

October 31, 2025

Notice to Potential Proposers:

**BULLETIN NUMBER ONE
REQUEST FOR PROPOSALS (RFP)
ARMED AND UNARMED SECURITY GUARD SERVICES
RFP NUMBER 692-SH**

INTRODUCTION

The Los Angeles County (County) Sheriff's Department (Department) is issuing this Request for Proposals (RFP) to solicit proposals for a Contract(s) from vendors that can provide armed and unarmed security guard services.

The Department is responsible for providing security in facilities, offices, and clinics (Locations) throughout the County. As such, the Department requires vendors who can provide armed and unarmed Security Guards and Security Guard Supervisors twenty-four hours a day, seven days a week, including County-recognized holidays. Guards must be uniformed, trained, certified and equipped to be deployed at Locations throughout the County. They must also display professionalism and courteous behavior.

EQUITABLE ACCESS TO HEALTHCARE FOR CONTRACTED EMPLOYEES

The County's Board of Supervisors (Board) recognizes that while contracted security, janitorial, environmental and food service workers play an essential role in County operations - they are compensated below the industry standard. These frontline workers predominantly come from low-income communities and communities of color throughout the County. Low standards for County contracted workers bring down standards across these already low wage service industries, exacerbating high rates of turnover and insecurity for precarious workers. On April 4, 2023, the Board filed a motion, "Equitable Access to Healthcare for Contracted Employees" encouraging all County Proposition A (Prop A) contracts for security, environmental, including janitorial, and food services to require 100% employer-paid healthcare premiums for employees who work 30 hours or more per week at the minimum actuarial value of Affordable Care Act (ACA) individual gold plan coverage. In alignment with the Board's directive, it is the Department's intent to contract with a vendor who can provide its employees (providing services under the awarded contract) with gold plan coverage while still providing cost-effective rates to the County.

LABOR PEACE AGREEMENT

In addition to the healthcare coverage specified above, Proposers will also be required to implement a Labor Peace Agreement, as further specified in Paragraph 9.3 (Labor Peace Agreements) of Appendix A (Sample Contract) to this RFP.

MINIMUM MANDATORY REQUIREMENTS

Interested and qualified Proposers that can demonstrate their ability and qualifications to successfully provide the required services, outlined in Exhibit A (Statement of Work) to this RFP, are invited to submit a proposal, provided the firm submitting the proposal meets the following minimum mandatory requirements at the time of proposal submission:

1. 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) to this RFP.

Proposer's five consecutive years' of experience must have been providing a minimum of 300 armed and unarmed Security Guards, 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.

2. Proposer must have a minimum of five consecutive years' experience, within the last seven years, providing both armed and unarmed security guard services to at least one of the following facilities: a health facility, health clinic for mental or behavioral health, or either a correctional or custody facility.

Proposer must provide reference(s) to 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.

3. Proposer must have the capability to provide a minimum of ten percent additional Security Guards and Security Guard Supervisors who are trained, certified, and equipped to be deployed at Locations within the County, and throughout the term of the Contract.

Verification of this minimum mandatory requirement will be conducted with a review of the Proposer's submitted Exhibit 12 (Staffing Plan) of Appendix B (Required Forms) to this RFP, for the concerned Area.

4. If Proposer's compliance with a County Contract has been reviewed by the Department of the Auditor-Controller within the last ten years then Proposer must not have unresolved questioned costs identified by the Auditor-Controller, in an amount over \$100,000.00. Costs include those that are confirmed to be disallowed

costs by the contracting County department, and remain unpaid for six months or more from the date of disallowance, unless such disallowed costs are the subject of current good faith negotiations to resolve the disallowed costs, in the opinion of the County.

RFP RELEASE

All potential Proposers are encouraged to monitor the County's solicitation website for Bulletins, as they are posted, during the entire solicitation process.

RFP TIMETABLE

The timetable for the RFP is as follows:

Release of RFP.....	October 31, 2025
Request for a Solicitation Requirements Review Due	November 12, 2025
Deadline to Register for Mandatory Proposers' Conference	November 21, 2025
Virtual Mandatory Proposers' Conference	December 11, 2025
Application for Exemption to Living Wage Program Due	December 16, 2025
Written Questions Due	December 23, 2025
Questions and Answers Released	January 13, 2026
Proposals due by 3:00 p.m. (Pacific Time)	January 30, 2026

The foregoing dates may be changed at any time at the sole discretion of the Department. Such changes will be made through an addendum and posted on the Department's website at <https://lasd.org/transparency/solicitations/>.

PROPOSAL SUBMISSION

The original Cost Proposal and four numbered identical copies along with two separated identical electronic copies in .pdf on separate flash drives must be enclosed in a separate sealed envelope or box with the name and address of Proposer and reference this solicitation as follows:

**“BUSINESS PROPOSAL FOR ARMED AND UNARMED
SECURITY GUARD SERVICES
(RFP Number 692-SH)”**

The original Cost Proposal and four numbered identical copies along with two separated identical electronic copies in .pdf on separate flash drives must be enclosed in a

separate sealed envelope or box with the name and address of Proposer and reference this solicitation as follows:

**“COST PROPOSAL FOR ARMED AND UNARMED
SECURITY GUARD SERVICES
(RFP Number 692-SH)”**

The Cost Proposal will be handled separately from the Business Proposal during the evaluation process. While both the Business and Cost proposals may be boxed and delivered together, they must be SEALED SEPARATELY within the box, if one box is used. The Business and Cost proposal(s) must be delivered or mailed to:

Los Angeles County Sheriff's Department
Hall of Justice
Fiscal Administration – Contracts Unit
211 West Temple Street, 6th Floor
Los Angeles, California 90012
Attention: Isabel Ibarra, Contract Analyst

It is the sole responsibility of the submitting Proposer to ensure that its proposal is received before the submission deadline. Submitting Proposers will bear all risks associated with delays in delivery by any person or entity, including the U.S. Mail. Any proposals received after the scheduled closing date and time for receipt of proposals, as listed in Paragraph 7.2 (RFP Timetable) above will not be accepted, and will be returned to the sender unopened. Timely hand delivered proposals are acceptable. No facsimile (fax) or electronic mail (email) copies will be accepted.

CONTACT WITH COUNTY PERSONNEL

All contact regarding this RFP or any matter relating thereto must be in writing, and e-mailed to:

Contract Analyst, Isabel Ibarra
Email address: icibarra@lasd.org

If it is discovered that Proposer contacted and received information from any County personnel, other than the person specified above, regarding this solicitation, the County, in its sole determination, may disqualify their proposal from further consideration.