.4.1 under Open Post:**

This section does not note the need for provision of a relief staff, but merely states that an officer or supervisor must be on post.

a. Please clarify whether supervisors can be used to provide relief on a regular basis?

**Response:** Refer to RFP, Paragraph 8.6.4(d) **Proposer must describe a plan for the provision of relief breaks and meal periods** and SOW, Paragraph 4.1.1 Supervision. Only actual hours worked by Supervisors in the capacity of performing supervision duties are billable to the County.

b. Or if supervisors are expected to only provide supervisory oversight and not provide breaks. Respectfully the ability to use or not use supervisors for relief needs to be clearly articulated by the County.

**Response:** Refer to SOW, Paragraph 4.1.1 Supervision and RFP, Paragraph 8.6.4(d) **Proposer must describe a plan for the provision of relief breaks and meal periods.**

Supervisors assigned to the field must travel to their assigned Locations on a regular basis to work with their subordinates. Only actual hours worked by Supervisors in the capacity of performing supervision duties are billable to the County.

**14. Exhibit A Statement of Work, page 8, Paragraph 4.1.7:**

States that "Security Guard Supervisors must not permanently stand Post due to Contractor staffing shortages and are only allowed to stand Post for the duration of the temporary planned or unplanned Open Post due to call off, emergencies, or unforeseen circumstances. Contractor cannot utilize Security Guard Supervisors to fulfill Security Guard vacancies".

This seems to make it quite clear that supervisors are only allowed to stand Post due to a call off, emergency, or unforeseen circumstance.

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a. Can the County confirm that this clause prohibits contractors from using the supervisory force to cover regularly scheduled meal and rest periods?

**Response:** Refer to RFP, Paragraph 8.6.4(d) *Proposer must describe a plan for the provision of relief breaks and meal periods* and SOW, Paragraph 4.1.1 Supervision and Paragraph 4.1.4.1 Open Post.

b. If supervisors are allowed to cover meal and rest periods, can the County amend this clause to reflect that allowance?

**Response:** Refer to response to 14a above.

**15. (SOW) 6.1.2 page 15 references Program/Operations Manager** “as needed by Department” in accordance with Attachment 2 (Minimum Staffing Plan) of Exhibit B (SOW Attachments) .....These positions are “not directly billed by contractor to County”. States that a manager is to be provided “as needed by Department” as noted in Attachment 2. We have looked through Attachment 2 as well as the Exhibit B and cannot find any reference in the plan for any of these non-billable positions.

a. Can the County please indicate how many Program Managers the Department requires?

**Response:** Refer to SOW, Paragraph 6.1.2. *Contractor must provide background-cleared, trained, professional and courteous Programs /Operations Manager and/or equivalent, as needed by Department and as updated in Bulletin 3.*

b. Is it one for the North and one for the South? One for each Zone?

**Response:** Refer to SOW, Paragraph 6.1.2. *Contractor must provide background-cleared, trained, professional and courteous Programs /Operations Manager and/or equivalent, as needed by Department and as updated in Bulletin 3.*

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c. As this is a non billable expense, the contractors will need to budget for a certain number to satisfy the Department's requirement this position so please provide at least a minimum number that the Department may require for each zone.

**Response:** Refer to Bulletin 3 dated 12/19/24.

**15. (SOW) 6.3.1 page 15-16:**

a. Should this additional flex staff be noted on the Living Wage staffing plan provided to County?

**Response:** No.

b. Can this flex staff be utilized as the relief force for meal and rest breaks?

**Response:** No.

c. Should this flex staff be accounted for in contractor's budget sheet costs?

**Response:** No.

**16. (SOW, Pg. 16) 6.3.3.3 b):**

a. Are contractors required to have a third party medical (health service group) provide the medical and health screenings?

**Response:** Yes. Refer to SOW, Paragraph 6.3.3.3 (a).

b. If County requires an additional physical is this billable to the County?

**Response:** No.

**17. (SOW, pg. 25) 6.4.3.1 b):**

There is no mention of .40 caliber firearms but some Los Angeles County contracts have permitted them. Would the County consider

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the inclusion of .40 caliber firearms to be acceptable under this contract?

**Response:** No.

- 18. Exhibit A Statement of Work, page 27, section 6.4.4.1 Radios b):** states that Contractor must provide one hand-held digital radio for each Contractor personnel, designated Department personnel, and one or more facility administration personnel, as required.

**a.** Do the radios need to be programable to meet any specific County frequency?

**Response:** No.

**b.** Does nearly every site require the provision of radios to County staff?

**Response:** Yes. Refer to SOW, Paragraph 6.4.4.1 Radios.

**c.** If so, which County sites and how many County staff at each site will be required to be provided radios?

**Response:** Refer to SOW, Paragraph 6.4.4.1 Radios (b).

**d.** Do the radios have to be a "radio" or could it be a push to talk phone type device?

**Response:** Push to talk phone type device is not allowed. Refer to SOW, Paragraph 6.4.4.1 Radios.

**e.** Are there any sites that need repeaters to ensure coverage?

**Response:** No.

**f.** If so, would the County please identify which sites and how many repeaters are necessary?

**Response:** N/A.

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**19.** The RFP states that contractors must provide radios. As radios can vary widely in terms of capability and cost, and as such can represent a significant cost factor for bidders,

**a.** will the county specify the type and number of radios required to meet the requirements of this solicitation?

**Response:** The Department cannot recommend a "type" of radios. For number of radios, refer to SOW, Paragraph 6.4.4.1 (b) Radios.

**b.** Is there any sort of understanding or contract language regarding County reimbursement for radios provided to County personnel that are lost or damaged by County personnel?

**Response:** Refer to SOW, Paragraph 6.4.4 Materials and Equipment.

**c.** Should the County ask for additional radios at a site would it be possible to bill County?

**Response:** No.

**20. SOW, Section ... Electronic Work Schedule/Post Assignment Verification System 6.4.4.2:**

In an effort to meet the County's green initiatives, can all DAR's and incidents be reported electronically and electronically time stamped instead of both electronic and hard copy?

**Response:** No.

**21. Exhibit A Statement of Work, page 28, section 6.4.5 Vehicles:**

**a.** Can the County confirm that vehicles are not billed separately.

**Response:** Refer to SOW, Paragraph 6.4.5 Vehicles.

**b.** all vehicle costs must be built into the contractors overall overhead and bill rate?

**Response:** Refer to SOW, Paragraph 6.4.5 Vehicles.



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c. If vehicles cannot be directly billed to the County and must be factored into the Contractor's overall costs, would the County please confirm that it is the County's expectation that all supervisors, relief personnel, and any other personnel moving between facilities are to use marked company vehicles and not personal vehicles?

**Response:** Refer to SOW, Paragraph 6.4.5 Vehicles, Paragraph 6.4.5.3 and 6.4.5.4 c).

d. Would the County please disclose how many vehicles are used to support each contract?

**Response:** Information is unknown to County.

e. Is fuel and maintenance the requirement of the contractor?

**Response:** Refer to SOW, Paragraph 6.4.5 Vehicles.

f. Should the County require additional vehicle patrols, would it be acceptable to assume that contractor would be able to bill the vehicle patrol rate that is provided in this RFP's pricing?

**Response:** Refer to Attachment 2, Minimum Staffing Plan, Vehicle Patrol and SOW, Paragraph 2.0 Addition and/or Deletion of Locations, Specific Tasks, and/or Work Hours.

g. In lieu of that, would the County allow contractor to provide pricing for an additional vehicle should County request in the future?

**Response:** Refer to Attachment 2, Minimum Staffing Plan, Vehicle Patrol and SOW, Paragraph 2.0 Addition and/or Deletion of Locations, Specific Tasks, and/or Work Hours.

**22. Exhibit A Statement of Work, page 29, section 6.4.5.7 Parking fees:**

States: "Contractor must be responsible for making parking arrangements and paying parking fees for Contractor employees

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assigned to Work at any Location without public parking. County will not make any special parking arrangements for Contractor personnel”

**a.** If the County requires contractor to provide parking where public parking is unavailable, could the County please provide the locations where it is either the contractor's responsibility to pay for parking for its employees (i.e. public parking is unavailable and employees must find/pay for parking) or provide a list of sites where public parking is available?

**Response:** Refer to Attachment 2, Minimum Staffing Plan service location to research available parking lots in the area.

**b.** It is our understanding that there are many locations at which public parking is unavailable, including many locations in downtown Los Angeles. Does the County have any kind of arrangement with public or private lots to help alleviate the heavy cost to park in some of these downtown areas?

**Response:** No.

**c.** If so, what are the arrangements and at what sites?

**Response:** N/A.

**23. Exhibit A Statement of Work, page 35 Paragraph 7.2.1:**

States that guards must not eat at their assigned post.

**a.** Please clarify what is expected for coverage for rest and meal periods, and if Lunch on Post is no longer a requirement under this RFP.

**Response:** Proposer must describe a plan for the provision of relief breaks and meal periods. Refer to RFP, Paragraph 8.6.4 (d). This RFP makes no mention of LOP.

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**b.** Could the County please confirm that since a meal break must be taken, and eating is not allowed on post, that a relief officer must provide the relief.

**Response:** Proposer must describe a plan for the provision of relief breaks and meal periods. Refer to RFP, Paragraph 8.6.4 (d).

**c.** Are breakrooms or designated eating areas identified for each location?

**Response:** Varies per client department and site location.

**24. (SOW, pg. 35) 7.1.7:**

**a.** Is the training provided by the County billable?

**Response:** County training may be provided on-the-job.

**b.** Regardless of billable or non-billable, how many hours is it?

**Response:** Varies on required training, site-specific to location.

**25. (SOW, pg. 36) 7.2.5:**

When a supervisor needs relief, does the supervisor need to be relieved by another supervisor?

**Response:** Yes.

**26. (SOW, pg. 35) 7.1.6:**

**a.** Are their specific conditions defined for "fit for duty"?

**Response:** Refer to SOW, Paragraphs 7.1.6 and 6.3.3.3 Preliminary and Annual Physical / Examination / Testing / Proof of Vaccination.

**b.** If requested by the County can the contractor bill for the exam?

**Response:** No.

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**27. General Question:**

a. Since the employees recognize SEIU as a collective bargaining unit, should not the County provide the actual wages that the employees are being paid so that proposers do not “low bid” based on low wages, and risk losing all of the incumbent staff?

**Response:** As of 01/01/25, County LWO requires minimum pay of \$19.44/hour.

b. Could the County please provide the current wages for the various positions the incumbent contractors are paying?

**Response:** Refer to questions and answer #92.

**28. General Question:**

The County is aware of the need to pay certain wages in order to meet and keep staffing under these contracts. Failure to disclose these wage rates will result in certain contractors “low bidding” the rates by factoring in low wage rates.

a. Will the County look at the “low bidders” budget sheets where wages must be disclosed?

**Response:** Yes.

b. and penalize or deem bidders not responsible if they “low bid” with low wages?

**Response:** Refer to RFP, Paragraph 9.2.4 Determination of Highest-Overall Rated Proposer. Proposers are evaluated on both their Business Proposal and Cost Proposal.

**29. General Question:**

Pricing is 35% of the total scoring, which is quite high.

Will the County set a minimum wage that the armed and unarmed officers must be paid (which exceeds the current living wage) in order to avoid rewarding a “low bid” contractor who could receive very high

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points in this category, which would ultimately lead to a major problem staffing these County sites?

**Response:** No. Proposers are evaluated on both their Business Proposal and Cost Proposal.

- 30.** Should a contractor be awarded both the North and South areas, would they need one or two Project Managers?

**Response:** Refer to RFP, Paragraph 2.0 Introduction and Contract, Paragraph 7.0 Administration of Contract – Contractor.

- 31.** Is there a requirement for each SPA to have a dedicated Manager? Are there other additional dedicated resources to support the contract(s) such as a dedicated recruiter, trainers, HR, clerical staff, etc.?

**Response:** Refer to RFP, Paragraph 2.0 Introduction and Contract, Paragraph 7.0 Administration of Contract – Contractor.

- 32. SOW Attachment 2: General Question throughout the Minimum Staffing plan:**

**a:** Can the County please clarify what the expectations are regarding billing and for coverage for certain sites where the daily hours do not match the shift hours listed? As an example:

Lancaster #18 page 2 of 23: Shift is 9 hours, but only 8 are billable  
Glendale #5 page 4 of 23: Shift is 10 hours, but only 9.5 hours are billable

**Response:** Refer to scheduled hours on Attachment 2, Minimum Staffing Plan.

**b:** Whereas other sites shifts match the billable hours such as: Santa Clara (Clarita) Valley CC #1 page 4 of 23: Shift 9 hours, 9 billable hours.

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**Response:** Refer to scheduled hours on Attachment 2, Minimum Staffing Plan. The examples given above reflect an unpaid meal period.

**c:** Are the posts allowed to go dark for the difference in hours if the shift hours do not match the billable hours?

**Response:** Refer to schedules and billable shifts per Attachment 2, Minimum Staffing Plan and Contract, Paragraph 2.23 Open Post.

**33. Exhibit K PRS Chart, #11 and 12 page 8 and 9:**

**a.** Please clarify that #10 would apply if a post was dark for an entire day or more, and that in #11,

**Response:** Any liquidated damages will be assessed at the discretion of the County.

**b.** if a post was filled in 3 hours for example, #10 would not be applicable, but a fine of \$25 for the two hours over the one hour limit would be the fine. Please confirm this is the correct assumption.

**Response:** See above #40 (a).

**34. Appendix B, Required Forms:**

Would it be possible for the County to provide **Exhibit 1 (Organizational Questionnaire)**, and **Exhibit 7 (References)** in Word?

**Response:** No.

**35. Exhibit 7:** With hundreds of public entity contracts it would be impossible to list all of the contracts we service. Would it be possible to list the 5 most applicable contracts here in the local region as well as any current County of LA contracts?

**Response:** Same as response to question #7 above.

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**36. Appendix B, Required Forms, Exhibit 10, Pricing Schedules:**  
Most of the SPA pricing forms note a "Vehicle Patrol".

**a.** Is the vehicle patrol officer expected to be armed or unarmed?

**Response:** Can be either armed and/or unarmed.

**b.** Since vehicle patrol is to be dedicated to certain sites noted in the County provided staffing plans, costs will be provided to account for vehicles being provided at those dedicated sites. Often times short term or temporary patrol work might be asked for at other sites not contracted for permanent patrol. In these instances a contractor would need to source additional vehicles not budgeted for under the contract. Would the County consider adding a pricing line item to the pricing sheet in which contractors can quote a monthly, weekly, or daily vehicle cost (exclusive of labor) should an additional vehicle be needed for any given site?

**Response:** No.

**37. Appendix B, Required Forms:**

Could the County please provide **Exhibit 10, Exhibit 12, and Exhibit 13** in Excel Format?

**Response:** Exhibit 10 in Excel was sent to Proposers. Exhibit 12 & 13 will not be provided in Excel format.

**38.** Is the Program Manager, or any other management personnel of proposers, billable positions to the County?

**Response:** Refer to SOW, Paragraph 6.1.2 which states:  
*Contractor must provide background-cleared, trained, professional and courteous Programs/Operations Manager and/or equivalent, as needed by Department.*, These positions are not directly billed by Contractor to the County.



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**39.** We are aware that several County contracts including those under the LASD have had the employees recognized by the SEIU as a bargaining unit and will be subject to a CBA at some point as the current guard force has actually been carded by the Union. We are also aware that another large department (Department of Health Services) has recently been required to account for the unionization of its contracted workforce. This workforce is now covered for medical offerings under the CBA. It is our understanding all County contracts of this nature will be subject to a CBA.

**a.** Can the County please confirm again whether or not the employees under this contract will or will not be covered under a CBA?

**Response:** Unknown.

**b.** If it is the County's position that this contract will not be subject to a CBA, would the County permit an awarded contractor the ability to account for the costs associated with meeting CBA terms should the contract become subject to the CBA after the proposal period or during the contract period?

**Response:** No. RFP, Paragraph 3.2.2 states, *"The Contract rates will remain firm and fixed for the term of the Contract, including the two one-year option periods. It is the responsibility of the Proposer, in calculating the proposal price, to take into consideration the possible escalation of material and other costs during the term of the Contract. The County reserves its exclusive right to amend the Contract to increase or decrease the number of Locations, hours of service, or level of staffing."*

**40.** We are aware that an order was placed from the board of supervisor to certain County departments regarding Equitable Access to Healthcare and earlier this year this was mandated to all new contracts with DHS. Is there any such requirement under LASD that

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this requirement will be mandated during the term of this contract?  
Will additional cost to provide these benefits be billable back to the County at such time?

**Response:** N/A to the Sheriff's Department.

- 41.** The RFP notes the requirement for contractor to provide a Project Manager and Program/Operations Managers. Do the incumbent providers have any additional dedicated staff for administrative support (recruiters, trainers, compliance managers, scheduling manager, payroll/billing manager or other staff) that is either required under this contract or that the County would like to be provided that is not noted in this RFP?

**Response:** Refer to SOW, Paragraph 6.1.2 which states:  
*Contractor must provide background-cleared, trained, professional and courteous Programs/Operations Manager and/or equivalent, as needed by Department.,*

- 42.** Over the last year period,  
**a.** has the County had to ask for extra coverage on a short notice basis?

**Response:** Yes, coverage fluctuates. Refer to RFP, Paragraph 3.2.2 states, *"The Contract rates will remain firm and fixed for the term of the Contract, including the two one-year option periods. It is the responsibility of the Proposer, in calculating the proposal price, to take into consideration the possible escalation of material and other costs during the term of the Contract. The County reserves its exclusive right to amend the Contract to increase or decrease the number of Locations, hours of service, or level of staffing."*

- b.** Can the County provide a total number of hours of service over the last year that County requested to be provided on a short notice basis that were outside the standard scope of services in the County staffing plans?

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**Response:** For 2023: Contract #78467 North Zone: 16,827.  
Contract #78469 Central and South Zone: 47,868.

c. When short notice is given, is the contractor allowed to bill at overtime rates or at standard billing rates?

**Response:** On a case-by-case basis. All overtime must be pre-approved.

**43. Appendix A Sample RFP Contract Section 5.1.1 on page 8 states that “prices and fees will be firm and fixed for the term of this Contract.”**

a. Will the County permit increases in rates to allow the Contractor to recoup increases in the Living Wage, and/or other unforeseen costs that are outside of the Contractor's control such as: increases in Federal, state or local taxes, levies, or required withholdings; costs under collective bargaining agreements; minimum, prevailing and living wage rates and other statutory requirements, such as legally mandated sick leave costs; and medical and other benefit costs?

**Response:** Refer to RFP, Paragraph 3.2.2 states, *“The Contract rates will remain firm and fixed for the term of the Contract, including the two one-year option periods. It is the responsibility of the Proposer, in calculating the proposal price, to take into consideration the possible escalation of material and other costs during the term of the Contract. The County reserves its exclusive right to amend the Contract to increase or decrease the number of Locations, hours of service, or level of staffing.”*

b. If so, please describe the process by which the Contractor will be able to submit a request for a rate adjustment.

**Response:** N/A.

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44. We note that the Contractor is required to comply with fair chance employment hiring practices when evaluating job candidates with criminal records. See **Appendix A Sample RFP Contract Section 8.56 on page 48**. However, the blanket prohibitions on hiring persons with certain criminal convictions or types of military discharge in **Section 6.3.2.2 on page 16 of the Statement of Work attached at Exhibit A to the RFP** appear to violate the California Government Code Section 12952 as well as the federal EEOC Enforcement Guidance 915.002 (4/25/12). Will the County replace **Section 6.3.2.2** with the following to achieve compliance with applicable law?

**Response:** No. Refer to RFP, Paragraph 8.6.7. Exceptions to Terms and Conditions of Contract and/or Requirement of SOW. Contractor's employees with any of the following in their background may not be permitted to provide Services under the Agreement:

- 1) Felony conviction
- 2) Conviction for a sex offense
- 3) Military conduct that involved dishonorable discharge, bad conduct, or an undesirable discharge
- 4) Any conviction of drunk or reckless driving within the last three (3) years.

Contractor's determination regarding assignment of such employee shall be based on guidance provided by the U.S. Equal Employment Opportunity Commission and California Government Code Section 12952 regarding the use of conviction and military discharge history in employment decisions which requires a weighing of (a) the nature and gravity of the offense or conduct; (b) the time that has passed since the offense, conduct, discharge or the employee's completion of any sentence given as a result of the offense; and (c) the nature of the job held or sought.

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**45. Section 6.3.3.3 of the Statement of Work attached at Exhibit A to the RFP** states that Contractor personnel are required to undergo annual health screening. We assume that the Contractor's compliance with the medical health screening requirements is intended to be in accordance with applicable law, including the Americans with Disabilities Act. EEOC Enforcement Guidance 915.002 (07/27/00), states that a physical exam may be conducted on an incumbent employee only when the employer has reason to believe, based on objective evidence, that the officer's ability to perform essential job functions may be impaired due to a medical condition and/or the officer may pose a direct threat due to a medical condition.

**a. Can Section 6.3.3.3 be revised as follows to achieve compliance with applicable law?**

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**b. Remove all references to annual health examinations from Subsections (a) through (c)**

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**c. Replace Section 6.3.3.3 (d) with the following:**

"Security Guards and Security Guard Supervisors must be physically capable of performing all essential job duties, with or without reasonable accommodation. After the initial health examination prior to assignment, Security Guards and Security Guard Supervisors shall undergo additional health examinations, such as fitness for duty examinations and medical certifications, when required by the County because there is reason to believe, based on objective evidence, that the person's ability to perform essential job functions may be impaired due to a medical condition and/or the person may pose a direct threat due to a medical condition."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

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**46.** Our company stands behind our security services and regularly accepts the obligation to indemnify clients for the comparative portion of any direct losses, costs or damages that are caused by the acts or omissions of our personnel in the performance of security services under client agreements. However, we cannot assume any liability for the negligence of a client or any third party.

**a.** Can **Appendix A Sample RFP Contract Section 8.23 on page 29** be revised as follows to reflect that standard?

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**b.** Delete the remaining portion of **Section 8.23 beginning with the word "arising" on line 6** and replace it with the following:  
"...to the extent caused by the negligence or willful misconduct of the County Indemnitees or any third parties other than Contractor, its agents, employees and/or subcontractors."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**47.** Our company routinely adds clients as additional insureds on our insurance policies, so long as our obligations are aligned with our indemnification obligations and limited to the specified insurance limits we have agreed to provide. The foregoing parameters are stated in our contracts, and the additional insured endorsements to all of our insurance policies cover each additional insured to the extent of those contractual requirements. Our additional insured endorsements are written to cover each additional insured "where required by written contract." Furthermore, because our additional insured endorsements are blanket endorsements, additional insureds need not be expressly named in order to be covered.

**a.** Can the following provisions of **Appendix A Sample RFP Contract** be revised as follows to reflect those parameters?

**Response:** No. Refer to RFP, Paragraph 8.6.7.

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**b. Section 8.24.3 on page 30:**

Delete the remainder of the first sentence after the word "policy" on line 4 and replace it with the following:

- "...to the extent of the Contractor's obligations under Section 8.23 above and up to the required insurance coverage amount. Coverage may be provided by a blanket endorsement that covers additional insureds where required by written contract."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**c. Section 8.24.3 on page 30:**

In the second sentence, delete the phrase "arising out of Contractor's acts or omissions" and replace it with the following:

"...to the extent covered by the Contractor's obligations under Section 8.23 above and up to the required insurance coverage amount..."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

**d. Section 8.25.1 on page 33:**

On lines 2-3, delete the phrase "naming County and the Agents as an additional insured" and replace it with the following:

"including County and the Agents as an additional insured, to the extent of the Contractor's obligations under Section 8.23 above and up to the required insurance coverage amount..."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

- 48.** We note the following specification stated in **Appendix A Sample RFP Contract Section 8.24.3 on page 30**: "The full policy limits and scope of protection also shall apply to County and its Agents as an additional insured, even if they exceed the County's minimum Required Insurance specifications herein." Our company is a large, national security provider. We maintain insurance limits that are commensurate with our size and scope of operations. This



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requirement may appear facially fair, but in effect it compels big firms to provide much larger amounts of insurance. Although each bidder may offer the specified insurance coverage, in the case of a large bidder, the County would be getting access to tens of millions more insurance than it would from other smaller bidders. Such a result is unfair. That requirement also effectively precludes us from accessing any portion of our insurance to satisfy other claims from time to time. However, we appreciate the County's desire for additional coverage, and therefore we propose a compromise whereby all Commercial General Liability limits in **Appendix A Sample RFP Contract Section 8.25.1** will be increased to \$15 million and Auto Liability limits in **Appendix A Sample RFP Contract Section 8.25.2** will be increased to \$5 million per accident in exchange for deletion of the aforementioned specification from **Appendix A Sample RFP Contract Section 8.24.3**

Is the foregoing compromise acceptable?

**Response:** No. Refer to RFP, Paragraph 8.6.7.

- 49.** Can **Appendix A Sample RFP Contract Section 8.42 on pages 42-43** be revised to give the Contractor the reciprocal right to terminate the Contract for convenience on 120 days' prior written notice to the County?

**Response:** No. Refer to RFP, Paragraph 8.6.7.

- 50.** Security officers are not law enforcement personnel and have no greater authority to detain individuals than any other non-deputized person under applicable law. Accordingly, can **Section 7.3.4 on page 37 of the Statement of Work attached at Exhibit A to the RFP** be replaced with the following?

"To the extent permitted under applicable law, detain individuals for further investigation until local law enforcement arrives."

**Response:** No. Refer to RFP, Paragraph 8.6.7.

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51. Security guard companies have no input regarding what may or may not be the proper levels of security staffing at a client location. All staffing decisions are made by the client, and budgetary considerations frequently are a factor in that decision. Accordingly, can **Section 7.4.8 on page 40 of the Statement of Work attached at Exhibit A to the RFP** be replaced with the following?  
“Ensure that Security Guards adhere to the staffing model specified in the Post Orders.”

**Response:** No. Refer to RFP, Paragraph 8.6.7.

52. Who is the current incumbent?

**Response:** Allied Universal Security Services and Securitas Security Services, USA, Inc.

53. When was the current incumbent awarded the contract?

**Response:** 01/05/2016.

54. Could you please provide us with a copy of the current contract?

**Response:** Contact [DiscoveryUnitPRRequests@lasd.org](mailto:DiscoveryUnitPRRequests@lasd.org)

55. Are there any subcontractors being used for the current contract?

**Response:** No.

56. What was the initial term length of the current contract (for example, 1 year plus 4-year options, etc.)

**Response:** 3 years plus 3 one-year options.

57. What was the start date of the initial contract?

**Response:** 02/01/2016.

58. What was the amount spent in the last 12 months?

**Response:** \$31,836,687.04 (Allied) and \$38,581,395.73 (Securitas).

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59. What was the total spent in the last in the last billed month?  
**Response:** For October 2024: Allied Universal \$2,707,572.53; Securitas \$3,348,538.86.
60. Are there any other rates billed separately (such as equipment, vehicles, etc.)  
**Response:** No.
61. Are there any significant modifications from the previous contract to the new one? For instance, an increase in hours, a change in guard type (e.g., armed vs unarmed), a need for additional resources?  
**Response:** Refer RFP, Paragraph 3.2.2 Contract Rates.
62. What was the amount spent on this contract last year?  
**Response:** Refer to question and answer on #65 above.
63. What is the estimated total number of annual hours for this contract?  
**Response:** Refer to Attachment 2, Minimum Wage Staffing Plan.
64. What is the current bill rate for each position?  
**Response:** Refer to question and answer on #92.
65. Are there any additional services that may be needed that are not listed in the RFP? For instance, the need for additional sites, seasonal required security, etc.  
**Response:** Refer RFP, Paragraph 3.2.2 Contract Rates.
66. Is a Bid Bond or performance bond required? If yes, how much?  
**Response:** No.

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67. Is there a specific way you would like the response to be prepared? For example: bound, unbound, 3-ring binder(s), pages limits, paper type, etc.?

**Response:** Refer to RFP, Paragraph 8.5 Submission Proposal.

68. Is the current contract using vehicles? If yes, how many?

**Response:** Refer to SOW Attachment 2, Minimum Staffing Plan, vehicle patrol.

69. Are there any MWBE/VS/DBE or other goals for this project?

**Response:** Refer to RFP, Paragraph 6.21 Community Business Enterprise (CBE) Participation and RFP Paragraph 7.0 County's Preference Programs.

70. Was there a liquidation penalty on the previous contract?

**Response:** No.

71. Is a good faith effort required for subcontracting to CBEs, LSBEs, DVBEs, and SEs?

**Response:** Refer to Contract, Paragraph 8.40 Subcontracting. There is no reference to subcontracting under the CBE, LSBE, DVBE, or SE Paragraphs.

72. Is it mandatory to utilize a subcontractor under this contract?

**Response:** Refer to Contract, Paragraph 8.40.

**EXHIBIT A STATEMENT OF WORK**

73. **Section: 6 - CONTRACTOR RESPONSIBILITIES Page: 19  
Paragraph: 6.3.3.3 Preliminary and Annual Physical /  
Examination / Testing / Proof of Vaccination**

Text: "Contractor must provide an initial physical examination and testing, and provide proof of vaccination, as specified below, for all

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Security Guards, Security Guard Supervisors; and any employee designated as Programs/Operations Manager, On-Site Supervisors and Contractor Project Manager, assigned to provide services under the Contract at the time the Administrative File is submitted for County review, and annually thereafter.”

Question: Is this screening done through a LA County preferred vendor or up to the discretion of GSG?

**Response:** Refer to SOW, Paragraph 6.3.3.3 (a), Contractor must provide initial physical exam and testing.

**74. Section: 6 - CONTRACTOR RESPONSIBILITIES**

**Page: 22 Paragraph: 6.4.1.4 b), c) Uniforms/Photo Identification Badges**

Text: “Uniforms must consist of the following items, unless an exception is required or approved in writing by the Department: .... h) Shoes – Solid Black, leather, Military Type (low laced, plain toed oxfords, with smooth finish).”

Question: Can polos be the uniform shirt of choice or can they only be worn at specific sites, with approval?

**Response:** Refer to SOW, Paragraph 6.4.1.4.

**75. Section: 6 - CONTRACTOR RESPONSIBILITIES**

**Page: 24 Paragraph: 6.4.2.1 b) Security Guard Equipment and Accessories**

Text: “All armed and unarmed Security Guards and Security Guard Supervisors (including relief, as required) must be equipped by Contractor, at Contractor expense and at no cost to Contractor employee or to the County, with at least the following equipment/accessories....

b) Sam/Sally Browne (gun belt).”

Question: Must the Sam/Sally Brown belt and accessory holders be in a basket weave style or is nylon also acceptable?

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**Response:** Refer to SOW, Paragraph 6.4.2.1 (b).

**76. Section: 6 - CONTRACTOR RESPONSIBILITIES**

**Page: 25 Paragraph: 6.4.2.1 i) Security Guard Equipment and Accessories**

Text: "All armed and unarmed Security Guards and Security Guard Supervisors (including relief, as required) must be equipped by Contractor, at Contractor expense and at no cost to Contractor employee or to the County, with at least the following equipment/accessories....

i) Badge, to be worn on the upper left breast of the uniform."

Question: Can officer badges be sewn onto the uniforms, or must they be hard metal, style badges?

**Response:** A company name badge may be sewn on, however, a County Identification badge may not.

**77. Section: 6 - CONTRACTOR RESPONSIBILITIES**

**Page: 26 Paragraph: 6.4.3.1 c) Armed Security Guard Equipment and Accessories**

Text: "All armed Security Guard equipment and accessories are to be provided by the Contractor, at Contractor's expense at no cost to Contractor employee or to the County, unless otherwise provided by the employee and upon County approval by the County Project Manager... c) Firearm Holster

Question: What level of retention holster is required for officers (e.g., Level II, Level III)?

**Response:** This RFP makes no reference to a retention holster or level types. Refer to SOW, Paragraph 6.4.3 Armed Security Guard Equipment and Accessories.

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**78. Section: 6 - CONTRACTOR RESPONSIBILITIES**

**Page: 26 Paragraph: 6.4.3.1 Armed Security Guard Equipment and Accessories**

Text: "All armed Security Guard equipment and accessories are to be provided by the Contractor, at Contractor's expense at no cost to Contractor employee or to the County, unless otherwise provided by the employee and upon County approval by the County Project Manager..."

**a. Is body armor a mandatory requirement for officers?**

**Response:** No, this RFP makes no reference to body armor.

**b. If not, may officers choose to wear body armor at their discretion?**

**Response:** No.

**c. If body armor is allowed, should it be worn beneath or over their uniform shirts?**

**Response:** N/A.

**APPENDIX A CONTRACT**

**79. Section: 5 - CONTRACT SUM**

**Page: 9 Paragraph: 5.5.4 Contractor must submit the monthly Invoices**

Text: "Contractor must submit the monthly invoices to the County by the 10th Day of the month following the month of service. No invoice will be approved for payment unless the following is included:.... "

**a. Question: What are the payment terms for this contract (e.g., Net 30, Net 45)?**

**Response:** The payment terms are determined by the Contractor.

**b. Will each site be invoiced separately?**

**Response:** Refer to Contract, Paragraph 5.5 Invoices and Payments.



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**80. Section: 8 - STANDARD TERMS AND CONDITIONS**

**Page: 34 Paragraph: 8.25.5 Crime Coverage**

Text: "A Fidelity Bond or Crime Insurance policy with limits of not less than \$100,000 per occurrence. Such coverage must protect against all loss of money, securities, or other valuable property entrusted by the County to Contractor, and apply to all of Contractor's directors, officers, agents and employees who regularly handle or have responsibility for such money, securities or property.... "

Is a performance bond required for this contract? If so, what are the specific terms and amount?

**Response:** Refer to Contract, Paragraph 8.25.5 Crime Coverage for the required policy coverage.

**81. Section: 9 - UNIQUE TERMS AND CONDITIONS**

**Page: 56 Paragraph: 9.2 Health Insurance Portability and Accountability Act of 1996 (HIPAA)**

Text: "The County is subject to the Administrative Simplification requirements and prohibitions of the Health Insurance Portability and Accountability Act of 1996, Public Law 104-191 (HIPAA), and regulations promulgated thereunder, including the Privacy, Security, Breach Notification, and Enforcement Rules at 45 Code of Federal Regulations (C.F.R.) Parts 160 and 164 (collectively, the "HIPAA Rules").... "

If an officer opts not to elect health benefits, are we required to pay the equivalent cost of that benefit to them as part of their compensation?

**Response:** N/A. The Contract will only cover hourly rates paid to the guards and not any health benefits. This is the Contractors responsibility.

**82. Currently, are there two contracts?**

**Response:** Yes

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- 83.** Who currently holds the contract(s)?  
**Response:** Allied Universal Security Services and Securitas Security Services, USA, Inc.
- 84.** What are the current contract amounts?  
**Response:** 2024: Allied Universal \$31,836,687.04, Securitas Security \$35,581,395.73.
- 85.** What is the current amount being billed hourly for services?  
**Response:** Allied (North Area) - Unarmed \$40.27, Armed \$48.11, Supervisor \$48.75. Securitas (Central & South Areas) - Unarmed \$42.87, Armed \$45.21, Supervisor \$46.89.
- 86.** If a proposer is only bidding for the North Contract of the South Contract, would the minimum mandatory qualifications change?  
**Response:** No. Refer to RFP 2.3 & 4.0 Minimum Mandatory Requirements.
- 87.** Is the contract billing amount able to be adjusted yearly?  
**Response:** Proposer is required to complete the Price Sheet with their hourly rates for each year (term) of the Contract. Refer to Exhibit 10 Pricing Schedule and RFP Paragraph 3.2.2.
- 88.** Is it the preference of the Sheriff's Department to retain current employees who are in good standing?  
**Response:** Refer to RFP 6.12.3.
- 89.** Is there an opportunity to visit any of the county sites before proposals are due?  
**Response:** This RFP does not require county site visits. Proposer may visit on public property only, not inside of site locations.

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90. Is Holiday pay allowed to be billed under this contract at 1.5x/ rate?  
**Response:** Refer to SOW, Paragraph 4.5.1.
91. If the Sheriff's Department requests overtime, will the contract allow it to be billed at 1.5x/rate?  
**Response:** Refer to SOW, Paragraph 4.3.4.
92. Is site specific training for the guards allowed to be billed?  
**Response:** Refer to response on question #24 above.
93. **Reference: Appendix B, Required Forms – Exhibit 11, Sample Budget Sheet, Page 1**  
QUESTION A: Are proposers to assume the items listed on this sheet are all to be separately billable and not included in the hourly bill rate?  
**Response:** No, all inclusive. Proposer will only include an hourly rate for positions.
- QUESTION B: Can the County provide this form in an excel format?  
**Response:** No.
94. **Reference: RFP, Section 2.2, Page 2**  
QUESTION A: Can the County please list the current county-recognized holidays?  
**Response:** Refer to Sow, Paragraphs 4.5.2. and 4.5.3.
95. **Reference: RFP, Section 3.2.1, Page 2**  
QUESTION A: Can the County please confirm the anticipated commencement date is January 1, 2026 (more than a year from now)?  
**Response:** Yes.

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**96. Reference: RFP, Section 6.3, Page 7**

QUESTION A: Can the County please list any fees associated with registering on WebVen?

**Response**: Refer to the County of Los Angeles WebVen website at: <https://camisvr.co.la.ca.us/Webven/Account/LoginNew>

**97. Reference: Exhibit A – Statement of Work, Section 6.4.4.1  
Radios, Page 27**

QUESTION A: Will the County allow officers to utilize smartphones (two-way) as substitutes for radios?

**Response**: Refer to SOW, Paragraph 6.4.4.1 Radios.

**98. Reference: Bulletin 1, Proposal Submission, Page 4**

QUESTION A: Please confirm: (i) proposals may be hand delivered and/or send via fed-ex; (ii) the building hours for the Hall of Justice @ 211 West Temple Street, Los Angeles, CA for Proposers for delivery of proposals (via hand delivery or overnight mail)?

**Response**: Yes, between the hours of 8 am – 4 pm (PST) Monday through Friday. Refer to RFP, Paragraph 8.9.5.

QUESTION B: Please confirm there is no page limitations for either the Business or Cost Proposals.

**Response**: Correct. Refer to RFP, Paragraph 8.9.5 Preparation of the Proposal.

QUESTION C: Please confirm if Proposers are able to add an Appendix Section at the end of the Business Proposal to include sample uniforms, additional sample reporting, technology features, etc. that may be of interest to the County.

**Response**: No.

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QUESTION D: Please confirm if Proposers are able to include a Price Narrative with additional information around the breakdown of costs and the information that is and is not included in the rates with Exhibit 8 (Pricing Schedule per Area).

**Response**: No, price and sample budget sheets were provided, as Exhibits 10 and 11.

**99. Reference: RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards, Section 6.21 Community Business Enterprise (CBE) Participation, Page 17**

QUESTION A: Please confirm if the 25% CBE participation goal is mandatory or preferred? Are bidders who are registered as a CBE able to self-perform?

**Response**: Refer to RFP, Paragraph 6.21.

QUESTION B: If Proposer is a local, certified MBE from the NMSDC (National Minority Supplier Development Council), please confirm if the Proposer is able to self-perform and meet the 25% CBE participation goal.

**Response**: Refer to RFP, Paragraph 7.0 for County's Preference Programs.

QUESTION C: Please confirm if the 25% CBE participation goal is IN ADDITION to the 15% LSBE, DVBE, and SE Preference Program listed under Section 7.1.3 (page 19).

**Response**: No, refer to RFP, Paragraph 7.1.3.

QUESTION D: Please confirm Proposers are only required to subcontract to a LSBE, DVBE, OR SE – not a portion to all three.

**Response**: No, refer to Contract, Paragraph 8.40. The preference programs make no reference to subcontracting.

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**100. Reference: RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards, Section 8.3.2, Page 20**

QUESTION A: States “*Note that the collective bargaining agreement exception applies...*” Please confirm if any of the locations that fall under the Scope of Work are subject to a Union/Collective Bargaining Agreement.

**Response**: Unknown.

a. If so, please confirm which Union and provide a copy of the applicable CBA.

**Response**: N/A.

b. If so, please provide a copy of the applicable seniority list.

**Response**: N/A.

**101. Reference: Bulletin #1 (pg. 3) and RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards, Section 8.5.2, Page 22 & 8.9**

QUESTION A: Per Section 8.5.2 and 8.9, please confirm if Proposer is submitting a response for both Areas (North and South), the Proposer is required to submit:

(1) Original for both Areas; (4) Copies for both Areas and (2) USBs for both Areas FOR BOTH the Cost and Business Proposals – for a total of 20 bound proposals and 10 USBs (including 2 Redacted Business Proposals for North and South).

**Response**: Refer to RFP, Paragraph 8.5.2 and 8.9 Proposal Submission.

QUESTION B: Please confirm if Proposer's may include a cover letter in the Business Proposal as well, or ONLY in the Cost Proposal?

**Response**: Yes, cover letters may be included, but not required.

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**102. Reference: RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards,  
Section 8.6.3.2(b), Page 24**

QUESTION A: States *"Proposer must provide three references from different companies where the same or similar scope of services was provided and must include all public entity contracts for the last three years."* Please confirm verifiable contact information is only required for the three required references and all public entity contracts may be in list format with the client's name only.

**Response:** Follow instructions on Appendix B, Required Forms: Exhibit 7 List of Public Entities and Exhibit 8 List of References. Complete in format provided and use additional sheets if necessary.

QUESTION B: Please confirm the contact information required for the two (2) min. mandatory requirements may be used as 2 of the 3 required references.

**Response:** Refer to RFP, Paragraph 8.6.3.2 (b).

**103. Reference: RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards,  
Section 8.6.3.4(d), Page 25**

QUESTION A: States *"Proposer must describe the plan for the provision of relief breaks, and meal periods to ensure that all Posts are covered..."* Please confirm if Supervisors are able to cover breaks/meal periods.

**Response:** Refer to RFP, Paragraph 8.6.4 (d) and SOW Paragraph 4.1.1 Supervision.

**104. Reference: RFP\_692\_SH\_-Armed-and-Unarmed Security-Guards,  
Section 8.6.3.4, Page 25**

QUESTION A: States *"Proposer must provide copies of the Proposer's most current and prior two fiscal years financial statements..."* Please confirm if Proposer may email under separate cover to RFP point of contact (prior to submission deadline), and NOT included in printed copies. Our financials are confidential both



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externally and internally. If acceptable, please confirm financials can be emailed to [icibarra@lasd.org](mailto:icibarra@lasd.org).

**Response:** No.

**105. Reference: Appendix-A-Contract, Section 8.24.10 Deductibles and Self-Insured Retentions, Page 32**

**QUESTION A:** States “Contractor’s policies will not obligate the County to pay any portion of any Contractor deductible or SIR. The County retains the right to require Contractor to reduce or eliminate policy deductibles and SIRs as respects to the County, or to provide a bond guaranteeing Contractor’s payment of all deductibles and SIRs, including all related claims investigation, administration, and defense expenses. Such bond must be executed by a corporate surety licensed to transact business in the State of California.”

Should a Proposer have a \$500K deductible on WC and \$500K SIR on General Liability, please confirm if a bond would be required and if so, for how much?

**Response:** Unable to determine until Negotiations/Contract award.

**106. Reference: Appendix-A-Contract, Section 2.7, Page 3**

**QUESTION A:** Where will the Contractor’s Project Manager be required to sit (assuming Contractor is bidding on both Areas)?

**Response:** Contractor Project Manager is not expected to be on site. Refer to Contract, Paragraph 7.2.

**QUESTION B:**

Is the Contractor required to provide a different Project Manager for both the North and South Area?

**Response:** Contract requires a Contractor Project Manager per Area (North and South).

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**107. Reference: Appendix-A-Contract, Section 2.14, Page 4**

QUESTION A: Is LASD able to confirm the Electronic Work Schedule/Post Assignment Verification System currently being utilized by the incumbent provider(s)?

**Response**: An Electronic Work Schedule/Post Assignment Verification System is currently not being utilized.

**108. Reference: Appendix-A-Contract, Section 7.4.1, Page 13**

QUESTION A: States "*Contractor is responsible for ensuring that staff have obtained a County ID badge before they are assigned to work in a County facility.*" Please confirm: (i) if there is a cost associated with obtaining such a badge;

**Response**: Yes.

QUESTION B:

(ii) this is a one-time only fee (upon initial assignment to contract).

**Response**: Refer to Contract, Paragraph 7.4.1.

**109. Reference: Appendix-A-Contract, Section 7.5.1, Pages 13-14**

QUESTION A: States "... *such as an armed or unarmed Security Guard, Security Guard Supervisor, Contractor Project Manager, or Contractor Project Director, as determined...*" Please confirm if a Project Director is required in addition to the Project Manager and provide all relevant details (i.e., required experience, etc.).

**Response**: No, Contractor Project Director is not required in addition to Contractor Project Manager.

**110. Reference: Appendix-A-Contract, Section 7.5.2, Page 14**

QUESTION A: States "... *All fees associated with obtaining the background information will be at the expense of Contractor.*" Please provide an approximate cost of all associated fees per individual.

**Response**: Refer to SOW, Paragraph 6.3.2.4.

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**111. Reference: Appendix-A-Contract, Section 9.1.7(a)ii, Page 52**

QUESTION A: Is LASD able to confirm how much the incumbent provider(s) have been assessed in liquidated damages over the last 12 months (by Area) for late/incomplete certified monitoring reports, payment of less than the required living wage, as well as maintaining a minimum of 5% additional armed and unarmed Security Guards and Supervisors (as mentioned in the Scope of Work section 1.3)?

**Response**: There have been none.

**112. Reference: Exhibit A – Statement of Work, Section 5.1.3, Page 12**

QUESTION A: States “Contractor personnel must sign in and sign out for all County-furnished equipment, such as keys, access cards, and cell phones.”

Please confirm how many cellphones are provided by the County.

**Response**: County’s discretion on providing cell phones. Refer to SOW, Paragraph 7.3.17.

QUESTION B:

if Contractor is able to load software (ie. guard touring, etc. software) on cellphones.

**Response**: No.

QUESTION C:

If not, please confirm Contractor may provide it’s own cellphones to be utilized under the contract.

**Response**: Yes (not billable).

**113. Reference: Exhibit A – Statement of Work, Section 5.1.6.3, Page 13**

QUESTION A: States “Security Incident Report (SIR) is a form that is developed and used by Contractor to report significant security incidents, ....”

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Is Contractor required to provide hard copy paper forms

**Response:** Yes. SIR is a "form" to be filled out.

QUESTION B:

Would the County be open to electronic Incident Reports?

**Response:** Yes.

**114. Reference: Exhibit A – Statement of Work, Section 6.1.2, Page 15**

QUESTION A: States "*Contractor must provide background-cleared, trained, professional and courteous Programs/Operations Manager and/or equivalent, as needed...*" Is Contractor able to utilize Security Supervisor(s) for this role, when needed?

**Response:** No.

QUESTION B:

Please confirm this role does not have to be dedicated

**Response:** Refer to SOW, Paragraph 6.1.2.

QUESTION C:

if there is a specific location where this role is required to sit.

**Response:** Programs/Operations Manager is not expected to be on site.

QUESTION D:

How many Programs/Operations Managers are required?

**Response:** Refer to SOW, Paragraph 6.1.2.

**115. Reference: Exhibit A – Statement of Work, Section 6.4.1.4, Pages 22-23**

QUESTION A: Please confirm if there is a required quantity of each uniform item listed under this section, or if this is at the discretion of the Contractor.

**Response:** Refer to SOW, Paragraph 6.4.1 Uniforms.

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**116. Reference: Exhibit A – Statement of Work, Section 6.4.4.1(b),  
Page 27**

QUESTION A: States “Contractor must provide one hand-held digital radio for each Contractor personnel, designated Department personnel, and one or more facility administration personnel.” Please confirm the required number of radios for “designated Department personnel, and one or more facility administration personnel.”

**Response**: Refer to SOW, Paragraph 6.4.4.1.

**117. Reference: Exhibit A – Statement of Work, Section 6.4.5, Page 28**

QUESTION A: States “Contractor must provide vehicles for Contractor’s relief personnel and Security Guard Supervisors...” Please confirm the required quantity of vehicles and if the County has a preferred make/model. Please confirm the vehicle make/model currently being utilized by the incumbent provider(s).

**Response**: Refer to SOW, Paragraph 6.4.5 Vehicles.

**118. Reference: Exhibit K – PRS Chart – Part Two of Two**

QUESTION A: Please confirm how much was assessed to the incumbent Contractor(s) by Area over the past 12 months for all Performance Requirements listed.

**Response**: None.

**119. GENERAL QUESTIONS**

QUESTION A: Is LASD able to confirm the following information:

a. The incumbent provider(s) per Area and how long they have been servicing the County’s contract?

**Response**: 02/01/2016. Allied Universal Security Services (North Area), Securitas Security Services USA, Inc. (Central & South Areas).

b. Any challenges currently being experienced with regards to security (ie. open posts, turnover, training, etc.)?

**Response**: Yes.

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c. What the current pay and bill rates are by post/location?

**Response:** Allied (North Area) - Unarmed \$40.27, Armed \$48.11, Supervisor \$48.75. Securitas (Central & South Areas) - Unarmed \$42.87, Armed \$45.21, Supervisor \$46.89.

d. LASD's annual spend with each Security Provider (by Area) for the most recent contract in the past 12 months?

**Response:** Allied Universal \$31,836,687.04, Securitas Security \$35,581,395.73.

e. The anticipated or preferred transition timeline for the successful Proposer(s) (ie. 30 days, 60 days, 90 days) from notice of award to the contract start date of January 1, 2026?

**Response:** From Board approval to Contract start date, transition can be approximately 30 – 60 days.

QUESTION B: Please clarify LASD's specific number of training hours required per post/location or labor category for basic, on-the-job and annual refresher training.

**Response:** Refer to SOW, Paragraph 6.5 Security Guard and Security Guard Supervisor Training Requirements.

QUESTION C:

Please also confirm the number of hours the current Security Contractor(s) are providing per location/post.

**Response:** Refer to SOW, Paragraph 7.1.7. Training hours vary per location and/or post.

QUESTION D: Please confirm LASD's payment terms (ie. NET 30, NET 60, etc.).

**Response:** Refer to response on question #86 above.

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**QUESTION E:** For Proposers who registered and attended the Mandatory Virtual Conference on 11/13/2024, may we receive a copy of the presentation that was shared?

**Response:** No.

**QUESTION F:**

If Q&A is not released by December 19<sup>th</sup>, does the LASD anticipate issuing an extension to allow for extra time for responses to be incorporated?

**Response:** N/A.

**120.** We did not see any solicitation documents on the LA County solicitation website. Are you able to forward us any solicitation documents for this particular opportunity?

**Response:** <https://lasd.org/transparency/solicitations>.

**121.** Who is the current contractor?

**Response:** Refer to question and answer on #90.

**122.** What is the current contract amount?

**Response:** Refer to question and answer on #91.

**123.** If you are unable to provide the current contract amount, what is the current budget your agency has for this project?

**Response:** N/A.