

QUESTIONS and RESPONSES

Q1. What if the CBA included in the RFQ exceeds my GSA published rates for the DC Area?

*R1. In order to be properly compensated for what a successful entity would have to pay its new employees under this contract, the quote must at least be at the included CBA rates included in the RFQ. Those are the minimum amounts that are required to be paid under this award per the incorporated CBA regardless of whether they exceed the published rates in your GSA scheduled contract.*

Q2. Attachment A-1 Performance Work Statement, Section 6.7 Activity-3 Training Paragraphs 6.7.17; Paragraph 6.7.17 refers to Physical Fitness Program. Current workforce is compensated to maintain physical fitness in addition to their annual physical fitness test.

Are all costs related to maintaining SPO fitness to be included in FFP pricing?

*R2. The contractor is responsible for all training and training-related expenses. All expenses related to training should be included in the FFP Training CLIN.*

Q3. Attachment A-1 Performance Work Statement, Section 10.0 CONTRACTOR-FURNISHED EQUIPMENT/PROPERTY 10.5 Duty Gear. 10.5 Duty Gear states, Items shall be provided only after successful completion of the training requirements set forth in this PWS. All the equipment items listed in this section are required to conduct those "training requirements set forth in the PWS".

Are we to include the cost of training gear in the FFP?

*R3. The reference in the PWS is to duty gear items issued to individuals. Duty gear items required for training purposes will be provided for that training.*

Q4. Attachment A-1 Performance Work Statement, Section 10.0 CONTRACTOR-FURNISHED EQUIPMENT/PROPERTY 10.6 Vehicles. 10.6 Vehicles, requires a minimum of nine vehicles be provided. Discussion: The current contract requires nine vehicles to execute the contract requirements and the RFQ is requiring the same level of transportation needs plus under two additional K-9 teams, increasing the vehicles required to 11.

A) Please confirm the minimum number of vehicles required is 11.

PWS 10.6 Vehicles, identifies the minimum vehicle requirements to service the needs of contract.

B) Please clarify if the Government requires any minimum number of vehicles to be assigned to any of the facilities served or if the Government will leave that to the Contractor's operational needs determination.

- R4. *A) Minimum vehicle requirements are stated in Section 10.6 of the PWS*
- B) The positioning of operational vehicles should be part of the quoters Technical Approach*
- Q5. Attachment C-1 Post Staffing. Positions posted hours are listed with hours of operation followed by “(M-F)”.
- A) Please clarify the DOE intent for the staffing of these posts on Federal Holidays?
- C-1\_Post Staffing\_RFQ1610473390607. Coverage during Holidays.
- B) Can DOE specify which M-F posts require coverage during Holidays?
- R5. *A) Federal holidays are listed in G.10 Observance of Legal Holidays. Identified holidays are staffed using a holiday and weekend post schedule identified within the contractor’s Technical Approach and approved Site Security Plan.*
- B) Identified holidays are staffed using a holiday and weekend post schedule identified within the contractor’s Technical Approach and approved Site Security Plan. The contractor is responsible for developing and proposing a holiday and weekend post schedule.*
- The Government is relying on industry experts to propose new solutions and approaches to accomplish security objectives and requirements. DOE expects Quoters to utilize best practices and recent advancements as the basis for a new approach to security operations within DOE.*
- Q6. Attachment C-1 Post Staffing. Attachment C-1 identifies the explosive detection canine handlers as SPO. Currently, these positions are designated as LT/Sgt rank based on their required duties; therefore, they are not part of the bargaining unit which affords DOE more flexibility for services.
- Please clarify whether or not the SPO designation was only to identify the level of PF training and certification and not as a labor category.
- R6. *SPO designation was only to identify the level of PF training and certification and is not a labor category.*
- Q7. Attachment C-1 Post Staffing. Attachment C-1 for the Portals facility staffing identifies Hours for units P-2 and P-3 as 0700-1900. (no days are identified thereby indicating they are 7 days a week). They are currently only staffed Monday – Friday.
- Please clarify on Attachment C-1 whether or not posts P-2 and P-3 are staffed Monday through Friday only or if they are staffed 7 days a week.
- R7. *Portals positions are staffed Monday through Friday*

Q8. Attachment C-1 Post Staffing. Attachment A-1 Performance Work Statement, 6.12 CLIN 8 Transition. DOE HQ's expectation is that the new contractor fulfills all staffing identified in Attachment C-1 Post Staffing on the first day of the contract. The staffing level identified in Attachment C-1 Post Staffing represents an increase of approximately 34 Full-Time Equivalents (FTEs) over the current post staffing level of the current contract. In addition, there is a 12 FTE increase in the number of SPOs from the current CAS population due to the elimination of the current unarmed positions. Combined there is an increase of 46 armed FTEs under the new contract that must be hired, trained, and cleared to implement the full staffing level contained in C-1 Post Staffing.

- A. Would DOE provide the number of trained and certified incumbent SPOs and supervisors currently available to staff Attachment C-1 requirements? This information will provide all bidders an accurate baseline to determine their hiring, training, and staffing needs to fulfill contract requirements.

In reference to Attachment A-1, PWS, 6.7 CLIN 3, Activity 3, Training (Page 21 of 41): PWS 6.7.14 requires that the Contractor, "Maintain NTC certifications/approvals to conduct Intermediate Force Training, and Basic Security Police Officer Training (BSPOT)."

- B. Please convey if the status of the incumbent Protective Force is current on all certifications/approvals to conduct Intermediate Force Training and Basic Security Police Officer Training (BSPOT).

R8. *A) Instructors: 7  
Security Police Officers: 136  
Supervisors: 25*

*B) As of date of reply, Instructors are current on training certifications.*

Q9. FAR 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment. The Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment clause 52.222-43 is not included in this RFQ but is included in our overarching GSA contract.

FAR Clause 52.222-41 Service Contract Labor Standards is not included in the contract clauses of this contract.

Will the Government consider adding in this clause? Does this clause convey from our overarching GSA Schedule contract?

R9. *52.222-41 and 52.222-43 are included in your GSA Schedule Contract. All applicable clauses in the base GSA Schedule Contract automatically flow-down and apply to the RFQ and any subsequent task order.*

Q10. PWS 6.7.1.5 BSPOT Training class coordination with the FPM and pricing CLINs 3.3 Activity 3 (Training) vs. 3.8 Transition. There is a significant increase in the number of SPOs required for this new Contract, which will require roughly 4 BSPOT classes (60 days in duration) during the 90-day transition period.

- A) Should the cost of the BSPOT new hire training classes to get to the “day 1” staffing posture be priced in CLIN 3.3 (training) or 3.8 Transition?
- B) Will the incoming contractor have access to the approved facility to accommodate 4 BSPOT classes during the transition period?
- C) If the successful bidder does not have the required DOE qualified instructors, will DOE accept other agency equivalent qualifications for instructor personnel in order to execute the BSPOT courses during transition?

PWS 6.7.4 requires that “...All instructors shall have completed, or complete within the first year of assignment, Basic Instructor Training offered through the DOE NTC. Renewal of this training is required every 3-years for each instructor.”

- D) For purposes of continuity of operations planning, mitigation of BIT qualification short falls, and pricing planning, would the Government be able to provide Quoters the number of current Protective Force instructors on contract and how many of those instructors are Basic Instructor Certified by DOE NTC?

In reference to Attachment A-1, PWS, 6.7 CLIN 3, Activity 3, Training (Page 21 of 41):

PWS 6.7.6 requires that, “In addition to the specific protective force training required by the NTC and approved ATP, all Contractor employees shall be required to complete the DOE annual training, and other briefings, associated with Headquarters operations. The list of required training will vary depending on agency requirements and may include computer-based training (CBT) and hands-on instructor lead training.”

- E) Please clarify if the unquantified additional training is at no cost to the Contractor, occurs during shift, and/or reimbursed through CLIN 4 or CLIN 5.

In reference to Attachment A-1, PWS, 6.7 CLIN 3, Activity 3, Training (Page 22 of 41): PWS 6.7.15 requires that the Contractor, “Execute requisite BSPOT classes to qualify new officer candidates at the SPO I level in accordance with the requirements of DOE Order 473.3, applicable directives and regulations and 10 CFR 1046 to maintain staffing levels sufficient to meet the requirements identified within the PWS. The scheduling of BSPOT classes will be coordinated with the FPM and approved by the ODFSA. Facilities to support the BSPOT training will be provided by the Government.”

- F) If a significant shortfall in personnel exists, and in consideration of COVID-19 Health & Safety concerns, please identify if the Government would be able to secure sufficient access to FLETC facilities to conduct 6 BSPOT courses over the next 12 months.

- R10. *A) Both the transition and training CLINs are fixed-price, as such it is the responsibility of the contract company to make a determination where these training cost are most appropriately placed.*
- B) Training facilities used to support BSPOT are coordinated with the DHS, FLETC Cheltenham and are scheduled on a first come first serve basis. The incoming contactor will have access to the training facility, if the facilities are available during the transition period, the incoming contractor can coordinate with FLETC to schedule classes.*
- C) DOE Orders require that instruction of BSPOT be done by NTC certified instructors. Instruction conducted by Non-DOE NTC qualified instructors is not acceptable.*
- D) There are currently 7 instructors, and all are Basic Instructor Certified by DOE NTC*
- E) The identified mandatory training is required by DOE to be conducted by all Federal and contractor employees to allow for continued access to the DOE facilities. The mandatory training is to be completed when identified and by the identified completion date. It is the quoters responsibility to ensure that their contract employees complete the identified training.*
- F) The number of personnel required to meet the identified staffing requirements is dependent on the quoters Technical Approach. Currently, based on the current contractor Technical approach there is no significant shortfall. Training facilities used to support BSPOT are coordinated with the DHS, FLETC Cheltenham and are scheduled on a first come first serve basis. The incoming contactor will have access to the training facility, if the facilities are available during the transition period, the incoming contractor can coordinate with FLETC to schedule classes.*
- Q11. B.2 Distribution of Performance Award Fee. The available award fee pool is listed as TBD.  
Exhibit E Feedback/Question 39. "Award fee amounts will be provided in the final RFQ. Details about the process are provided in Attachment H – Performance Evaluation Management Plan."  
Is the Quoter supposed to fill in / propose the available Award Fee in this Section in their proposal response? Can DOE provide the award fee amounts?
- R11. *The Available Award Fee Pool has been established. See Amendment 0001 which provided a corrected B.2 clause with amounts shown.*
- Q12. 10 CFR 1046. 10 CFR 1046 requires the services of a medical organization to fulfill Protection Program Medical Director (PPMD) and Designated Physicians (DD) duties. These require annual physicals, semi-annual fitness assessments, annual psychological evaluations, fitness for duty determinations and other activities.
- A) Are the costs for these services to be charged to CLIN 4 Auxiliary Operational Expenses?
- PWS 6.5.21 requires the scheduling of "psychological examinations."
- B) Please clarify what the Government's definition is for this requirement (technical specification of the psychological examination) and if the government will be providing this as a service or if it is at the Contractor's expense.

R12. *A) No, these costs should be incorporated to the fixed price for where the services are required. This is not an auxiliary expense.*

*B) Refer to 10 CFR 1046. See response A.*

Q13. 10 CFR 1046. 10 CFR 1046.14(b) requires the employer to provide Medical Removal Protection for an injured SPO, up to one year to keep them whole up to 40 hrs a week. Paragraph (iii) states, “**Funds reimbursable by the DOE** which are provided to a SPO under medical removal protection must be reduced dollar for dollar for any other PF related pay or monetary benefit for associated lost earnings, including those negotiated through collective bargaining and from workers' compensation. Medical removal protection in conjunction with these other benefits must not exceed the SPO's total base pay.”

As noted in 10 CFR 1046.14 (iii) “funds reimbursable by DOE..., are the costs for providing Medical Removal Protection Benefits to be charged to the CLIN 4 Auxiliary Operational Expenses? If not, could DOE provide the average number of PF members that receive this benefit annually so that a reasonable estimate of these costs can be incorporated into the FFP?

R13. *4 individuals received this benefit in FY2020*

Q14. 10 CFR 707. 10 CFR 707 requires that armed personnel be subjected to random drug testing at a rate of 100% annually and that 30% of personnel holding a security clearance be subjected to random drug testing annually.

Are the costs for this testing to be charged to CLIN 4 Auxiliary Operational Expenses?

R14. *No, these costs should be incorporated to the fixed price for where the services are required. This is not an auxiliary expense.*

Q15. Attachment A-1 Performance Work Statement, Section 6.4 CLIN 2 - Canine Explosive Detection Services (CEDs). Currently the canines used to support the DOE HQ explosive detection program are owned by the Government.

Is it DOE’s intent to continue to use government owned canines that are billed to the CLIN 4 Auxiliary Operational Expenses, or that the contractor provide its own canine assets under the FFP?

R15. *Canines used to support the DOE HQ explosive detection program are owned by the Government*

Q16. Attachment A-1 Performance Work Statement, Section 6. SCOPE OF WORK AND PERFORMANCE REQUIREMENTS. DOE Order 473.3a requires that the contractor prepare contingency plans to include a workforce Strike Contingency. Due to the nature of DOE’s SPO training and certifications, only DOE certified non-union SPOs from DOE HQ and other DOE sites may be used as a replacement force.

Should the need arise for the contractor to activate the strike contingency plan, would the travel and training costs for replacement personnel from other DOE sites be reimbursable under the CLIN 4 Auxiliary Operational Expenses?

R16. *No; travel and training costs for replacement personnel from other DOE sites for use in Strike Contingency is not reimbursable under CLIN 4 Auxiliary Operational Expenses. It is expected that the contractor shall develop a contingency plan to use other SPOs from DOE HQ and other DOE sites. As indicated in the PWS, those individuals are certified non-union SPOs from DOE HQ and other DOE sites.*

Q17. Attachment C-1 Post Staffing. Attachment C-1 lists Shift Instructors for FOR and GTN as 24/7. Attachment A-1 6.7.27 speaks to firearms training.

- A) May the contractor temporarily reassign Shift Instructors to normal business hours to support weapons training and qualification, force on force exercises, BSPOT courses and other collective training activities without backfilling them on their respective shifts during those events?

In reference to Attachment A-1, PWS, 6.7 CLIN 3, Activity 3, Training (Page 23 of 41):PWS requirements 6.7.20 and 6.7.21 require the Contactor to perform Force-on-Force exercises and Limited Scope Performance Tests.

- B) Will the Government cover/reimburse any costs associated with such tests that are in addition to contracted costs such as Shadow Force hours through one of the various CLINS (e.g. CLIN 4, CLIN 5 or CLIN 6)?

PWS 6.7.20

- C. Can the Government provide the frequency (annual, semi-annual, etc.) and duration (in hours or days) of Force on Force exercise scenarios?
- D. Are Force on Force exercises completed during duty hours, using the on-duty guard force? Or are Force on Force participants considered non-available for post duties and offerors must provide back-fill for all Force on Force participants during the exercise?
- E. If offerors must back-fill Force on Force participants during exercises, can the Government provide the average number of Force on Force participants?

R17. *A) Yes, with the prior approval of the Technical Monitor*

*B) This is not a reimbursable item and expected to be included in the fixed-price. As stated, the contractor is responsible for all training and training-related expenses. Requirements for FoF exercises and LSPTs are outlined within the DOE Order 473.3A.*

*C) Requirements for FoF exercises and LSPTs are outlined within the DOE Order 473.3A.*

*D) Requirements for FoF exercises and LSPTs are outlined within the DOE Order 473.3A.*

*E) The contractor is responsible for all training and training-related expenses. Requirements for FoF exercises and LSPTs are outlined within the DOE Order 473.3A.*

Q18. I-1\_Government Furnished Property List and A-1 Performance Work Statement 6.1.8. PWS states inspections will be conducted using “an X-Ray Machine and other devices which may include hand-held or walkthrough metal detectors”.

A) Are the hand-held metal detectors Contractor provided? They are not on the Government Property List?

B) If Contractor provided, what quantity is required?

*R18. A) Walk-thru and handheld magnetometers are owned and provided by the Government*

*B) See answer in R18A*

Q19. A-1 Performance Work Statement 6.7.20, Force on Force exercise scenarios and limited scope performance tests (LSPT). The size and scope of each FoF Exercise and some ESS enhanced LSPTs can vary in number of participants, evaluators, controllers, making it difficult to quantify the cost of these events within the FFP CLINs.

Due to the variable nature of each Exercise and Test, will DOE consider reimbursing the Contractor for actual additional hours incurred at the fixed rates under CLIN 5 Additional Pro Force Security Services?

*R19. No, the contractor is responsible for all training and training-related expenses. Requirements for FoF exercises and LSPTs are outlined within the DOE Order 473.3A.*

Q20. A-1 Performance Work Statement 6.6.9 and C-1 Post Staffing. The PWS states “provide receptionist services at Germantown Monday – Friday, 7:00AM – 5:00PM (10 hours/day). C-1 Post Staffing for RG1 and RG2 is 7:00 – 19:00 (12 hours/day).

A) Will DOE please clarify the operating hours for the Receptionist posts at Germantown?

The time frame for manning receptionist position is 7:00AM – 5:00PM which is 10 hours, but on the Post Schedule (Attachment C-1\_Posts Staffing\_RFQ) there are various manning times depending on the post - either 8 or 12 hours.

B) Please, advise how to reconcile the discrepancy

For the Germantown facility, PWS 6.6.9 states, “Staffing shall be no less than 1 individual.” However, Att. C-1 lists 2 individuals.

C) Will DOE please clarify whether Quoter’s staffing should be based on 1 post/individual or 2 posts/individuals?



R20. A) *Germantown Monday – Friday, 7:00AM – 5:00PM*

*B) Officer post hours of operation are identified in C-1. The quoters Technical Approach should ensure post hours are met.*

*C) Security Officer post staffing must be consistent with ISC standards. Positions where badges are issued must meet the DOE Order requirements for two-person authentication. The quoters Technical Approach should identify the number of personnel at each position.*

Q21. Exhibit B Fill in Clauses, H.21 Paragraph D Contract Award Fee Reductions for Changes to Key Personnel, Solicitation No. 89243320NAU000002, page 21, Section H.21 Paragraph D, Contract Award Fee Reductions for Changes to Key Personnel; Exhibit E Draft RFQ Feedback answer to question 36.

Exhibit B states the reduction cost is \$50,000 for the PM and \$20,000 for the other Key Personnel from the available award fee. The same clause in the Solicitation document states \$500,000 for the PM and \$100,000 for the other Keys from the available award fee.

“Another concern is the high penalty phase of the award fee based upon the removal and/or replacement of key personnel. While it is in any employer’s best interest to motivate and retain all employees, having this penalty could result in companies retaining marginal performers. Any key personnel having knowledge of this incentive and/or penalty could attempt to extort employers into providing additional wages, benefits, etc.

In Exhibit E, the answer to question 36 says the deducts will be from the fixed price amount. Gov’t Response: The penalty is a deduction from the fixed-price amount, not the award fee. The penalty has been reviewed and reduced where appropriate”.

Will DOE please clarify the reduction amounts, and whether these deducts are from available award fee or one of the fixed price CLINs?

R21. *The reduction cost is correct in Exhibit B at \$50,000 for the Program Manager and \$20,000 for the other Key Personnel from the available award fee. See Amendment 0001 which provided the corrected Clause at H.21- Key Personnel/Program Manager.*

*In accordance with H.21.D, the penalty for changes in key personnel is a deduction from the award fee for the fee period in which the change occurs.*

Q22. A-1 Performance Work Statement 6.7 (Activity 3 Training), (footnote page 24), and Solicitation Section B.1 page 5 – CLIN 4 explanation of costs. The footnote at the end of Section 6.7 states “\*\*Training and Travel Expenses – all training, training-related expenses, and travel (related to training) are the sole responsibility of the contract company.” However, Section B.1 paragraph 3 includes “travel” under the Cost no Fee CLIN 4.

A) Will DOE please clarify if travel relating to training activities is to be reimbursed under CLIN 4?

B) If Training related travel is not reimbursable, then what type of travel is reimbursable under CLIN 4? If Training related travel is not reimbursable, will DOE provide historic training related travel costs so bidders can more accurately price this into their FFP CLINs?

C) Please confirm that though the Government is providing training facilities for firearms training, the Government expects quoters to account for the price of training costs such as ammunition, targets, individual safety items, and the like. If our assumption is incorrect, please clarify for Quoters what cost the Government intends to cover for firearms training.

R22. A) *Travel related to training will not be reimbursed under CLIN 4.. All expenses related to training, including travel, should be included in FFP Training CLIN. If travel is required to support security services and the travel is not related to training, the government will reimburse for expenses incurred (in accordance with Federal travel regulations).*

B) *Travel-related to training is not reimbursable. Travel in support of security services is reimbursable under CLIN 4. See A.*

*In FY19, DOE spent \$31,247.00 on travel related to training.*

*Note: Travel costs will vary depending upon training needs and personnel needing training. Quoters are expected to develop a training plan and estimate the annual costs necessary to maintain certifications and qualifications.*

C) *The government is providing access to a shared government training facility for firearms training. The government expects the quoter to provide all training and training related expenses to include travel, ammunition, targets, safety items and the like for their personnel. The government will not cover any costs related to firearms training.*

Q23. A-1 Performance Work Statement 6.4 CLIN 2 Canine Explosive Detection Services. In addition to the cost of a replacement canine (when required), there is a significant amount of training the Handler and the canine must go through to become a “Team”.

A) Is the cost of the replacement canines, training cost fees and any associated travel related costs reimbursable under CLIN 4?

In reference to Attachment A-1, PWS, CLIN 2, 6.4, Canine Explosive Detection Services (CEDs) (Page 14 of 41): Requirement 6.4.5 requires that “Canines must be trained and certified to the DOE Canine Performance Testing Protocol Standard, DOE-STD-1225-2017. Explosive Detector Dog teams shall also be trained and qualified consistent with the Bureau of Alcohol, Tobacco, Firearms & Explosives (ATF) National Odor Recognition Testing Standard (NORT).”

The Requirement of 6.4.5 is either not all inclusive or inconsistent with the qualification’s requirement of Attachment B-1, (Page 8) Handler, CED Team Training Requirement, which requires that, “The applicant and canine must be trained to meet the Department of Treasury Odor Recognition Standard for Explosive Detection Canines.”

Requirement 6.4.5 requires training and certification to DOE Canine Performance Testing Protocol Standard, DOE-STD-1225-2017.

B) Please clarify if all training standards are required or if the Government will identify the specific training standards of interest.

C) Please confirm that the requirement of 6.4.5 is requiring certification to DOE-STD-1225-2017 and to only be qualified (not certified) to ATF NORT standard.

D) Will the government make available to Quoters DOE-STD-1225-2017 in the NETL read room or by posting the standard on GSA eBuy?

- R23. A) *There is no change to the requirements identified in the PWS, the cost for training and travel associated with the training are expected to be included in the fixed-price. Canines are provided by the Government.*
- B) *There is no change to the requirements identified in the PWS, the requirements list both the DOE standard and Department of Treasury standard.*
- C) *There is no change to the requirements identified in the PWS both must be met.*
- D) *DOE STD-1225-2017 contains Official Use Only information. As such it is exempt from the Freedom of Information Act, and may not be made available to the public. The document will be provided to the awarded contractor.*

Q24. A-1 Performance Work Statement 6.8 CLIN 4 - Kenneling supplement provided to the canine handlers for care and housing of the canines. The payment of supplements to the handlers are paid through the employees' paychecks, making this a labor cost whereby the employer incurs taxes costs for FICA, etc.

Will the associated employer taxable costs for payment of this supplement be reimbursable on CLIN 4 via some type of predetermined overhead or fringe rate?

R24. *No, employer taxable costs for payment of this supplement will not be reimbursable on CLIN 4.*

Q25. A-1 Performance Work Statement 6.8 CLIN 4 - Kenneling supplement provided to the canine handlers for care and housing of the canines. In addition to the supplement for home kenneling supplies, food, and materials, handlers are paid ½ hour per day for time spent to maintain the canine in a ready state.

Is this ½ hour per day (every day) payment also reimbursable under CLIN 4?

R25. *No, this ½ hour per day (every day) payment is not reimbursable under CLIN 4.*

Q26. A-1 Performance Work Statement 6.8 CLIN 4. Auxiliary Operational Expenses are defined as items that will fluctuate in need and use. Exhibit E Feedback/Question 4\_Reimbursable Cost.

- A) Can DOE confirm that all badging materials, consumables and equipment will be provided as GFE or will be cost reimbursable?
- B) If such equipment and consumables will not be provided and are not cost reimbursable, can DOE specify required equipment and the annual number of badges to be issued?
- C) Can DOE confirm that all COVID 19 PPE/materials such as masks, sanitizers, etc. will be provided as GFE or will be cost reimbursable?

R26. *A) Badging materials, consumables and equipment will be cost reimbursable*

*B) Badging materials, consumables and equipment will be cost reimbursable*

*C) The contractor is required to provide respirator masks for contract personnel. Respirator masks are equipment and provided as part of the FFP. See PWS 6.5.29 reference to Respirator Program and see 29CFR 1910.134, OSHA's Respiratory Protection Standard. Sanitizer will be provided as GFE or will be cost reimbursable*

Q27. Attachment A-1, Section 10.4 and Attachment D-1 – outline the requirement for uniform and equipment. These two attachments do not align and Attachment D-1 appears out of date.

A) Which attachment does DOE want offerors to use?

D-1 Uniform & Equipment Requirements. There are a number of Physical Training-related apparel items on this list.

B) Is there a suggested per person quantity to issue to each SPO for these PT items (shirt/shorts/ sweats)?

R27. *A) Attachment D-1 has been updated and should be referenced for required contractor provided equipment. Table 9-1 in Attachment A-1 has been deleted in its entirety.*

*B) It is the responsibility of the quoter to determine the amount of clothing to provide to their personnel.*

Q28. A-1 Performance Work Statement 6.4.7 Canine Certification and Performance Testing by Independent Contractor. This is an expensive cost that appears to be under the FFP portion of the CLIN 3 structure.

Would DOE consider moving the cost of these Certification & Performance Testing services by an Independent Contractor into CLIN 4 Auxiliary Operational Expenses – Other Direct Costs to prevent bidders from overestimating?

R28. *No, these are not considered an auxiliary expense and should be included in the fixed-price proposed for CLIN 4.*

Q29. D-1 Uniform & Equipment Requirements & PWS Att. A-1 Table 9.1. There are several items on the D-1 list that are not on the A-1 Table 9.1 List:

- Pads – Elbow
- Pads – Knee
- Shirt – Turtleneck
- Shirt – Navy Polo SS & LS
- Shield Holders, Black Leather
- Trousers – Rain Pants

Will DOE please clarify which employees are issued these items that are only on Att. D-1, and, in what quantity?

*R29. Attachment D-1 has been updated and should be referenced for required contractor provided equipment. Table 9-1 in Attachment A-1 has been deleted. It is the responsibility of the quoter to determine the amount of gear and clothing to provide to their personnel.*

Q30. D-1 Uniform & Equipment Requirements & PWS Att. A-1 Table 9.1. There are (2) different types of Trousers listed on the D-1 Attachment “511 Stryker Tactical Pants” and “Condor”. Only the Condor model is listed on Att. A-1.

Will DOE please clarify which employees are issued the “Stryker Tactical Pants”?

*R30. Attachment D-1 has been updated and should be referenced for required contractor provided equipment. It is the quoter’s responsibility to determine clothing requirements for contract personnel.*

Q31. D-1 Uniform & Equipment Requirements & PWS Att. A-1 Table 9.1. On Att. D-1 the “Trousers - Condor” says quantity is 6 each; on Att. A-1 the quantity is 5 each.

Will DOE please clarify the quantity to be issued?

*R31. Attachment D-1 has been updated and should be referenced for required contractor provided equipment. Table 9-1 in Attachment A-1 has been deleted. It is the quoter’s responsibility to determine the quantity to provide to their personnel.*

Q32. D-1 Uniform & Equipment Requirements & PWS Att. A-1 Duty Gear Table, page 36. Pepper Spray/holders are on PWS Duty Gear Table but not on Attachment D-1.

Is Pepper spray a new requirement to this follow-on contract? Is there a DOE training standard for issuance and use of Pepper Spray?

*R32. The reference to pepper spray and pepper spray holder have been removed from equipment requirements; pepper spray is not a requirement on this contract*

Q33. D-1 Uniform & Equipment Requirements & PWS Att. A-1 & CBA Article 11 Uniform Cleaning Allowance Section 4. The CBA states that the Logistic Specialists and CCDF Operators shall be provided the CBA uniform allowance.

What type of uniform is issued to these employees as it is not specified in Attachment D-1 nor PWS uniform listing?

*R33. The initial uniform issuance for both Union positions (Logistician and CCDF operator) is as follows:*

*Polo Shirts embroidered with DOE logo  
Condor Utility Pants  
Boots  
Belt  
T-Shirts*

*Gloves*  
*Coat*  
*Winter Cap*

Q34. PWS Att. A-1 Classified Destruction Services 6.5.25 and 6.8 CLIN 4. PWS 6.5.25 States “the Contractor is responsible for maintaining, including preventative maintenance, of destruction equipment.” PWS 6.8 states that “Destruction facility equipment maintenance and service agreement” is under CLIN 4.

Wouldn't the preventative maintenance be covered under the service agreement, and therefore billable to CLIN 4?

*R34. Maintenance for the CCDF equipment is covered under a service agreement and billable to CLIN 4.*

Q35. A-1 Performance Work Statement 10.2 Contractor Furnished materials and supplies not specified as furnished by the Government.

Is the duty and training ammunition for the Government Provided weapons considered Contractor furnished material, to be priced under the appropriate FFP CLIN?

*R35. Yes. Duty and training ammunition is the responsibility of the Contractor and must be priced under the FFP CLIN.*

Q36. Attachment A-1 Performance Work Statement, Section 6.5.29 Environmental Safety and Health. Section 6.5.29 states the contractor will establish and maintain a respiratory protection program. OSHA requires such a program for the wearing of the N-95 respirator (dust mask) and for tactical chemical/biological/radiological (CBR) protective masks. Currently the DOE HQ maintains an exception to DOE Order 473.3A Attachment 2, Section E 3. B. (5) for the deployment of PF protective masks. The training and logistical requirements to support either a N-95 respirator or CBR PF protective mask program are substantially different and would significantly impact bidder costs.

Is this program scope intended to enable the wearing of N-95 respirators or does DOE AU intend to cancel its current variance to DOE Order 473.3A Attachment 2, Section E 3. B. (5) for the deployment of PF protective masks and implement a CBR protective mask program at DOE HQ?

*R36. The contractor is required to maintain a respiratory protection program.*

Q37. PWS Attachment A-1, 6.1.15 Guard mount and roll call & Attachment C-1 Post Exhibit. This paragraph says with SPOS who are assigned post duties, but later there is a bullet under this section that states “all personnel that are scheduled for work”.

A-1 Performance Work Statement RFQ\_1610473380920. 6.1.15 Conduct a guard mount and roll call with SPOs who are assigned post duties prior to them assuming their posts. The roll call shall not extend beyond the 30 minutes allotted without prior approval of the Government and shall, as a minimum, accomplish the following activities:

- Conduct a roll call of personnel that are scheduled to work.

- Check the appearance and physical condition of the shift personnel, to include checking that each person has the proper equipment and credentials/identification. Personnel who are not properly and neatly attired, who do not have the proper equipment, or who are physically, mentally, emotionally, or otherwise impaired will not be allowed to assume work. A journal entry will be made to reflect any anomalies; Assign personnel to their post/patrol duties. Ensure that the approved staffing plan level is met or exceeded.
- Pass on information relevant to duty performance (e.g., Be On the Lookout (BOLO), suspicious activity, special emphasis areas) and/or conduct “roll-call” training sessions.

A) Do the CEDS Canine Handlers, Badging Staff, and the Receptionists also attend the Guardmount & Roll Call?

B) Can DOE specify if guard mount and roll call combined should not exceed 30 minutes, or just roll call?

*R37. A) Badging office and receptionists do not attend guard mount*

*B) Guard mount, officer arming and roll call will not exceed 30 minutes combined*

Q38. 1. A-1\_Performance Work Statement\_RFQ.1610473380920; 2. B-1\_Position Descriptions- Qualifications\_RFQ.1610473387004; 3.C-1\_Post Staffing\_RFQ.1610473390607. References 1 and 2 identify positions not documented in Reference 3. Examples are: Facility Captain and Logistician. These positions are neither Key nor Essential.

Would DOE provide the required number of personnel and their location for each of these two positions?

*R38. The list of Key Personnel and essential personnel is provided in B-1. The Quoter is responsible for determining the number of personnel needed to fill the position and location unless specifically identified in the documents.*

Q39. RFQ, Section B.1. Would some of the items in CLIN 4 be considered open market items? The GSA eBuy page for this opportunity includes the following: “Reminder: Please do not include open market items with your offer.”

*R39. The services being requested are considered to be covered under the GSA contract. While some specific items within the scope may be considered open market if ordered separately, they are related to the services requested and therefore are not considered open market when included in the fixed-price for the line item.*

Q40. A-1\_Performance Work Statement\_RFQ.1610473380920 . 6.12.4 CLIN 8 – Transition. The Contractor shall establish the necessary logistical support to execute transition .... Reference states the Contractor shall establish necessary logistical support for transition and on-boarding activities.

Are there spaces at the Forrestal and Germantown facilities available to the awarded Contractor to conduct on-boarding activities?

*R40. Contractor space is provided as outlined within Section 8 of the RFQ*

Q41. A-1\_Performance Work Statement\_RFQ.1610473380920 . 6.1 CLIN 1 – Protective Force Services.

Are cellphones allowed at each facility, and will they be usable by the guard force at each post?

*R41. In general, company-issued cellphones used to conduct business and/or provide contract services, are authorized within the DOE Headquarters but must be compliant with DOE Headquarters TSM and security area usage restrictions. Use of contractor issued cell phones should be addressed as part of the quoters Site Security Plan. However, personal cell phones are not permitted for use by any officer while on duty.*

Q42. Attachment A-1, Sections 6.2.5 and 6.2.6 – Describes the requirement for factory certified armorers.

Does the incumbent contractor have the three factory certified armorers as required in this Section, or is this a new requirement?

*R42. Sections 6.2.5 and 6.2.6 describes the requirement for factory certified armorers.*

Q43. A-1\_Performance Work Statement\_RFQ.1610473380920 6.4.10 6.1.1 states All of the Protective Force must be armed.

A) Would DOE confirm the armed requirement includes canine handlers?

B) Please identify if all post requirements listed in Attachment C-1, Post Staffing must meet the requirement of 6.1.1; including the receptionists.

C) Please clarify if Badge Office personnel, Logisticians and/or Armorers who are not listed in Attachment C-1, need to meet the requirement of 6.1.1.

D) Are personnel serving in the capacity of receptionists and/or badge office specialists required to be uniformed? If so, please describe uniform requirement.

*R43. A) All Security Police Officer qualified personnel are required to be armed  
B) All Security Police Officer qualified personnel are required to be armed  
C) All Security Police Officer qualified personnel are required to be armed  
D) Receptionists and badge office personnel are not uniformed.*

Q44. A-1\_Performance Work Statement\_RFQ.1610473380920 6.4.10 The Contractor will provide and store all training aids to ensure K-9 EDTs retain proficiency in explosives detection.

Does DOE provide space in compliance with ATF regulations for the contractor to store explosives?

*R44. The contractor is responsible for providing, maintaining and storing training aids to support the required certification of K9s.*

Q45. Attachment A-1, Section 6.5.14 – Outlines the requirement for sufficient certified Derivative Classifiers.

How many incumbent contractor employees (who are not identified as Key or Essential) have Derivative Classifier certification?



*R45. Two personnel.*

Q46. Attachment C-1 – identifies the post staffing requirements. Post FHQ (Administrative Supervisor) for Forrestal and Germantown identifies multiple ranks (Sergeant and Lieutenant).

- A) Can DOE clarify the split rank, or can offerors propose the rank that aligns to their technical solution?

In reference to Attachment B-1, Position Descriptions – Qualifications: The Position of Admin Supervisor is identified as a Post requirement in Attachment C-1 for both Forrestal and Germantown locations, however there is no specific Post Description and Qualification provided in Attachment B-1.

- B) Please clarify if the Government will add a Position Description and Qualifications for the position of Admin Supervisor or if the Quoter should use the position descriptions already provided for Shift Supervisor and Shift Sergeant.

The position of Admin Supervisor is identified in the Post Staffing tables for both the Forrestal and Germantown facilities as both a LT/SGT position.

- C) Please clarify when (post hours) and where (geographic location) the position is to be staffed by a LT or a SGT.

Attachment B-1 lists descriptions for both a Supervisor/Training Instructor and a Training Instructor. Attachment C-1 calls for a shift instructor at both the Germantown and Forrestal locations.

- D) Please clarify which position description from Attachment B-1 corresponds to the Shift Instructor labor category on attachment C-1.

- E) Please provide the staffing hours per day per location required for the position that does not correspond to the Shift Instructor.

*R46. A) Offerors propose the rank that aligns to their technical solution*

*B) Quoter should use the position descriptions already provided for Shift Supervisor and Shift Sergeant*

*C) The Quoter is responsible for determining the number of personnel needed to fill the positions*

*D) Training Instructor position description contained in B-1*

*E) The quoter's Technical Approach will identify the use of the training instructor to conduct required training.*

Q47. A-1 Performance Work Statement RFQ\_1610473380920. 6.1.8 Conduct inspection of employees, visitors, handheld packages and random inspections using an X-Ray machine and other devices which may include, metal detectors, (hand-held or walkthrough), to screen for potential presence of weapons, explosives and other prohibited items.

- A) For properly estimating training hours, can DOE specify which posts in Exhibit C are required to operate X-Ray machine, which require other device such as metal detectors, (hand-held or walkthrough)?
- B) Can DOE confirm that all screening equipment will be provided as GFE? If so, can DOE provide an updated GFP list to include all screening equipment?
- C) Can DOE specify for X-Ray/Non-X Ray training requirements?

R47. *A) Walk-thru magnetometers are the primary screening tool. Handheld magnetometers are used as back-up and when required to verify an identified anomaly. Both walk thru and handheld magnetometers are located at each of the access points for the facilities.*

*B) Walk thru and handheld magnetometers are GFE.*

*C) Training requirements for screening are outlined in DOE Order and in the FPS National Weapons Detection Training Program.*

Q48. C-1\_Post Staffing\_RFQ1610473390607. Backfill for Lunch and breaks

A) Can DOE clarify if backfill for lunch and breaks is required?

B) If backfill for lunch and breaks is required, can DOE specify which posts in “Exhibit C Post Hours” require such backfill?

Exhibit E Feedback/Question 10 and C-1\_Post Staffing\_RFQ1610473390607. Gov’t Response: Training will be conducted “during normal business and duty hours”

C) Can DOE clarify if posts have to be backfilled if SPOs are training during post hours?

D) Can DOE clarify if training is being performed while on duty, will post hours have to be backfilled?

E) If backfill is required while staff is training during post hours, can DOE clarify if Rovers can backfill the posts while SPOs are training during post hours?

R48. *Response for all above A-E)*

*Yes, all the posts must be filled. Post hours are identified in Attachment C-1. It is incumbent upon the quoter to develop their Technical Approach to maintain the post hours as identified in Attachment C-1. Post are not to be left un-filled during the required post hours.*

Q49. 1) Executive Summary\_RFQ.1610473366726, page 1, paragraph 2. This is a follow-on contract to DE-AU0000014 which currently has an expiration date of March 17, 2021. It is anticipated that the award date for the resulting contract will be prior to the expiration of the current contract and will have an effective date of March 2021.

2) Instructions and Evaluation\_RFQ.1610473254155, page 14 of 25, paragraph three, Transition Plan. For discussion purposes, the Quoter should assume a 90-day transition period that should begin approximately 100 days prior to the effective date of the contract.

The Executive Summary and Instructions conflict.

Can DOE confirm that offerors should propose a 90-day transition schedule, and that the existing contract will be extended to allow for a 90-day transition?

*R49. Quoters shall propose for a 90-day transition schedule.*

Q50. Exhibit E Feedback/Question 6 and Feedback/Question 31. Seniority List Based on DOE answer "It is expected that a seniority listing would be provided to the successful offeror upon notification of award". However to properly estimate the number of staff (FTEs) bidders will need the accrued vacation and sick leave hours (per the CBA, sick leave also accrues based on seniority). The incumbent contractor has access to this information, creating a potentially unfair competitive advantage.

and

Instructions and Evaluation\_RFQ\_1610473254155 offerors, page 10 of 25. In their Staffing Plan for the Protective Force Security Team, the Quoter must:

1. Explain how the number of guards will be sufficient to cover the guard posts provided in Attachment C and meet the identified minimum number of guards and supplemental guards required
  - to ensure 24/7/365 coverage, allow for the conduct of simultaneous training during duty hours, and cover vacancies (leave, call-outs, turnover, etc.) .
  - ensuring compliance with CBA requirements and the limitations on daily and weekly hours (NTE 12 hours per day or 60 hours per week);
  - providing mandatory guard training during regular duty hours without using overtime; and
  - providing coverage during the duty shift for planned (breaks, lunch, annual/sick leave) and unplanned absences/vacancies.

To properly estimate the relief staff to cover for vacation/sick hours the seniority list offerors need the Seniority list to properly calculate accrued vacation and sick hours (per the CBA, sick leave is also accrued based on seniority).

- A) Will DOE reconsider and provide the seniority list?
- B) If the seniority list will not be provided, will DOE provide average number of non-productive hours to be used by bidders to estimate the Direct Productive Labor Hours and FTE?
- C) If seniority and/or non-productive labor hours will not be provided, will DOE allow the awardee equitable adjustment once seniority list is provided after award?
- D) Would the government consider releasing a redacted seniority list for the purposes of pricing appropriate vacation benefits for incumbent unionized labor?

*R50. A-D) A redacted copy of the seniority list is provided as Exhibit H with this Amendment 0004*

Q51. Exhibit E Feedback/Question 10 and C-1\_Post Staffing\_RFQ1610473390607. “Feedback/Question 10 Attachment A-1 Performance Work Statement, Section 6.7 Activity- 3 Training Paragraphs 6.7.25. Paragraph 6.7.25 refers to conducting training “during normal business and duty hours”. As stated, it would indicate that training will be performed between 9:00 to 5:00 Monday through Friday or a similar period such as non-security hours. As currently stated, the requirement to conduct training “during normal business and duty hours” does not align with Attachment C-1 Post Staffing where Instructors are assigned 24/7.

Please clarify DOE’s intent to either conduct training (a) on a Monday through Friday “normal business hours” definition, (b) execute training on-shift, or (c) a combination of the two approaches?

*R51. The quoter is responsible for training and will identify use of the staff to meet the identified requirement “during normal business and duty hours” in the Technical Approach.*

Q52. In reference to 1.1 Instructions and Evaluation: IS.10 (e): Volume II, File 1 is required to have a cover page, but not a table of contents or glossary as is required for Files 2-5.

Would the Government like a table of contents or glossary for File 1?

*R52. If a table of contents is not specified then it is not requested and not considered necessary.*

Q53. In reference to 1.1 Instructions and Evaluation: IS.8 (f)(1):

- A) Is it the Government’s intention that a table of contents and glossary of abbreviations and acronyms be provided by volume only OR by volume and by File in Volume II as referenced in line item 1?

In reference to 1.1 Instructions and Evaluation: IS.9 (b)(1):

- B) Are Quoters required to have volume-specific glossaries or will an all-inclusive glossary to be inserted across all volumes be acceptable?

*R53. A) Quoters should follow the instruction at IS.8(f)(1) which states each volume shall contain a table of contents and a glossary of abbreviations and acronyms. The table of contents in each volume shall identify the section, subsection, paragraph titles, and page numbers, as well as all spreadsheets, charts, tables, figures, diagrams, design drawings, and graphs.*

*B) Refer to IS.9(b)(1), paragraph two which states “...Volume level glossary of acronyms and abbreviations shall also be included in this File 1 for Volume I.”*

Q54. In reference to 1.1 Instructions and Evaluation: IS.10 (e):

Can the Government clarify whether ‘Qualifications’ should also be included in the provided resume format for Key Personnel or should it only be in the 20-page discussion preceding the resumes?

*R54. The information can be found in the Instructions and Evaluation Document at IS.10. Criterion 3*

Q55. In reference to 1.1 Instructions and Evaluation: Page 15 of 25:

Shall this content be included in both key and essential personnel resumes or should the essential personnel resumes include other specific information?

*R55. Please refer to IS.10, Criterion 3, File 4- Key Personnel and Essential Personnel Resumes which provides instructions for what is to be included in the resumes.*

Q56. In reference to 1.1 Instructions and Evaluation: IS.13:

In the event a file cannot be compressed to under 5MB, will the Government accept files larger than 5MB, but less than the limitations set forth by GSA e-Buy?

*R56. See Amendment 0002. IS.13 was revised to change the file upload size to less than 100MB per file per GSA eBuy file limitations.*

Q57. In reference to Attachment C-1 for SPO I posts: Attachment C-1 does not include the CBA Classifications as bulletized below, to add needed clarification for proper treatment of each position for pricing and staffing considerations, will the Government add the CBA Job Classifications to Attachment C-1 as an added column?

- SPO I (Q cleared)
- SPO I (L cleared)
- FPRS
- SO/BSPOT

*R57. The CBA is incorporated to set the minimum wages and benefits required for specified positions. The RFQ sets the expectations for positions under this award. As such, there may be positions in the CBA that are not required in the RFQ and not utilized. A successful quoter will have one-year to negotiate a new CBA for covered positions specific to this contract.*

Q58. In reference to IS.10 Instructions and Evaluation: IS.10 FILE 3 (Page 13), Workforce Integration, Security Plan and Performance Risk: The Quoter must demonstrate their ability to develop a comprehensive and effective security strategy and implement an effective security plan utilizing contract personnel to implement the security strategy to protect government personnel and facilities.

To avoid making an assumption, is the security plan referred to in this section synonymous with the Site Security Plan that is a reporting requirement?

*R58. That is correct*

Q59. In reference to IS.10 Instructions and Evaluation: IS.10 FILE 3 (Page 13), Workforce Integration, Security Plan and Performance Risk. In their response, the Quoter shall:

- (Paragraph 2) Explain the overall security approach and site protection strategy, explain the overall approach to accomplishing the security objectives in accordance with contract requirements and explain how the company will accomplish the security plan requirements.

- (Paragraph 5) Explain their approach to accomplishing security objectives.
  - A) Does the Government intend for the Quoter to describe their approach to accomplishing security objectives in the proposal sections corresponding to paragraph 2 and paragraph 5? The requirements appear to be repetitive. For the sake of succinctness, will the Government consider eliminating paragraph 5?

In reference to Instructions and Evaluation IS.10, FILE 3 Uniforms, Table 9.1, (Page 13 of 25): Workforce Integration, Security Plan and Performance Risk Requirements 1. and 4. appear to be requesting the same information.

- Requirement 1. Discuss how they will manage the different security teams (in support of the security strategy/plan) and explain their approach to identifying and mitigating performance risk.
- Requirement 4. Identify the performance risks associated with the requirement and explain the approach to mitigating those risks.
  - B) Please clarify if the Government is requiring differing inputs for each requirement and what the difference in required information is or if the Government is asking for the same information in 1. & 4. and leaving it to the Quoter in how to explain/present their approach for identifying and mitigating identified performance risks under the total requirement of Workforce Integration, Security Plan and Performance Risk.

*R59. A) The quoter should provide separate input for each requirement.*

*B) The quoter should explain/present their approach for identifying and mitigating identified performance risks under the total requirement of Workforce Integration, Security Plan and Performance Risk.*

Q60. In reference to Attachment B-1, PM-Training (2 of 17): Under the referenced section of Attachment B-1, the Project Manager's Training Qualification requirement states that "Applicant must possess a current Project Management Professional Certification." The PMP Certification requirement significantly limits many highly qualified candidates for the position of Project Manager.

- A. To ensure the best qualified candidate can be selected to lead the DOE HQ Protective Force operation and serve the AU Team, would the Government consider reducing the PMP Certification requirement to a level that requires the proposed Project Manager candidate to secure a PMP within the first twelve months of contract services and that the Project Manager candidate's Project Management expertise be fully communicated in File 4, Key Personnel submittal?

The RFP has a requirement that the Onsite Program Manager have a Project Management Professional (PMP) certification. The PMP is a private credential issued by a for profit company. There are a number of other similar certifications or experiences. For example, the DOE provides Federal Project Director (FPD) certifications for certain individuals. In addition, there are accredited university programs that provide degrees and certifications in Project Management.

- B. For the Onsite Program Manager position can the requirement for Project Management experience be met by a combination of experience and education with certification by some certifying organization?

R60. *A) The minimum qualifications were carefully considered when development of the RFQ. No change will be made as requested in this question.*

*B) The qualifications were carefully considered when development of the RFQ. No change will be made.*

Q61. RFQ, Section B.1. The final RFQ includes the order-level materials (OLM) SIN. This is essential because GSA schedule ceiling labor rates are built based on average industry requirements and do not include the amount of other direct costs (ODCs) and training required by DOE on this task order. CLIN 4 provides \$1M per calendar year for open market items, but this is insufficient.

To allow offerors to include OLMs in their quote for all areas in which it will be required, can DOE add a T&M OLM CLIN, not to exceed 33.33% of the total order value?

R61. *No. All expenses related to training should be included in FFP Training CLIN.*

Q62. In reference to IS. 8 f. (4) Submission specifications: The specifications for font style for graphics specifically require Times New Roman text to be used.

Would the DOE allow Quoters the option to use Arial font for graphics as the block style font is more legible in graphic designs? The Governments soonest response would be greatly appreciated due to graphic production requirements, thank you for your consideration.

R62. *IS.8 in the instruction and evaluation document answers this question in paragraph (f) subparagraph (4) where it states that it is not the Government's intent to require an Quoter to redo their graphics to conform to this font size. However, readability is at the risk of the Quoter and graphics with less than 10 point font may not be considered in evaluation of the quote if they are not legible and clear to the evaluator.*

Q63. In reference to IS. 9 b. (3), Volume I, File 3, Fill in of Contract Clauses (Page 5 of 25), Exhibit B: Exhibit B provides a boxed requirement for each contract position and statement of position qualification, which makes the following requirement, "Insert proposed position qualifications here which exceed the minimum qualifications provided by the Government."

Please confirm that the requirement is asking that any additions to the stated position qualifications should be provided and not qualifications of the proposed candidate that exceed the stated qualifications.

R63. *The intent of this box is that if the Quoter is proposing a higher set of minimum qualifications for any position, that those be stated here and if approved by the Government will become the new minimum qualification for said position upon contract award. Note, that the minimums already provided by the Government must be met so these are just proposed qualifications that exceed those already identified minimums.*

Q64. In reference to Attachment A-1, PWS, CLIN 1, 6.1, Protective Force Services (Page 8 of 41): Under subsection 6.1.4. the government requires that the Contractor provide SPO I trained and qualified officers to meet required staffing levels for security posts, roving posts, and K-9 patrols identified in Attachment C.

Please confirm that this requirement is to meet a training qualification standard only and that pricing to accommodate the training standard for K-9 handlers will be covered under 6.4 CLIN 2 Canine Explosive Detection Services (CEDs). If our assumption is incorrect, please clarify what the government does require to be considered for K-9 (CEDs) Patrol Officers under 6.1.4.

R64. *Canine handlers must be SPO I certified and maintain their qualifications as both an SPOI and canine handler.*

Q65. In reference to Exhibit E, Draft Questions and Answers, Feedback/Question 29 (Page 7 of 9): The Government response was, "An interagency Agreement has been established at the Federal Law Enforcement Training Center, Cheltenham MD to support the conduct of training for Basic Security Police Officer Training, firearms proficiency and qualifications and other required training. Additionally, training areas are available at both Forrestal and Germantown to support training."

- A) Please confirm that the Contractor use of these facilities will be at no cost to the Contractor. Would the Government be willing to add this clarification and the response provided to Question 29 to PWS 8.0 Facilities?
- B) Please define any limitations of FLETC facilities availability and if any such limiting availability has had impacts in the execution of training requirements.
- C) Please define any limitations of DOE provided facilities availability and if any such limiting availability has had impacts in the execution of training requirements.

Att. A-1 PWS, 6.7.15, Facilities to support the BSPOT training will be provided by the Government.

- D) Will DOE confirm that FLETC is the only off-site accepted location for the BSPOT course?
- E) Please confirm that due to the current COVID restrictions, FLETC only allows 12 students per BSPOT class.
- F) If the 12 student limit at FLETC remains in effect during transition, will the government make allowances for additional BSPOT course iterations?

R65. *A) Contractor use of the FLETC facilities will be at no cost to the Contractor.*

*B) Based on DHS / FLETC COVID-19 requirements, there are a maximum of 12 students allowed to train at the FLETC facilities at one time. Additionally, all personnel must follow the procedures outlined within the Presidential Executive Order.*

*C) See answer in B above*

*D) Requirements for training facilities are identified within DOE Order 473.3A.*

*E) See the answer in B above*



*F) See response in question 10. Training facilities used to support BSPOT are coordinated with the DHS, FLETC Cheltenham and are scheduled on a first come first serve basis. The incoming contractor will have access to the training facility, if the facilities are available during the transition period, the incoming contractor can coordinate with FLETC to schedule classes.*

- Q66. In reference to Attachment A-1, PWS, CLIN 2, 6.4, Canine Explosive Detection Services (CEDs) (Page 13 of 41): PWS 6.4.14 requires that, “Operationally, to the extent possible, the K9 Teams will be fully integrated into the existing security shifts ...” and Attachment C-1, Post Staffing identifies hours of operation. Recognizing that Canines, as match with handlers, have differing break requirements.

Please confirm that CED Teams will be self-relieving for necessary breaks.

*R66. This is to be identified in the quoters Technical Approach*

- Q67. In reference to Attachment A-1, PWS, CLIN 2, 6.4, Canine Explosive Detection Services (CEDs) (Page 13 of 41): PWS 6.4.1 requires that CEDs, “Provide four canines and four canine handlers at Forrestal and two canines and two canine handlers at Germantown for the purpose of detecting explosives at the Forrestal and Germantown buildings. Canine handlers are considered professional and specialized personnel and will be non-collective bargaining personnel.”

Will the number of CED teams be sufficient to cover vacation, sick time, or other short-term absences of 14 days or less (COVID Quarantine), or does the Government require that the Contractor plan for relief CED teams to backfill, to ensure consistent daily coverage for all days and hours defined by Attachment C-1?

*R67. This should be included in the quoters Technical Approach.*

- Q68. In reference to Attachment A-1, PWS, 9.0, Government-Furnished Equipment/Property (Page 33 of 41): PWS 9.8 requires that “The Contractor shall prepare and submit a Statement of Material Differences within 60 days of the contract execution date.”

For administrative clarification and operational execution planning, please clarify the meaning of “contract execution date”; award of contract, notice to proceed, transition start, or full assumption of services (end of transition).

*R68. Contract execution date is the award date of the contract, contract effective date is the date of full contract assumption.*

- Q69. In reference to Attachment F-1, DOE Orders and Guides, Amendment 1, Section B (Page 5 of 117):

There are Other Direct Costs associated with the contract that could be placed in more than one identified CLIN such as the Vehicles and Armor Training.

Would the Government allow the Quoter to determine where the unique items of cost be placed and then explained in Volume III Price Proposal narrative or would the Government require a different approach/expectation?

*R69. The Quoter can determine where the unique items of cost can be placed, but then must provide an explanation in Volume III Price Proposal.*

Q70. In reference to Attachment A-1, PWS, 6.5 CLIN 3, Just Telecommunication System (Page 19 of 41): PWS 6.5.30 and 6.5.31 identifies and defines the requirements for the operation and access to the JUST.

Are there any costs associated with training or certifications for terminal operators/users of JUST, and if there is training involved, please communicate how many hours, and how is the training achieved?

R70. *No, there are no costs associated with training or certifications for terminal operators/users of JUST.*

Q71. In reference to Attachment C-1, Post staffing: In review of the post requirements of C-1, Post Staffing for Security Police Officers and producing both an FTE count, as well as what this Quoter would consider an effective Manning or Head Count of Full-Time/Part-time labor mix, we noted a substantial shortfall between C-1 Personnel Requirements as compared to our understanding of the current headcount. The manpower variance, if accurate, measures in a range between 20-30% or approximately 50-70 personnel.

A) For purposes of Quoters preparing mitigation measures and pricing proposals effectively, please convey if the Government is aware of a shortfall in the current number of Security Police Officer personnel available to fulfil the requirements of C-1, Post Staffing. Please provide the number of current SPO-1 qualified personnel?

B) If there is such a significant shortfall in staff availability, will the DOE work with the awarded Contractor to manage Post Staffing requirements for an agreed period until sufficient recruiting, training and on-boarding can be accomplished?

R71 *A) The Government is not aware of a shortfall in the current number of Security Police Officer personnel available to fulfil contractual requirements. The number of current SPO-1 qualified personnel is provided in the response to question 8.*

*B) As indicated in A, above, the Government is not aware of a shortfall in the current number of Security Police Officer personnel.*

Q72. Att. A-1 PWS 6.10 - CLIN 6 and Att. G-1 Collective Bargaining Agreement, Article 20 Holidays; In addition to the standard 10 Federal Holidays, the CBA states the employer will grant employees holidays off with pay for "such other holidays as may be implemented by the federal government". Recently, the federal government has proclaimed Christmas Eve as a holiday, thereby requiring payment to employees under this provision.

Will DOE reimburse the Contractor for any future federal government proclaimed holidays under CLIN 6, as this CLIN description provides for "unexpected events"?

R72. *DOE will not reimburse the Contractor for any future federal government proclaimed holidays under CLIN 6.*

Q73. Exhibit D CLIN 5; In Exhibit D, bidders are requested to put in rates for the associated labor categories to show a discount off their GSA schedule for each period requested.

Since the GSA schedule pricing is in 12 month increments, will the Government consider letting offers provide a rate for a 12 month base period one and a 12 month base period two instead of one rate for a 24 month base period?

*R73. Exhibit D- CLIN 5 Firm Fixed Rates has been revised via Amendment 0004 to provide separate pricing for year 1 and 2 of the base period.*

Q74. Period of Performance

Will the Government provide an estimated start date for this contract?

*R74. Contract award is currently set tentatively for 3rd Quarter of FY2021.*

Q75. Att. B-1 Position Description Qualifications; Security Police Officer Clearance Level and Collective Bargaining Agreement. Att. B-1 Security Police Officers require an (L) clearance, however, nearly all incumbent SPOs are (Q) cleared. The CBA lists different wage rates for “SPO I (Q-cleared)” and “SPO I (L-cleared)”. Even though L-cleared SPOs are specified on the new contract, if the SPO *has* a Q-clearance, it appears from the CBA the SPO will receive the pay rate listed for the clearance they *possess*.

- A. Is it DOE’s intention to downgrade those SPOs who currently maintain a Q-clearance to an L-clearance for the new contract start?
- B. If an SPO currently holds a Q clearance, will they maintain that level of clearance which exceeds the requirement in Att.B-1 or will DOE no longer sponsor SPOs to hold a Q clearance?
- C. If SPOs are able to maintain their Q clearance level, please provide the number of SPOs who currently maintain a Q clearance so that all offerors can accurately price the wage rate in accordance with the CBA.

*R75. A) DOE will downgrade the clearances for the SPOs that are not required for new contract start*

*B) If the clearance is not required it will be administratively downgraded and no longer sponsored.*

*C) See answer in A above*

Q76. Att. A-1 PWS 6.12.7; The Contractor shall be subject to a DOE Safeguards and Security initial survey.

What is the average amount of time required to complete this survey?

*R76 The survey is conducted by the Office of Information Security. Once coordinated the survey takes approximately one business day to complete.*

Q77. In reference to Attachment G-1, Wage Determinations/Collective Bargaining Agreement, Article 28, Health & Welfare: CBA Article 28 states that employees shall "... pay a percentage of premiums for elected benefits (Medical, STD, LTD, Life, Vision, Dental)".

- A. Please clarify for all Quoters whether the provided CBA intends that the employer cost share be limited to employee only coverage OR to include spousal and dependent coverage as well?
- B. Please clarify for all Quoters what the CBA means by "...pay a percentage of premiums..." by providing the current percentage contribution to each of the elected benefits?

R77. *A) The Collective Bargaining Agreement (CBA) is provided to establish the common starting point for all Quoters and is in effect for the first year of the contract to allow time for the new contractor to negotiate a CBA. The CBA should be carefully examined for pay and benefits that are required to be covered in accordance with a successor contractor under the Service Contract Labor Standards Act clause and FAR Part 22.*

*B) Article 28 states at Section 1: Electing Medical Insurance , that "If electing the PPO Plan, the Employee shall pay 20% and the Company shall pay 80% of the premiums of all elected benefits. If electing High Deductible Plan, The Employee shall pay 17.5% and the Company shall pay 82.5% of the premiums of all elected benefits."*

Q78. In reference to the Proposal Submittal date of February 11, 2021.

Due to the importance of the Government's response to the submitted question and the impact of the of responses to Quoters proposals, would the Government consider extending the proposal due date by a week to allow for receipt of questions and any proposal adjustments ?

R78. *The due date for quotes is extended for this RFQ by this Amendment 0004. Quotes are due by no later than 4:00pm on Thursday 3/4/2021.*

Q79. Ref. IS.22, Site Visits

During the site visit, the companies present were not identified.

In an effort to promote teaming and small business subcontracting, will DOE release the names of the firms or the sign in sheet for the Site Visit for all vendors to review?

R79. *The list of site visit attendees is provided as Exhibit G with this Amendment 0004.*

Q80. Attachment I-1 lists the Glock 17 as the pistol that SPO are assigned. Also listed in the attachment are numerous Leopold Mark 4 Optics.

- A. Can DOE disclose the weapon type these optics are for?

The Government Furnished Property listed rifle optics but no rifles.

- B. Will the officers carry any weapons other than the handgun identified?
- C. Please provide a complete listing of all weapons that SPOs must be trained and certified to utilize.

R80. *A) These are excess items and are not currently used on a weapons platform*

*B) There is currently no approved plan to carry additional weapons*

*C) Glock 17, Baton*

Q81. What is the current total headcount on the contract?

R81. *Historical information related to headcounts and positions has already been answered in Response #8. A full headcount, including management/administrative staff, is not required and will differ based on the Technical Approach quoted.*

Q82. Are any of the key staff positions currently vacant?

R82. *No*

Q83. Instructions, Conditions, and notices to Quoters – Page# IS.22, page 19 of 25.

Are all incumbent personnel qualified and certified to the requirements of the current solicitation?

R83. *Yes*

Q84. Attachment C-1

During the site visits, it was suggested that some of the security posts have changed due to COVID.

A. Does the post schedule provided in Attachment C-1 reflect those changes?

B. Is the post schedule expected to return to pre-COVID staffing levels during the transition? If so, can you please provide the pre-COVID post schedule?

R84. *A) No, the post schedule in Attachment C-1 does not reflect changes due to COVID. COVID changes are temporary in nature.*

*B) The quoter should develop their Technical Approach using Attachment A-1*

Q85. Attachment C-1

The Post Schedule includes several posts noted as 'Portals'.

Were those posts identified during the site visit? If not, are those posts located in the Forrestal campus or at a third location?

R85. *It is a third location which is identified in Section 4.2 of the PWS*

Q86. Instructions and Evaluation – Page# 14 of 25

Transition Period of 90 days is part of the base period of CLIN 1, although, there is CLIN 8 that also accounts for Transition Period costs.

Would the Government provide clarification? Do we include Transition Costs in the CLIN 1 Base Period and in CLIN 8, or do we provide the Base Period price excluding Transition Costs accounted on CLIN 8?

*R86. Transition cost are to be included in CLIN 8. The contract effective date or full assumption of contract starts after the 90-day transition is complete and is where CLIN 1 cost begin.*

Q87. Attachment A-1 (PWS) – Page# 14 of 25 Section 6.4.5

Can the dog training for K-9s be performed during duty hours or must it be performed during off-duty hours?

*R87. Can be performed during duty hours based on the quoters Technical Approach*

Q88. Attachment A-1 (PWS) – Page# 14 of 41 Section 6.4.7

A. The second bullet - Would the Government please clarify in detail what is meant by "Facility Certification"? Is this a certification of the Canine Handler Team on-site?

B. The fifth bullet - For the required "Regular monthly training provided by the Contractor," is the Handler able to perform monthly training with their assigned canine, or is a separate Contractor provided Trainer required to perform the training?

*R88. A) DOE Order 470.4 outlines the requirements. A contractor must have an FCL commensurate with the highest level of classified access (Secret or Top Secret) required for contract performance. It is a clearance of the business entity. In addition to having an FCL, some companies are required to "safeguard" classified information at their location. If this is the case, then they must receive Government approval to safeguard classified information.*

*B) A certified canine trainer is required to verify the completion of the required training and testing and certifications of the canines as identified in PWS Section 6.4 Canine Explosive Detection Services.*

Q89. PWS 6.7 Activity 3 – Training

A. Can the Government confirm that Basic Security Police Officer Training (BSPOT) requires 344 hours of instruction, and that candidates must complete BSPOT before they are eligible to stand post as a SPO I?

PWS 6.7.4

B. Can the Government confirm that Basic Instructor Training requires 38 hours of instruction, and that it can be completed at FLETC Cheltenham using the offeror's NTC-approved instructors?

R89. *A) Based on the HQs BSPOT curriculum, which NTC has certified, there is a total of 308 hours of instruction. A BSPOT candidate must successfully complete the requirements as outlined in DOE 473.3A and the BSPOT curriculum, prior to standing a post.*

*B) Basic Instructor Training requires 40 hours of instruction. Currently, BIT must be taught by the NTC. DOE HQ is not site certified to teach this course.*

Q90. Instructions and Evaluation, EV.5

Will offerors be given an opportunity to respond to negative past performance if they have not already been given an opportunity to respond?

R90. *Past Performance is limited to CPARs evaluations. Contractors have already been given an opportunity to respond to negative performance as reflected in CPARs evaluations.*

Q91. Are all the positions self-relieving and do not need to be relieved by another person? If they do need to be relieved by another person, is this post listed on the Post Staffing document?

R91. *All posts require staffing for the days and hours identified within the Attachment C-1.*