

**REQUEST FOR PROPOSALS (RFP) NO. 692-SH
ARMED AND UNARMED SECURITY GUARD SERVICES**

ATTACHMENT 1 TO BULLETIN NUMBER FOUR
QUESTIONS AND ANSWERS (Q&A)

QUESTION NUMBER	RFP LANGUAGE (IF PROVIDED)	PROPOSER'S QUESTION	COUNTY'S RESPONSE
1.	<p>RFP Reference: Paragraph 1.3, Page 7 <i>"The County will award Contract(s), by Area, in order of deployment, as follows: North Area (SPAs 1, 2, 3, 4, and 5) and South Area (SPAs 3, 4, 5, 6, 7, and 8), with specific Locations assigned to either Area. It is County's intent to enter into two Contracts, with two selected Proposers. A Proposer will only be awarded a Contract for the provision of armed and unarmed security guard services within one Area, either North or South Area."</i></p>	<p>How will the County determine which proposer is awarded the North Area and which is awarded the South Area?</p> <p>Will this be based solely on evaluation scores, or other factors?</p>	<p>Refer to Paragraph 8.2.4 of the RFP, which states <i>"all Proposals that pass the initial screening will then be evaluated based on the evaluation criteria listed in Paragraph 7.0 (Business Proposal Requirements and Evaluation) and will be scored and ranked in numerical sequence from high to low"</i> per Area.</p>
2.	<p>RFP Reference: Paragraph 1.4, Page 7 <i>"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."</i></p>	<p>What is the estimated total number of annual hours for this contract?</p> <p>Additionally, what is the minimum number of hours the County anticipates maintaining if it decides to reduce service hours during the contract term?</p>	<p>Refer to Exhibit 9 (Price Sheet) of Appendix B (Required Forms) for the estimated total number of annual hours.</p> <p>The County does not have a minimum number of hours which it anticipates maintaining.</p>

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		<p>Are there any additional services that may be needed that are not listed in the RFP? For instance, the need of additional sites, seasonal required security, etc.</p>	<p>Refer to Paragraph 2.0 (Addition and/or Deletion of Locations, Specific Tasks, and/or Work Hours) of the SOW which states <i>"the County will have the right to add and/or delete specific Locations within a SPA or Area, and add, delete, reduce or change specific tasks and work hours or shifts, during the term of the Contract."</i></p>
3.	<p>Reference: RFP, Section 2.2, Page 2</p>	<p>Please list the current county-recognized holidays.</p>	<p>The link below lists the County-recognized holidays: <u>County-recognized holidays.</u></p>
4.	<p>Section 2.2.2 on page 2 of the RFP states that "Contract rates will remain firm and fixed for the term of the Contract, including the two one-year option periods."</p>	<p>Will the County permit rate increases when and as needed to allow the Contractor to recoup increases in the Living Wage that are outside of the Contractor's control?</p>	<p>As stated in Paragraphs 2.2.2 (Contract Rates) of the RFP, <i>"the Contract rates will remain firm and fixed for the term of the Contract, including the two one-year option periods."</i></p>
5.	<p>Reference: RFP, Section 3.2.1, Page 2</p>	<p>Please confirm the anticipated notice of award and contract commencement date.</p>	<p>The commencement date will be after the Board's approval anticipated in late 2026, with the Contract commencing in early 2027.</p>

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		Please confirm the County's preferred transition timeline, based on the above.	Transition of services will be approximately 30 – 60 days from the date of Board approval to the Contract work start date.
6.	Reference: Bulletin Number One (Equitable Access to Healthcare) and RFP Paragraph 5.12.5.	Will the County provide an anonymized breakdown of the current incumbent workforce's seniority tiers and wage rates to ensure all Proposers can accurately price the 100% employer-paid healthcare premiums?	No.
7.	RFP Reference: 5.21 Community Business Enterprise (CBE) Participation. <i>"All Proposers must document efforts it has taken to assure that CBEs are utilized, when possible, to provide supplies, equipment, technical services, and other services under the Contract. Proposer must make documents related to these efforts available to the County upon request."</i>	Do proposers need to demonstrate a good faith effort to include Community Business Enterprise (CBE) participation in their proposal? Please confirm if the 25% CBE participation goal is mandatory or preferred? If Proposer is a local, certified MBE by the NMSDC, please confirm if the Proposer is able to	Yes. The 25% CBE participation is a goal. Refer to Paragraph 5.21 [Community Business Enterprise (CBE) Participation] of the RFP. No. As stated in Paragraph 6.1.3 of the RFP, <i>"In no case will the Preference Programs (LSBE, DVBE,</i>

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		<p>self-perform and meet the 25% CBE participation goal. Refer to Paragraph 5.21 [Community Business Enterprise (CBE) Participation] of the RFP.</p> <p>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. As stated in Paragraph 6.1.3 of the RFP, <i>"In no case will the Preference Programs (LSBE, DVBE, and SE) price or scoring preference be combined with any other County preference program to exceed 15% in response to any County solicitation"</i>.</p> <p>Please confirm Proposers are only required to subcontract to a LSBE, DVBE, <u>OR</u> SE – not a portion to all three.</p>	<p><i>and SE) price or scoring preference be combined with any other County preference program to exceed 15% in response to any County solicitation"</i>.</p> <p>No. Refer to Paragraph 6.0 (County's Preference Programs) which makes no reference to subcontracting.</p> <p>Refer to Paragraph 6.0 (County's Preference Programs) which makes no reference to subcontracting.</p>

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		Nor are there any additional percentage points awarded to or subtracted from scoring should a non-CBE prime not use a CBE for subcontracting purposes in the provision of security services.	Refer to the County's response to Question #7 above.
8.	Reference: RFP, Section 6.3, Page 7	Please list any fees associated with registering on WebVen; to include whether the fees are one-time or re-occurring. If re-occurring, at what interval (i.e., monthly, annually, etc.)?	There are no associated fees.
9.	Post-Award Debriefings RFP Reference. RFP §7.3 covers questions during solicitation; debriefing procedure not located—requesting clarification.	Will LASD provide post-award debriefings upon written request? If yes, please confirm process, timeline, and scope (strengths/weaknesses, relative ranking, and whether winning price is disclosed).	Refer to Paragraph 9.3 (Department's Proposed Contractor Selection Review), including 9.3.1 (Departmental Debriefing Process) of the RFP.
10.	RFP Page 20, section 7.5, Virtual Mandatory Proposers' Conference	Will you send a copy of the PowerPoint after the meeting?	No.
11.	RFP Page 20, section 7.7.5, Proposer's Approach to	For purposes of Section 7.7.5(d), should the Proposer develop the draft Business Continuity Plan	Proposer may select their own Location.

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	<p>Providing Requires Services (Section C): <i>“Proposer will be evaluated on its description of the methodology to be used to meet or exceed the requirements of Exhibit A (Statement of Work) to this RFP, including, but not be limited to, the following”:</i></p> <p><i>d. Proposer’s draft Business Continuity Plan (BCP) for one Location, detailing adequate staffing, communications, and the continuation of services in emergency situations and natural or man-made disasters, as described in Paragraph 6.7 [Contractor Business Continuity Plan (BCP) Emergency Response] of Exhibit A (Statement of Work) to this RFP.</i></p>	<p>(BCP) for a specific Location designated by LASD, or may the Proposer select their own Location for which to prepare the BCP?</p>	
12.	<p>RFP, 7.8 (b) Cost Proposal Submission: Please confirm that the additional Exhibit 9 that is being asked to be submitted (Exhibit 9</p>	<p>In other words, are we supposed to submit the Exhibit 9 copy without 100% healthcare in the original Cost proposal submission</p>	<p>Yes.</p>

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	<p>that does not include 100% Healthcare coverage), can be submitted in the original Cost Proposal package of one original and five copies, and that the County does not expect the proposers to submit 5 additional complete cost proposal submissions (one original and five numbered copies) with just this information.</p>	<p>package and not in a separate package?</p> <p>We would ask the same question for (c) and the Exhibit 12 submission for the budget sheets. Is it OK to submit Exhibit 12 without Healthcare in the original cost proposal package?</p>	<p>Yes.</p>
<p>13.</p>	<p>Reference: RFP_692_SH_-Armed-and-Unarmed Security-Guards, Section 8.3.2, Page 20</p> <p>“Note that the collective bargaining agreement exception applies...”</p>	<p>Please confirm if any of the locations that fall under the Scope of Work are subject to a Union/Collective Bargaining Agreement.</p> <p>If so, please confirm which Union and provide a copy of the applicable CBA.</p> <p>Please provide a copy of the applicable seniority list.</p>	<p>No.</p>
<p>14.</p>	<p>Reference: Bulletin #1 (pg. 3) and RFP_692_SH_-Armed-and-</p>	<p>Per Section 8.5.2 and 8.9, please confirm if Proposer is submitting a response for both Areas (North</p>	<p>Yes. Refer to Paragraph 7.10 (Proposal Submission) of the RFP.</p>

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	<p>Unarmed Security-Guards, Section 8.5.2, Page 22 & 8.9</p>	<p>and South), the Proper 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 <u>Redacted</u> Business Proposals for North and South).</p> <p>Please confirm if Proposer's may include a cover letter in the Business Proposal as well, or ONLY in the Cost Proposal?</p>	<p>Yes, cover letters may be included, but not required.</p>
<p>15.</p>	<p>Reference: RFP_692_SH_- Armed-and-Unarmed Security-Guards, Section 8.6.3.2(b), Page 24</p> <p><i>"Proposer must provide three references from different companies where the same or similar scope of services was provided and must include all</i></p>	<p>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.</p> <p>Please confirm the contact information required for the two (2) min. mandatory requirements</p>	<p>All references listed in Exhibit 7 (Proposer's List of References) of Appendix B (Required Forms) must have verifiable contact information.</p> <p>Yes.</p>

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	<i>public entity contracts for the last three years."</i>	may also be utilized as 2 of the 3 required references.	
16.	Reference: RFP_692_SH_- Armed-and-Unarmed Security-Guards, Section 8.6.3.4(d), Page 25 <i>"Proposer must describe the plan for the provision of relief breaks, and meal periods to ensure that all Posts are covered..."</i>	Please confirm if Supervisors are able to cover breaks/meal periods. What is the current plan for the provision of relief breaks and meal periods?	As stated in Paragraph 4.1.4.4 of the SOW, <i>"Contractor will be solely liable and responsible for providing all compensation and benefits for Security Guards, including breaks and lunch breaks"</i> . The County does not have this information.
17.	"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 externally and internally. If acceptable, please confirm financials may be emailed to icibarra@lasd.org .	No, the Proposer's Financial Capability must be submitted with business proposal.
18.	Incumbency & Current Rates RFP Reference. RFP core terms	Is there an incumbent contractor? If yes, who is the incumbent, what	Questions regarding the current Contract(s) must be made via the

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	discuss fixed pricing and evaluation but do not identify the incumbent or current rates (RFP §7.3 invites written questions; no section discloses incumbency/prices).	are the current fully-burdened hourly rates by post/classification and SPA?	Public Records Act Request to the Department at: discoveryunit@prarequests@lasd.org .
19.	Reference: Appendix-A-Contract, Section 2.7, Page 3	Where will the Contractor's Project Manager be required to sit (assuming Contractor is bidding on both Areas)? Is the Contractor required to provide a different Project Manager for both the North and South Area?	Contractor Project Manager is not expected to be on site. Each Contract (North and South) requires a separate Contractor Project Manager.
20.	Reference: Appendix-A-Contract, Section 2.14, Page 4	Is LASD able to confirm the Electronic Work Schedule/Post Assignment Verification System currently being utilized by the incumbent provider(s)?	No.
21.	Reference: Appendix-A-Contract, Section 7.4.1, Page 13	Please confirm if there is a cost associated with obtaining such a badge; and if this is a one-time	Contractor's staff will not be issued a County ID or badge.

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	<i>"Contractor is responsible for ensuring that staff have obtained a County ID badge before they are assigned to work in a County facility."</i>	only fee (upon initial assignment to contract).	
22.	Reference: Appendix-A-Contract, Section 7.5.1, Pages 13-14 <i>"... such as an armed or unarmed Security Guard, Security Guard Supervisor, Contractor Project Manager, or Contractor Project Director, as determined...."</i>	Please confirm if a Project Director is required in addition to the Project Manager and provide all relevant details (i.e., required experience, etc.).	No. Refer to Paragraph 7.0 (Administration of Contract – Contractor) of the Sample Contract to see Contractor's required Administration personnel.
23.	Reference: Appendix-A-Contract, Section 7.5.2, Page 14 <i>"... All fees associated with obtaining the background information will be at the expense of Contractor."</i>	Please provide an approximate cost of all associated fees per individual.	The County does not have this information.

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24.	We note that the indemnification provision in Contract Section 8.24 on page 27 covers all losses, and damages "except for such loss or damage arising from the sole negligence or willful misconduct of the County Indemnitees." Our company stands behind our security services and regularly accepts the obligation to indemnify clients for the comparative portion of any losses, costs or damages that are caused by the negligent acts or omissions of our personnel in the performance of security services under client agreements. Our standard business terms also include a disclaimer of consequential damages.	Will the County revise Contract Section 8.24 as follows to reflect those parameters? On lines 6-7, replace the phrase "arising from the sole negligence or willful misconduct of the County Indemnitees" with the following: "...to the extent caused by the negligence or willful misconduct of the County Indemnitees and/or third parties other than Contractor. Anything to the contrary notwithstanding, under no circumstances will Contractor be liable to the County Indemnitees for consequential, incidental, indirect or punitive damages, or for lost profits."	No. Refer to Paragraph 7.7.8 [Exceptions to Terms and Conditions of Contract and/or Requirements of Statement of Work and Attachments (Section F)] of the RFP.
25.	Reference: Appendix-A-Contract, Section 8.24.10 Deductibles and Self-Insured Retentions, Page 32	Should a Proposer have a \$500K deductible on WC and \$500K SIR on General Liability please confirm if a bond would be required.	To be determined during contract negotiations with selected Proposer.

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	<p><i>“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.”</i></p>	<p>If so, for how much?</p>	
<p>26.</p>	<p>We note the requirement in various provisions in Contract Sections 8.25 and 8.26 to give the County additional insured status under the Contractor’s general liability policy. Our company routinely adds clients as additional insureds on our insurance policies, so long as our obligations are aligned with our</p>	<p>Will the County revise the sections cited below as follows to reflect those parameters?</p> <p>Contract Section 8.25.2(a) on page 27, On line 5, after the word “policy,” insert the phrase “where required by written contract.”</p>	<p>For all requests to revise County language, please refer to the County’s response to Question #24 above.</p>

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	<p>indemnification obligations and limited to the specified insurance limits we have agreed to provide. Our blanket additional insured endorsement automatically covers any party we are required by required to cover as an additional insured, to the extent set forth in such contract, without the necessity of expressly naming such party.</p>	<p>Contract Section 8.25.3 on page 28, Replace the first two sentences with the following: “The County of Los Angeles, its Special Districts, Elected Officials, Officers, Agents, employees and volunteers (collectively County and its Agents) shall be provided additional insured status under Contractor’s general liability policy to the extent of the Contractor’s indemnification obligations under this Contract and up to the required insurance coverage amount.”</p> <p>Contract Section 8.26.1 on page 31, On lines 2-3, replace the phrase “naming County and its Agents as an additional insured” with the phrase “covering County and its Agents as an additional insured to the extent of Contractor’s indemnification obligations under this Contract</p>	

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	<p>We note that the County requires that the County's rights as an additional insured extend to the Contractor's entire tower of insurance. See the following sentence in Contract Section 8.25.3 on page 28: "The full policy limits and scope of protection shall also apply to the County and its Agents as an additional insured, even if they exceed the County's minimum Required Insurance specifications herein." We respectfully request deletion of the cited sentence because we submit that the obligation stated therein places an undue burden on large companies. Our company is a national security service provider with thousands of clients and over \$10 billion in revenues. We maintain</p>	<p>and up to the required insurance coverage amount."</p> <p>Is the proposed compromise acceptable?</p>	

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	<p>insurance limits that are commensurate with our size and scope of operations. This 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 the County will forego access to our entire tower of insurance by deletion of the cited sentence in exchange for the following higher specified</p>		

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	<p>insurance limits: All Commercial General Liability limits for armed services will be increased to \$15,000,000 and Automobile Liability limits will be increased to \$5,000,000 and Crime Insurance limits will be increased to \$500,000 per occurrence.</p>	<p>Will the County allow the Contractor to satisfy the commercial general liability insurance limits using any combination of primary and excess coverage by inclusion of the following as the last sentence of Contract Section 8.26.1 on page 31? <i>“Anything to the contrary notwithstanding, Contractor may satisfy the foregoing limits using any combination of primary and excess coverage.”</i></p>	
27.	<p>Our company does not carry the Sexual Misconduct Liability coverage specified in Contract Section 8.26.4 on page 32. However, our commercial general liability policy contains no express exclusions for the risks enumerated in the cited section.</p>	<p>Accordingly, will the County revise the cited section to include the following as the last sentence? <i>“Anything to the contrary notwithstanding, the requirements of this section may also be satisfied by commercial general liability insurance that does not expressly exclude the risks enumerated herein.”</i></p>	<p>Refer to the County’s response to Question #24 above.</p>

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		Are proposers required to submit a list of the Labor Law-Payroll Violations referred to in Section 8.3 on page 33 of the RFP with the proposal?	Yes. Refer to Paragraph 7.7.4.4 (Proposer's Pending Litigation and Judgments) of the RFP.
28	Reference: Appendix-A-Contract, Section 9.1.7(a)ii, Page 52	<p>Is LASD able to confirm how much the incumbent provider(s) have been assessed in any liquidated damages over the last 12 months (by Area) including but not limited to late/incomplete certified monitoring reports,</p> <p>Is LASD able to confirm how much the incumbent provider(s) have payment of less than the required living wage,</p> <p>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)?</p>	<p>There have been no assessments.</p> <p>There have been no payments under the required hourly living wage rate.</p> <p>The County does not have this information.</p>
29.	Subcontractor Replacement During Performance – Approval Process & Timeline.	If an approved subcontractor becomes unavailable, please confirm the process and expected	If subcontracting is approved by the County, the timeline varies by each request.

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	<p>RFP Reference. Sample Contract (Subcontracting/Assignment): advance County approval required; County reserves prior and continuing approval of subcontractor personnel; executed subcontract to be provided after approval.</p>	<p>timeline for County approval to add/replace a subcontractor.</p> <p>Beyond a draft subcontract and work description, do you require specific documents (e.g., insurance COIs, background clearances, signed Exhibit F confidentiality acknowledgements), and who is the approving official/contact?</p>	<p>Yes. The County is the approving authority for subcontracting as stated in Paragraph 8.41 (Subcontracting) of the Sample Contract.</p> <p>If subcontracting is approved, Contractor will work with the Department's Contracts Unit to complete the required documentation.</p>
30.	<p>RFP Reference. Sample Contract Insurance section: evidence of required coverages must be provided for subcontractors; additional insured/notice endorsements referenced.</p>	<p>Will the County accept subcontractors covered under the prime's policies (named insured) or do you require separate COIs from each subcontractor?</p> <p>Are any County-specific endorsements required?</p>	<p>Refer to Paragraph 8.25.9 (Subcontractor Insurance Coverage Requirements) of the Sample Contract.</p>
31.	<p>RFP Reference. Sample Contract (Subcontracting): advance County approval; County's continuing approval of subcontractor personnel.</p>	<p>In an urgent continuity scenario, may "contractor" deploy a temporary replacement subcontractor pending formal approval, or must we obtain written County consent before</p>	<p>No. Prior approval from the County is required as stated in Paragraph 8.41 (Subcontracting) of the Sample Contract.</p>

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	Temporary Use of a Replacement Subcontractor	any replacement personnel perform work?	
32.	PRS Artifacts SOW §3.4 Performance Evaluation Meetings references quarterly meetings.	Requesting explicit confirmation of SIR timing and any County templates. Please confirm Serious Incident Report (SIR) timing—immediate notification plus end-of-shift narrative.	Refer to Paragraph 8.15 [Security Incident Report (SIR)] of SOW for required notifications.
33.	Reference: Exhibit A (SOW), Paragraph 3.5 and Exhibit J (PRS Chart).	In cases where a County employee is the primary witness to an incident, does the Department have a specific SOP or recommended protocol for the Contractor to gather necessary facts to meet the 24-hour CPOE investigation metric without violating the “no-contact” rule?	This solicitation does not make reference to a “no-contact” rule.
34.	Reference: Exhibit A (SOW), Paragraph 4.2 and Exhibit J (PRS Chart).	Does the Department maintain a “Priority List” of facilities to guide the Contractor in the immediate triage of personnel during localized labor shortages or widespread emergencies?	No.

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35.	<p>Overtime That Is Payable vs. Not Payable. \RFP Reference. SOW §4.3.1–4.3.4 (County pays only OT specified/approved; second-job/weekly limits; unspecified OT is Contractor's responsibility).</p> <p>Cost Proposal – Treatment of Routine Operating Expenses RFP Reference. SOW §4.3 limits payable OT to specified/approved; PRS and Contract structure imply “all-in” pricing for routine operations—requesting explicit confirmation.</p>	<p>Please confirm the County will pay only overtime specified in Attachment 2 (Minimum Staffing Plan) or explicitly approved and that OT created by second-job scenarios (e.g., backfilling an open post after working elsewhere) is not County-payable.</p> <p>Please confirm all routine operating costs (backgrounds/medicals, uniforms/equipment, radios/tech, training, supervision, ACA Gold health premiums) must be included in hourly rates, except items expressly authorized in the Contract (e.g., court appearances with prior written approval).</p>	<p>Yes, this is correct.</p> <p>Yes, hourly rates are all inclusive.</p>
36.	<p>Holiday & OT Billing Treatment RFP Reference. SOW §4.5 Holidays (1.5× when recognized by both; County provides list annually).</p>	<p>Confirm billing at 1.5× when a date is recognized by both County and Contractor (vs. standard OT).</p>	<p>Correct.</p>

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37.	<p>Reference: Exhibit A – Statement of Work, Section 5.1.3, Page 12</p> <p><i>“Contractor personnel must sign in and sign out for all County-furnished equipment, such as keys, access cards, and cell phones.”</i></p>	<p>Please confirm how many cellphones are provided by the County.</p> <p>and if Contractor is able to load software (ie. guard touring, etc. software) on cellphones.</p> <p>If not, please confirm Contractor may provide it's own cellphones to be utilized under the contract.</p>	<p>It is at the County's discretion and to be determined at Contract commencement.</p> <p>No.</p> <p>Yes, at Contractor's sole expense.</p>
38.	<p>Reference: Exhibit A – Statement of Work, Section 5.1.6.3, Page 13</p> <p><i>“Security Incident Report (SIR) is a form that is developed and used by Contractor to report significant security incidents,”</i></p>	<p>Is Contractor required to provide hard copy paper forms or would the County be open to electronic Incident Reports?</p>	<p>The SIR is a form and must be filled out as a hard copy. The County is open to utilizing electronic Incident Reports.</p>
39.	<p>Reference: Exhibit A – Statement of Work, Section 6.1.2, Page 15</p> <p><i>“Contractor must provide background-cleared, trained, professional and courteous</i></p>	<p>Is Contractor able to utilize Security Supervisor(s) for this role, when needed? Please confirm this role does not have to be dedicated, and if there is a specific location where this role is required to sit.</p>	<p>No. Refer to Paragraph 6.0 (Contractor's Responsibilities) of the SOW, specifically Paragraph 6.1.2.</p> <p>Programs/Operations Manager is not expected to be on site.</p>

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	<i>Programs/Operations Manager and/or equivalent, as needed...</i>	How many Programs/Operations Managers are required?	As stated in Paragraph 6.1.2, these positions are required as needed by the Department.
40.	We note the County's background adjudication standards in Statement of Work Section 6.3.2.2 on page 14. We assume those standards are intended to comply with local, state and federal law. The Los Angeles County Fair Chance Ordinance, California Government Code Section 12952 and Title VII of the Federal Civil Rights Act of 1964 (inclusive of EEOC Enforcement Guidance 915.002 4/25/12) all prohibit employment discrimination based on a class of crime. All of the foregoing legislation requires assessment of the facts and circumstances of a conviction to determine whether it truly renders a person unsuitable for the position for which he or she is intended.	Will the County revise: Statement of Work Section 6.3.2 by insertion of the following as new Section 6.3.2.5 to achieve compliance with applicable law? "6.3.2.5 Anything in this Section 6.3.2 to the contrary notwithstanding, the County's determination regarding the suitability of any member of Contractor's staff for assignment at a County location shall be based on guidance provided by the County, the State of California and the U.S. Equal Employment Opportunity Commission regarding the use of criminal conviction history in employment decisions which requires a weighing of (i) the nature and gravity of the offense; (ii) the time that has passed since the	Refer to the County's response to Question #24 above.

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		<p>offense, or the employee's completion of any sentence given as a result of the offense; and (iii) the nature of the job held or sought."</p>	
41.	<p>We note that various Subsections on Statement of Work Section 6.3.3.c on pages 17-18 reserve the County's right to perform medical tests other than vaccinations and disease screenings after the Security Professional's initial physical examination. We understand that the Americans with Disabilities Act imposes significant restrictions on an employer's ability to perform other such medical tests on an incumbent employee. Per EEOC Enforcement Guidance 915.002 (07/27/00), a medical test other than vaccinations and disease screenings may be conducted on an incumbent employee only when the employer has reason to believe, based on objective</p>	<p>Can the Subsections cited below be revised as follows to achieve compliance with Federal law?</p> <p>Insert the following at the end of Subsection 6.3.3.3.c:</p> <p>"Anything to the contrary notwithstanding, medical tests other than vaccinations and disease screenings will be required to be conducted on an incumbent employee only when the Contractor has reason to believe, based on objective evidence, that the security officer's ability to perform essential job functions may be impaired due to a medical condition and/or the security officer may pose a direct threat due to a medical condition."</p>	<p>Refer to the County's response to Question #24 above.</p>

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	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.	In Subsection 6.3.3.3.c, 2 nd bulleted item on page 17, replace the phrase "that their physical condition appears to be questionable" with the phrase "based on objective evidence, that their ability to perform essential job functions may be impaired due to a medical condition and/or they may pose a direct threat due to a medical condition."	
42.	Reference: Exhibit A – Statement of Work, Section 6.4.1.4, Pages 22-23	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.	No, there is no required quantity.
43.	Reference: Exhibit A – Statement of Work, Section 6.4.4.1(b), Page 27 <i>"Contractor must provide one hand-held digital radio for each Contractor personnel, designated Department</i>	Please confirm the required number of radios for "designated Department personnel, and one or more facility administration personnel."	Refer to Paragraph 6.4.4.1 (Radios) of the SOW. As stated, <i>"A radio for each Contractor personnel, designated Department personnel, and one or more facility administration personnel, as required"</i> .

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	<i>personnel, and one or more facility administration personnel.”</i>		
44.	<p>Reference: Exhibit A – Statement of Work, Section 6.4.5, Page 28</p> <p><i>“Contractor must provide vehicles for Contractor’s relief personnel and Security Guard Supervisors...”</i></p>	<p>Please confirm the required quantity of vehicles and if the County has a preferred make/model.</p> <p>Please confirm the vehicle make/model currently being utilized by the incumbent provider(s).</p>	<p>Refer to SOW Attachment 2 (Minimum Staffing Plan) for vehicle patrol locations. No, the County does not have a preferred make/model vehicle.</p> <p>The County does not have this information.</p>
45.	<p>RFP Reference. SOW §8.3 MIR requires content and submission by the 10th of each month (PRS Exhibit J item 80).</p>	<p>Please confirm required format for Monthly Inspection Reports (MIR) (problems/CAPs/closure time) and any Quarterly performance meeting template.</p>	<p>To be determined with awarded Contractor.</p>
46.	<p>Backgrounds, Medicals, Vaccinations – Lead Times & Who Pays. RFP Reference.</p>	<p>SOW operational sections cover hours/schedules and reporting do not specify fee responsibility or lead times; requesting clarification. (See SOW generally; PRS references monthly reporting and training artifacts.)</p> <p>Please confirm typical lead times</p>	<p>As stated in Paragraphs 6.3.3 (Administrative File) of the SOW, <i>“Contractor must provide preliminary and annual physical, examination, testing and proof of vaccination”</i>.</p>

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		and which fees (background checks; TB, MMR/Varicella, flu masking alternative) are County-paid vs. Contractor-paid.	Contractor is responsible for background investigations as stated in Paragraph 6.3.2.4 of the SOW.
47.	RFP Reference. SOW covers off-site events and County-furnished items, but vehicle ownership/markings are not expressly specified—requesting confirmation.	Please confirm vehicle ownership (Contractor-furnished), required markings/equipment (e.g., amber lightbar), Please confirm fuel/parking responsibility and typical patrol route scope.	As stated in Paragraph 6.4.5 (Vehicles) of the SOW, <i>“all vehicles are to be provided by the Contractor, at its sole expense”</i> . The Paragraph above describes all Contractor vehicle requirements. Typical patrol route scope is unknown.
48.	RFP Reference. Not specified in core RFP/ SOW ; seeking operational compatibility guidance. (PRS references radio usage knowledge for supervisors but not County systems.)	Are there mandated radio frequencies, CAD/dispatch integrations or County reporting portals/templates we must use?	No.
49.	Open Post Backfill – Evidence of ≤ 1-Hour Compliance / Temporary Supervisor Coverage RFP Reference. PRS Exhibit J (Item 10): Supervisor may stand post and replacement must	For unplanned absences, what evidence will LASD accept to demonstrate replacement within ≤1 hour (e.g., dispatch time-stamps, geo-logs)?	To be determined with awarded Contractor.

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	report within one hour; liquidated damages apply beyond one hour. Billing rate during temporary coverage not explicitly stated—requesting confirmation.	If a Supervisor temporarily stands a post until a guard arrives, should those minutes be billed at the guard rate?	Yes.
50.	<p>Living Wage – Monthly Staffing Plan (Exhibit M)</p> <p>RFP Reference. PRS Exhibit J (Item 8): “submit a monthly staffing plan... by the tenth... for each SPA using Exhibit M (Living Wage Contractor Staffing Plan).”</p>	<p>Please confirm monthly Living Wage staffing/roster reporting requirements: due date and packaging.</p> <p>We understand a monthly staffing plan by SPA is due by the 10th—is a consolidated monthly submission acceptable, or do you prefer Location-by-Location packets?</p>	Staffing Plans for each Location must be submitted by the tenth of each month following the reporting period.
51.	<p>Required Form Exhibit 9, South Zone:</p>	<p>Could the County please provide the projected hours in this form, similar to how it was provided for the North Zone?</p> <p>Could the County please provide Form Exhibit 12 in fillable Excel?</p>	<p>Exhibit 9 (Price Sheet) for both the North and South Area was emailed to all Virtual Mandatory Proposer Attendees on 01/13/26.</p> <p>Exhibit 12 (Sample Budget Sheet) will not be provided in Excel format.</p>
52.	<p>Exhibit 11 Packaging</p> <p>RFP Reference. Appendix B – Exhibit 11 provides the form;</p>	May we submit one Exhibit 11 per SPA (SPAs 1–8), or do you prefer	Submit Exhibit 11 (Staffing Plan) by Area and Spa's.

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	<p>packaging preference (per-SPA vs. consolidated) not specified.</p> <p>Exhibit 11 – “Weekly Hours: County / Non-County / Total” Question.</p> <p>RFP Reference. Appendix B – Required Forms, Exhibit 11 shows these fields but does not define them.</p>	<p>a single consolidated Exhibit 11 for the entire Area?</p> <p>Please confirm meanings of the “Weekly Hours” columns on Exhibit 11 (Staffing Plan): “County” = hours on LASD posts under this contract</p> <p>“Non-County” = hours the same employee works outside this contract.</p> <p>“Total” = sum of the two.</p> <p>Please provide Exhibit 11 – Sample Budget Sheet form(s) in excel format.</p>	<p>Weekly hours are County hours on LASD Posts under this contract.</p> <p>Non-County hours are hours worked outside of this Contract. Required Forms Exhibit 11 (Staffing Plan) is a sample document.</p> <p>The “Total” column is a sum of the two. Exhibit 11 (Staffing Plan) of required forms is a sample document.</p> <p>Refer to Appendix B (Required Forms) which was revised under Bulletin #3 on 1/9/26. Exhibit 11 (Staffing Plan) and Exhibit 12 (Sample Budget Sheet) will not be provided in Excel format.</p>
53.	Reference: Bulletin 1, Proposal Submission, Page 4	Proposals may be hand delivered and/or send via fed-ex?	Yes. Refer to Paragraph 7.10 (Proposal Submission) of the RFP.

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		<p>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)</p> <p>If hand delivered, will Proposers receive a receipt or documentation noting the date/time of delivery and who took possession of the sealed envelope(s)/box(es)?</p> <p>Please confirm there are no page limitations for either the Business or Cost Proposals (per Area).</p> <p>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.</p>	<p>Monday – Friday, 8am – 4pm (PST) for proposal deliveries.</p> <p>Yes.</p> <p>Correct.</p> <p>No.</p>

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		<p>Please confirm if Proposers are able to include a Price Narrative with additional information around the breakdown of costs (i.e., confirmation of details regarding what is/is not included in the rates noted in Exhibit 8 - Pricing Schedule per Area; this may include additional value-add services at no additional cost to the County).</p>	<p>Contractor is required to complete and submit Exhibit 9 (Price Sheet) and Exhibit 12 (Sample Budget Sheet) to Appendix B (Required Forms) with its proposal. No other documentation will be reviewed nor evaluated.</p>
54.	<p>GENERAL QUESTIONS Is the County able to confirm the following information:</p>	<p>The incumbent provider(s) per Area and how long they have been servicing the County's contract?</p> <p>Any challenges currently being experienced with regards to security (ie. open posts, turnover, training, etc.)?</p> <p>The County's annual spend with each Security Provider (by Area)</p>	<p>Questions regarding the current Contract(s) must be made via the Public Records Act Request to the Department at: discoveryunit@prarequests@lasd.org.</p> <p>This information is not available.</p> <p>Questions regarding the current Contract(s) must be made via the Public Records Act Request to the Department at:</p>

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		<p>for the most recent LASD contract in the past 12 months?</p> <p>Please clarify the County's specific number of training hours required per post/location or labor category for basic, on-the-job and annual refresher training.</p> <p>Please confirm the County's payment terms (ie. NET 30, NET 60, etc.).</p> <p>When was the current incumbent awarded the contract?</p> <p>Could you please provide a copy of the current contract?</p> <p>What was the start date of the initial contract?</p>	<p>discoveryunit@prarequests@lasd.org.</p> <p>Refer to Paragraph 6.5 (Security Guard and Security Guard Supervisor Training Requirements) of the SOW and SOW Attachments.</p> <p>The payment term is 30 days upon receipt of an approved invoice.</p> <p>2016.</p> <p>Questions regarding the current Contract(s) must be made via the Public Records Act Request to the Department at: discoveryunit@prarequests@lasd.org.</p> <p>02/01/16.</p>

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		<p>Are there any subcontractors being used for the current contract?</p> <p>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?</p> <p>What was the total spent in the last billed month?</p>	<p>No.</p> <p>Questions regarding the current Contract(s) must be made via the Public Records Act Request to the Department at: discoveryunit@prarequests@lasd.org.</p> <p>Questions regarding the current Contract(s) must be made via the Public Records Act Request to the Department at: discoveryunit@prarequests@lasd.org.</p>
55.	The LWA form	Do you have an Excel version to fill out?	This solicitation does not have a Living Wage Assessment Form.
56.	Contract Duration	What is the anticipated term length (number of years) for the awarded contract?	As stated in Paragraph 2.2.1 (Anticipated Contract Term) of the RFP, <i>"the term will be for five years, with the option to extend the term for up to two additional one-year option periods"</i> .