

RFP 26-26-PD
Public Safety Personnel
Addendum #1
Questions & Answers

1. What is the intended number of awards (approximate number)?

A: We would really like only one, but need might necessitate more.

2. What are the estimated funds allocated for this contract?

A: Funding will vary based on the services utilized, as work is performed on an as-needed, à la carte basis. The City does not anticipate a fixed total allocation; vendors should propose pricing by service and by unit (e.g., per candidate, per event, or hourly) as applicable.

3. What is the tentative start date for this engagement?

A: The anticipated start date is August 1, 2026.

4. What is the work location of the proposed candidates?

A: Services are generally performed at the service provider's own location. Background and pre-employment investigations are conducted remotely by the firm, with on-site coordination as needed.

5. Is this a new contract, or are there any incumbents? If there is an incumbent, please provide the incumbent's name and pricing and confirm whether the incumbent is eligible to resubmit the proposal.

A: This is an expanded contract. There is, technically, an incumbent and they are eligible to submit a proposal. You can submit a public records request if you would like more details of that contract.

6. Are there any pain points or issues with the current vendor(s)?

A: Not really, the contract is expiring and we are required to re-bid.

7. Could you please share the previous spending on this contract, if any?

A: Again, please submit a public records request for that information.

8. Is there any mandatory subcontracting requirement for this contract? If yes, is there a specific goal for the subcontracting?

A: No. We only mandate sub-contracting in agreements over one million dollars.

9. How many positions were used in the previous contract (approximate)?

A: There are 165 positions in the police department.

10. How many positions will be required per year or throughout the contract term?

A: The City conducts ongoing recruitment for open positions as they arise. A typical recruitment cycle involves approximately 2–10 open positions.

11. If the resources we provide at the time of proposal submission are unavailable at the time of a potential contract award, could vendors replace them with equally qualified resources?

A: As this is a service contract rather than a staffing engagement, the City expects the firm proposed at submission to perform the work as represented. Substitution of the proposing firm or its key personnel with equivalent resources is not contemplated.

12. Can we provide hourly rate ranges in the price proposal?

A: Yes. Vendors may provide hourly rate ranges where applicable to the proposed services.

13. Will the County allow mid-contract price adjustments (e.g., for agency fees or wage rates), and if so, under what conditions?

A: Technically, we are not tied to County laws, but yes. All parties must negotiate the outcome and an amendment will need to be made.

14. If adjustments are permitted, is there a specified mechanism (e.g., annual review, CPI-based increase, or mutual negotiation) that governs such changes?

A: Mutual negotiation, typically.

15. Should the initial proposal reflect fixed pricing for the entire term, or can adjustments be proposed in advance as part of the contract?

A: All pricing must be included in the proposal. Negotiations of price are not permitted prior to contract.

16. What are the invoice/payment terms (NET 30, NET 45, etc.) and required invoice fields?

A: Net 30. We need the contract and invoice number included.

17. What are the candidate reporting requirements?

A: Reporting is expected on a monthly basis.

18. Is the work entirely onsite, or is there a possibility for remote operations and performance?

A: Services may be performed remotely from the firm's own location, with coordination and any required appearances arranged as needed.

19. Are resumes required at the time of proposal submission? If yes, do we need to submit the actual resumes for proposed candidates, or can we submit the sample resumes?

A: Yes, we need the actual resumes. Our RFP specifically requests identified staff and their related experience.

20. Could you please provide the list of holidays? Are there any mandated Paid Time Off, Vacation, etc.?

A: We are not specifically requesting third-party contracted work so all of that relies on what your company offers.