The purpose of Amendment 005 is to provide official answers to questions submitted by Industry in response to 80JSC018R0012.

See Page 2.
Attachment 1
Official Answers to Questions
Official Answers to Questions Submitted for
Johnson Space Center Protective Services (JSCPSC) II
80JSC018R0012

Note: The questions that are listed in this document were reproduced exactly as they were submitted.

1. L.2(c)....Volumes shall be separately bound in 3-ring binders that permit the volume to lie flat when open. For hardcopies, multiple volumes may be submitted in the same binder, if each volume is tabbed and labeled.

Q: Can the Government please clarify whether separate binders are required per volume or if multiple volumes may be submitted in the same binder?

Response:
Yes. Multiple volumes may be submitted in the same binder.

2. Page L-12, Volumes IV and V – Both of these volumes require the format to be MS Word. Can NASA please send the Model Contract, Section K, and SF30s in MS Word so that we can complete and return them in MS Word?

Response:
The Government will not provide a Microsoft Word version of these sections of the RFP.

3. Reference: RFP Section L.2, Proposal arrangement, page limitations, copies and format (c). Regarding the Cover Sheet information on each binder.

Question: May Contractors place/use artwork on the Cover Sheet/Binder in addition to the required information?

Response:
Yes.
4. Reference: RFP, Section L.2, Proposal arrangement, page limitations, copies, due dates: regarding Arial Type and font size.

Question: a) May contractors use Arial Narrow in tables, graphs, charts and graphics?  
Question: b) Would the Government please reconsider and allow 10 point font size in tables, graphs, charts and graphics?

Response:
   a) No. Please follow the instructions listed in Section L.2.  
   b) No. Please follow the instructions listed in Section L.2.


Question: b) Would the Government please make the completed Attachment L-1 non-page counted?

Response:
Per Table L-2: Overview of Proposal Volumes, Page Limitations, Copies, and Format, the Labor Relations Questionnaire is excluded from the page limit.

6. Reference 1: RFP Page L-18, Security Services Education and Training Program Plan, Subfactor E states:
The offeror shall provide a Security Services Education and Training Program Plan that adequately addresses all aspects of Section J, Attachment J.02, DRD-010.

Reference 2: RFP Security Services Education and Training Program Plan Page – DRD-010 para 8 states:
Initial Plan within 60 days of contract start: A Services Education and Training Program Plan.

Question: Does the Government intend offerors to provide the Services Education and Training Program Plan with the proposal or at sometime within 60 days of contract start?

Response:
This has been clarified in amendment 003 to the RFP. Please refer to DRD-010.
7. Can the government provide a corrected L-1 Labor Relations Questionnaire?  
   It seems to have some controls that are improperly connected. If I enter subcontractor name in the “Offeror/Joint Venture Partner name:” box and then select the “Subcontractor” radio button below it, it populates the next box with the subcontractor name where I would enter my company (the prime). If I replace that with my company, it changes the first entry to my company. The next set of radio buttons are also connected together incorrectly. You can only select one choice out of those four buttons when we should be selecting “Yes” on both questions. No matter the selection made it only allows answering one of the two questions.

   **Response:**  
   This has been updated in amendment 003 to the RFP.

8. In reference to the requirement to print on both sides of the paper per page L-13 “Sections of the proposal which are page limited shall be prepared and submitted using non-compressed Arial font with single-spaced 12 point text printed on both sides of the sheet with a one-inch margin on all sides in accordance with Microsoft Word default settings.” And in reference to page L-12, Table L-2: Overview of Proposal Volumes, Page Limitations, Copies, and Format, stating “75 total pages for Volume I & II (each offeror can decide its distribution within this limit)”

   Would the Government confirm that the intent is for Volume I and Volume II together to be 38 sheets of printed paper?

   **Response:**  
   Each printed side of a piece of paper is equal to one (1) page.

9. (a) “…Offerors, including joint ventures, major subcontractors (subcontracts with an estimated annual value greater than $4.5M shall each provide information on up to five past contracts (subject to the page limitation constraints).”

   Please clarify if it is up to 5 total references wanted from a bidding team, or up to 5 for each member of a bidding team?

   **Response:**  
   Up to five past contracts for each member of the bidding team.
10. “Provide an organizational chart displaying the relationships between the parent company, affiliate, and/or any other organizational entity (division(s), business units, or other segments of your company) which are proposed to perform the effort.”

1) Please clarify if this org chart needs to show the relationship among all team member companies, or just the prime and the prime’s divisions or business units? Procurement, Small business or legal and

2) is this org chart in addition to the Org chart required in Factor A Management?

Response:
1) The organizational chart should only display the relationship between the Prime’s parent company, affiliate, and/or any other organizational entities that are proposed for this effort, and those same companies, affiliates, etc. were also utilized in the proposed past performance examples.

2) This org chart is separate from the organizational chart required in Subfactor A – Management Plan.

11. L-3 Past Performance Matrix of Relevant Experience.
Are the SOW references on this matrix referring to this solicitation PWS requirements or the SOW requirements of the contracts our team is including as past performance refs in Volume II?

Response:
The SOW references on this matrix are referring to this solicitation’s PWS Requirements.

12. “….and the specific resources (workforce, management, facilities, or other resources) to be employed and relied upon to perform the proposed effort….”

Please clarify if this requirement is referring to this solicitation or to the past performance contracts in Volume II?

Response:
This requirement is referring to the relationship between past performance and this PWS.
13. “If the Past Performance volume includes data on any affiliated company, division(s), business units, segments, or other organizations of your company, then provide a narrative to address what they will be responsible for and/or proposing to do and the specific resources (workforce, management, facilities, or other resources) to be employed and relied upon, such that said parent et al will have meaningful involvement in contract performance.”

Please clarify if the Offeror’s response is supposed to be regarding the past performance contract being described as per the paragraph above (#1-13)? Or is the intention for the Offeror to discuss what they will be responsible for and/or proposing to do on the JSCPSC II contract?

Response:
The Offeror’s response should describe any affiliated company, division(s), etc. responsibilities in relation to the JSCPSC II contract and describe the past performance in relation to these responsibilities.

14. The revised L-5 EPM Template with Amendment 1 has a formula error on the tab TRT-Core where Column F is not summing all prior columns. Please confirm that the contractor can edit the formula in the excel file to sum all SOW FTEs.

Response:
The formula error has been corrected in amendment 003 to the RFP.

15. The revised L-5 EPM Template with Amendment 1 has labor category listing “Physical Security Specialist: Emergency Medical Technician-Intermediate (EMT-I)”. This conflicts with SOW 4.6 which calls for “The Contractor shall provide an Emergency Medical Technician-Basic (EMT-B) as part of the tactical element of the team…” Please confirm that the requirement is for “Emergency Medical Technician-Basic (EMT-B)”.

Response:
EMT-I is a typo. The EPM Template has been changed in amendment 003 to the RFP.
16. Our team is bidding on the JSCPSC II opportunity and we attended the prep-proposal conference this morning. We have noticed that the due date to the Government of completed Past Performance questionnaires is tomorrow, February 14 (according to L-4, *Transmittal Letter to Accompany Present/Past Performance*). Is this date still correct? As this date is one week before all questions are due the Government and almost 3 weeks before proposals must be submitted, we are requesting that this date be extended to match the proposal due date to allow adequate time for our reference POCs to complete the questionnaires.

**Response:**

*The due date for the Past Performance Questionnaire is March 21, 2018, to match the proposal due date.*

17. In the LPT TAB of NASA’s L-5 EPM Template 12-12-17, the Hours, Labor Rates, and Labor Costs sections do not breakout SLCs between Johnson Space Center and White Sands locations. Although the same SLC may exist in both JSC and WSTF, the labor rates will be different. Will NASA be revising the structure of the L-5 Template or providing alternate instructions on how to complete this template?

**Response:**

*The EPM has been revised to separate the LPT between JSC (LPT-JSC) and WSTF (LPT-WSTF) locations. Pricing instructions for the LPT have not changed. The EPM Template has been changed in amendment 003 to the RFP.*

18. Hurricane Preparedness and Hurricane Ride-Out – This section states, “After center closure the contractor shall provide a hurricane ride-out comprised of existing contract personnel exempt from the Administrative Leave Clause. According to the Administrative leave clause included in RFP, Section H, Page H-2, All contractors are covered by the Administrative leave clause. Can you please elaborate on the wording in the previous section?

**Response:**

*The term “contractors” in Section H, Page H-2 is referring to companies, not individual employees.*
19. In accordance with Executive Order 13706, Contractors must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave per year. Will the government confirm that regardless of the provisions of each Collective Bargaining Agreement which may prescribe fewer paid sick leave hours, Offerors must include this cost in their assumptions and that the government will not accept a request for equitable adjustment?

**Response:**
According to Section 4(c) of the SCA, the wage and fringe benefit provisions set forth in the Collective Bargaining Agreement supersede the wage and fringe benefits stated in the DOL Wage Determination. However, if the union and contractor choose to update the CBA, the Contractor may submit a Request for Equitable Adjustment in accordance with 52.243-1, Changes-Fixed Price. Please note that the government will only update the Wage Determinations/CBAs on the contract in accordance with the timeframes established in FAR 22.1007.

20. Can the Government provide a seniority list of personnel assigned to each location?

**Response:**
The seniority information is provided in the JSCPSC II Technical Library “Technical Library Incumbent Rates”, but is not broken out by location. We do not provide that break out as it is not available.

21. Can you provide the pay rate for the positions identified as key personnel?

**Response:**
It is up to the Offeror to propose pay rates for key personnel based on the requirements called out in the PWS.
22. 4. Full-Time Equivalent (FTE) and Productive Hours
   For example, a FTE based on 2,080 total hours and who receives 10 holidays (80 hours), 1.5 weeks of vacation (60 hours), and 10 sick days (80 hours), would be shown as a productive FTE of 1,860 hours (2,080 total hours minus 80 hours for holidays minus 60 hours for vacation time minus 80 hours for sick days).

   1) Since the offeror will not know the seniority of the incumbent staff and right of first refusal is required of the incumbent staff, will the Government set the productive hours?
   2) If not, will an adjustment be given if the Offeror under-estimates the non-productive burden?

   **Response:**
   1) The Government has provided the seniority of incumbent personnel percentages for the entire contract in the “Technical Library Incumbent Rates” document in the technical library. The Government will not be setting the productive hours. Offerors are to establish the productive hours per FTE in accordance with their own estimating system.
   2) The Government will not provide an adjustment if an under-estimate to non-productive burdens occur.

23. IDIQ FIRM FIXED PRICE HOURLY RATE TABLE
   “The fixed hourly labor prices in this table are fully burdened (for example, they include wages, fringes, indirect and corporate expenses) as well as the contractor’s profit. In addition, the prices in this table include incidental supplies required for the identified skill to perform security services.”

   Are labor hours spent for training and recertification reimbursed from the hourly rate table?

   **Response:**
   No. Training and recertification are associated with base contract activities. Any associated travel will be covered under an IDIQ Task Order.

   The IDIQ FIRM FIXED PRICE HOURLY RATE TABLE is only associated with additional requirements specified in Section 2.2 IDIQ of the PWS.
24. “[Offeror Fill-In Standard Labor Category and hourly rates in the table below for your proposed labor categories] “…JSC Standard Labor Category”
Can the Government provide minimum productive hours for the listed positions?

**Response:**
The Government will not be setting the productive hours. Offerors are to establish the productive hours per FTE in accordance with their own estimating system.

25. Are major subcontractors required to have a facility clearance up to Top Secret if the positions assigned do not require a secret/TS clearance?

**Response:**
Under the described circumstance, a top secret clearance would not be required. However, the sub-contractor must have the required secret clearance needed to support their tasks under this contract.

26. Are subcontractors required to have a Top Secret Facility Clearance to be a sub to the prime contractor or just the prime contractor required to have the TS clearance?

**Response:**
Under the described circumstance, a top secret clearance would not be required. However, the sub-contractor must have the required secret clearance needed to support their tasks under this contract.

27. Will the government sponsor a company for a top secret clearance and then the SCI

**Response:**
As stated in the SOW, Section 3.14 Facility Clearance Level and National Security Positions, the Prime Contractor shall possess a current TS clearance at proposal. However, those prime contractors who possess a TS/FCL will receive sponsorship for the Sensitive Compartmented Information (SCI).
28. If in a Joint Venture one company has a top secret clearance and will perform a majority of the work (According to the Agreement the Mentor will perform 55% of the work) will this suffice until the other company receives a top secret final clearance, or work with an interim Top Secret. Both companies are Service-Disabled Veteran-Owned

**Response:**
If the partner that has top secret clearance is proposing to perform all functions that are classified as top secret, this will suffice. However, if the partner that does not currently have a top secret clearance is proposing to perform any function that is classified as top secret, then both partners must have top secret clearance upon submission of the proposal.

29. Are the subcontractors required to be a SDVOSB?

**Response:**
No. The Prime is required to be a SDVOSB.

30. Will the contractor be able to access NASA’s network/Wi-Fi for our business systems or will the contractor be required to establish its own network/Wi-Fi?

**Response:**
Yes. The contractor will be able to access NASA’s network/wi-fi with the NASA provided Information Technology.

31. Are there any restrictions concerning Contractor deployment or use of wifi or cell phone enabled technology (e.g., iPad, cell phones, etc.)? Will the Contractor be allowed access to Government wifi or Local Area Networks? Please provide details concerning any restrictions at JSC Houston, and at White Sands.

**Response:**
No, there are no restrictions concerning Contractor deployment or use of wifi or cell phone enabled technology. Yes, the contractor will be able to access NASA’s wi-fi network.

32. How many vehicles are required at JSC?

**Response:**
It is the Government's intent that the Offeror determines these requirements based on the Offer’s understanding of the full scope of work addressed in the PWS.
33. Did NASA eliminate the requirement for contractors to purchase any special vehicles for JSC? Such as ATVs, 4 wheelers or side by sides for fence perimeter checks.

**Response:**
No, the requirement is specifically called out in the PWS for JSC and WSTF. Attention to NPR details is critical for many requirements called out in the PWS.

34. 14. Appendix H: Vehicle Standards “In the event U.S. Government property is damaged the Contractor will be held responsible. The Contractor shall be solely responsible for the repair and restoration of such property subject to NASA and/or GSA direction.”
Are repairs to be made by the contractor regardless of fault? i.e., hail damage, vehicle accident where a civilian vehicle damages government equipment, etc.

**Response:**
Yes, the contractor will be held responsible for the repair and restoration of the vehicles regardless of fault, including acts of nature.

35. Does the government have an annual mileage per vehicle or total miles per year to help identify fuel costs and replacement/in-service costs to maintain serviceability standards?

**Response:**
JSC: Daily average per vehicle used by each labor category varies. A roving patrol could average 100+ miles per day depending on the labor category using the vehicle and the site location.

WSTF/WSC: Fuel costs are paid by WSTF due to proximity to nearest gas station.

“...Be responsible for fuel, refueling and provisioning of fuel for contractor operated vehicles.”

Please clarify if “responsible” means pay for? Please specify if the contractor pays for fuel at WSTF, JSC, etc.

**Response:**
Yes, at JSC the contractor is responsible for all vehicle costs including fuel. WSTF is clarified in the PWS and in the answer to question #35 above. Please refer to Appendix H.
37. Does the government reimburse the cost of maintenance of Government-owned law enforcement bikes?

**Response:**
No, the government does not reimburse the cost of maintenance of Government-owned law enforcement bikes. As stated in Section 14.2, all service, repair, and maintenance of all bikes shall be the Contractor’s responsibility.

38. Does the government reimburse the cost of maintenance of Government provided public information trailers?

**Response:**
No, the government does not reimburse the cost of maintenance of Government provided public information trailers. As stated in Section 14.2, these shall be maintained and moved as directed by the COR.

39. 14.2. JSC Special Vehicles “The SRT shall maintain and clean the Government provided panel vehicle that is used for tactical response and training.”

Does the government reimburse the cost of maintenance?

**Response:**
No, the government does not reimburse the cost of maintenance. As stated in Section 14.2, the SRT shall maintain and clean the Government provided panel vehicle that is used for tactical response and training.

40. Does the GSA furnished vehicles already have the necessary items installed

**Response:**
No. Please refer to Section 3.9.

41. Reference: PWS, Appendix H: Vehicle Standard, there is not a specific type or quantity by type (sedan vs. SUV) listed for the performance of the contract at JSC and associated buildings.

Question: Is there a vehicle listing detailing the minimum number of sedans and SUVs needed for the performance of the contract?

**Response:**
The offeror should propose a plan that satisfies the requirements of the PWS and ensures continuous operability of all vehicles needed to support 24/7 operations.
42. Is there a certain number of vehicles needed for the JSC site and types of vehicle

**Response:**
The offeror should propose a plan that satisfies the requirements of the PWS and ensures continuous operability of all vehicles needed to support 24/7 operations.

43. What is the all-terrain government vehicles needed for JSC site

**Response:**
Please refer to Section 14.2 of the PWS.

44. Are the roving bike patrols required in all weather conditions?

**Response:**
The contractor should use discretion for employee safety and comfort. It is up to the contractor to staff and propose a solution that meets the roving patrol requirement.

45. Are the EMT classes paid for by hourly CLIN?

**Response:**
Training is covered under base contract activities. Please refer to Section 12.3 in the PWS.

46. During the pre-proposal conference, the Government mentioned WSTF’s location in reference to Juarez, Mexico. Are there any Border Protection Agents or INS agents performing patrols inside the fence line of WSTF?

**Response:**
The contractor is only responsible for the government property in New Mexico. There are NO outside Government Agents performing patrols within the NASA property lines.

47. 1) How many NASA personnel are authorized to carry firearms?
   2) What types of firearms do they carry?
   3) Is the contractor required to purchase this ammunition?

**Response:**
1) This is covered throughout the PWS.
2) Please refer to Sections J.03 and J.04.
3) Please refer to Appendix F and G in the PWS.
48. Attachment J.02  DATA REQUIREMENTS DESCRIPTIONS (DRD)
Security Services Education and Training Program Plan DRD
Please confirm that this DRD gives the Offeror the total number of security forces personnel?

Response:
The FTE approximations in the DRD are for example only. The statement of work calls out the requirements and it is up to the offeror to propose adequate staffing in order to satisfy requirements at JSC and WSTF/WSC.

49. Reference: Contract Administration Data, RFP Page G-2, para (b)(1) states. “The official accountable recordkeeping, financial control, and reporting of the property subject to this clause shall be retained by the Government and accomplished within NASA management information systems prescribed by the installation Supply and Equipment Management Officer (SEMO) and Financial Management Officer.

Question A: Would the Government please provide a description and purpose of the official accountable recordkeeping control system in use at JSC/WSTF?

Response:
JSC/WSTF use the Equipment System, which is the front end component of the NASA Property, Plant, & Equipment (PP&E) System that is used to establish a digital Equipment Master Record (EMR) for identification, control, and accountability of equipment acquired by NASA.

More information on the NASA PP&E System can be found in NPR 4200.1H. See link below:

https://nodis3.gsfc.nasa.gov/displayDir.cfm?Internal_ID=N_PR_4200_001H&page_name=main

50. INSTALLATION ACCOUNTABLE GOVERNMENT PROPERTY Attachment J.03
Are all items listed in Attachment J.03 for contractor use only??

Response:
Yes.
51. Reference: PWS 4.8 ARMORY, RFP Page C-18, para 3 states:
   “No modifications to the operating system, firing mechanism, and/or trigger groups shall be
made to any NASA-approved firearms. Only qualified gunsmiths will repair weapons and
qualified gunsmiths or armors will modify or repair grips, sights and control levers. Only
ammunition with brass cartridge cases (to include brass cases with chrome or nickel plating)
shall be used. Duty ammunition shall be expended at training sessions at least once every 12
months. All armory property will be inspected and inventoried daily. Any missing or
damaged items will be reported to Contract management, the COR and CCPS/CCS. The
Contractor shall maintain logs of round-count on contractor assigned weapons along with the
maintenance performed.”

Section 4.8 implies an Armorer is available to modify or repair weapons at the armory.
Standard Labor Categories (SLCs) provided in Section J, Attachment J.09 do not list an
armorer as a required position.

Reference: PWS 12.9.2 WSTF, RFP Pages C-70 and C-71 para 8 states:
“The Contractor is required to ensure the safety, serviceability and proper maintenance of all
firearms, ammunition and related equipment utilized by the Contractor. The Contractor shall
perform the maintenance on all firearms, including those issued to civil servants.”

Question: Is the Armorer position, mentioned in PWS 4.8, a Standard Labor Category (SLC)
position required to be filled by the contractor?

Response:
No. Armorer/Gunsmith is not a Standard Labor Category and is not expected to be
filled by the contractor. All weapons are IAGP and it is up to the government’s
discretion to have the weapon repaired or retired.

52. Reference: PWS Section 4.0, JSC, EF, SCTF, and EPFOL Protective Service requirements
the hours by labor category and post could lead the offerors to propose different levels of
effort for the requirement.

Question: Would NASA please provide a Post Exhibit to allow for clarity on the labor
categories, hours of operation, days of the week as part of the wording in Section 4.0 and
eliminate any variances in interpretation of the language?

Response:
There are maps provided in the Technical Library. However, the RFP calls out the
requirements. It is up to the offeror to develop a proposal to satisfy these requirements.
53. Are the JSC NASA polos provided for the TSS Specialist by NASA

**Response:**
No. The Contractor will provide the polos for the TSS Specialist.


Question: There are various photographs and requirements for the different labor categories and uniforms that are needed. Please clarify which of the employees in the photographs will need Level IIIA Body Armor. In Section 13, it references all Armed Security Police Officers. The photographs did not seem to have Body Armor on all of the Security Police Officers. Please clarify?

**Response:**
The photographs serve only to illustrate uniform standards not protective equipment standards as outlined in the PWS. Please refer to Section 13.3 of the PWS for the labor categories required to wear body armor on duty.

55. Will the government provide the ECW’s

**Response:**
No. Please refer to Section 3.10 and 13.2 of the PWS. ECW’s are considered intermediate weapons by NASA.

56. If the ECW are contractor supplied can you provide a description of what kind of ECW is required

**Response:**
The contractor should provide intermediate weapons that comply with federal, state and local law enforcement standards.

57. Will the Post Schedule be provided

**Response:**
The requirements are called out throughout the PWS.
58. Where do I find Post Exhibits, Cost templates and insurance requirements?

Response:
- There are maps provided in the technical library. However, the RFP calls out the requirements.
- Price templates are provided in the RFP that are due at submission to NASA.
- Insurance requirements should be coordinated through the parties proposing. The PWS calls out the center requirements and insurance coverage would be part of the proposer’s price.

59. Would the Government consider extending the due date of the proposal to allow bidders additional time to assimilate the answers to questions?

Response:
The due date for proposal submission was extended with amendment 002.

60. On February 7, 2018 NASA updated the Acquisition Schedule of the JSCPSC II webpage. The update included posting that the due date for “Past Performance Proposal Volume Due” has changed from March 5, 2018 to February 14, 2018. Please confirm that this is an error and should read, “Past Performance Questionnaires Due”.

Response:
NOTE: This answer supersedes the response provided to question #5 in Amendment 004.

The schedule on the website has been updated to reflect the “Past Performance Proposal Volume” being due on March 21st. The Past Performance Questionnaire is included with the Past Performance Proposal Volume therefore the due date for all Past Performance related documentation is March 21st.
61. Reference: KEY PERSONNEL AND FACILITIES (MAR 1989), RFP Page H-2, 1852.235-71 lists five positions as Key Personnel: Program Manager, Chiefs of Security, Training Manager(s), Deputy Chief of Security (WSTF only) and Technical Support Services Supervisor (JSC only).

Reference: JSC DATA REQUIREMENTS DESCRIPTION (DRD), RFP Page 1 of 2
1. Management Plan, DRL 004, Content 3. States: “For the proposed key personnel listed in Section H Clause 1852.235-71 Key Personnel and Facilities, provide a resume stating their education (including licenses and certifications), current position, current significant responsibilities or projects, previous positions, and professional activities and achievements (including patents and significant publications)”.

Question A: Is there a government specified format for Key Personnel resumes?
Question B: Would NASA please make resumes non-page counted?

Response:
   a) No, there is not.
   b) Resumes will remain included in the 75 page limit.

62. Reference: All CBAs.

Question: Will a seniority listing for the CBA employees be available to offerors to assist with the allocation of Vacation and Wages? Please advise for the four CBA's.

Response:
The Government has provided the seniority of incumbent personnel percentages for the entire contract in the “Technical Library Incumbent Rates” document in the technical library.

A seniority list for the CBA employees will be provided to the successful Offeror not less than 10 days prior to the completion of the current contract in accordance with FAR 52.222-41(n). It is the responsibility of the Offeror to propose a fringe benefit rate that reflects its best estimate of the fringe benefit costs.

63. Reference: CBAs: JSC Locksmith/JSC Badging Clerks/WSTF Security Guards have a severance associated with the employees.

Question: Who would be responsible for this severance? Is it the incumbent, or the winning contractor should they, in their initial testing during phase-in, determine that the employees are not fit for duty on the contract? Please advise.

Response:
The successful Offeror contractor is responsible for the severance pay for employees that are determined not fit for duty.
64. Reference: International Association of Machinists and Aerospace Workers CBA

   a) Reference page 18-19, Article 17, Section 17.1, Jury Duty:
   Question: Is the payment by the company for up to 10 days of Jury Service, included in the H&W?

   b) Reference page 26, Article 22, H&W:
   Question: May this benefit be paid into taxable wages?

   **Response:**
   a) **Yes, the payment by the company of Jury Service should be included in the H&W rate.**
   b) **No, this benefit may not be paid in taxable wages. However, the Successful Offeror can discuss this topic during negotiations with the union.**

65. Reference: SPFPA – Amalgamated Local 300 CBA

   a) Reference: CBA page 10, Article 10, pay days, semi-monthly 10th and 25th
   Question: May contractors migrate to their own pay cycle instead of this one?

   b) Reference: Page 47, Article 21, Section 21.1, H&W
   Question: Is the $1,275 per month for each full-time employee part of the H&W benefit, or is it in addition to the H&W?

   c) Reference: Page 47, Article 21, Section 21.2, the $50,000 group life insurance policy
   Questions:
   1. Is this a company paid benefit?
   2. Is it part of the H&W benefit or is it in addition to the H&W benefit?

   **Response:**
   a) **Yes, contractors may migrate to their own pay cycle.**
   b) The amount of $1,275 per month for each full-time employee is part of the H&W benefit.
   c) 1) The successful Offeror will be responsible for paying the $50,000 group life insurance policy.
      2) This benefit is part of the H&W benefit.
66. Reference: Office and Professional Employees International Union Local 129-CBA
   a) Reference: Page 10, Article 10 Wages, Section 10.6; Employee working 5 years+ and 10 year+, the employer contributes additional non-matching contributions to the 401k

   Question: Is this contribution contained within the H&W benefit, or is it a payment over and above the H&W benefit?

   b) Reference: Page 11, Article 10 Wages, Section 10.7
   Question: Employees receive shift differential for the 1st and 3rd shifts. Would the Government please advise the monetary differential for each shift?

   c) Reference: Page 26, Article 25, Insurance. “Employer pays 90% of Premiums.”
   Questions:
   1. Is this correct?
   2. Please clarify, is this included within the H&W benefit, or is it in addition to the H&W benefit?

   Response:
   a) This payment is considered over and above the H&W benefit. However, the successful Offeror is responsible for the monetary terms of the CBA for one year after award.
   b) According to Page 11, Article 10 Wages, Section 10.7 of the Office and Professional Employees International Union Local 129-CBA, the monetary differential for each shift is $0.25 per hour.
   c) 1) According to the tables depicted on page 26, the Contractor is responsible for various payment percentages due to the various coverage types. The Contractor is responsible for 90% of the premium payment for those employees who choose the Employee only coverage. This 90% premium payment is for health (BCBS Plan 94), dental, and vision insurance.
   2) This benefit is included with the H&W benefit.

67. 3.14. Facility Clearance Level and National Security Positions – The Contractor shall provide a plan to ensure the appropriate clearances are obtained to support this contract. – Due to the RFP being set-aside for SDVOSB offerors, many of the offerors may be newly formed SDVOSB Joint Ventures. Pursuant to SBA rules, SDVOSB JVs must be unpopulated, therefore all cleared positions will be performed by JV member companies’ personnel under their respective company CAGE Code. Please confirm that a bid submitted by a SDVOSB unpopulated JV not possessing a TS FCL, whose members are both cleared to the TS level, is acceptable.

   Response:
   For proposals submitted by joint ventures, the TS facility clearance must be granted in the name of the joint venture.