



STATE OF TENNESSEE
DEPARTMENT OF GENERAL SERVICES

**REQUEST FOR PROPOSALS #32110-22726
AMENDMENT #5
FOR GOODS OR FACILITY PROTECTION SERVICES**

DATE: April 17, 2026

RFP #32110-22726 IS AMENDED AS FOLLOWS:

1. This RFP Schedule of Events updates and confirms scheduled RFP dates. Any event, time, or date containing revised or new text is highlighted.

EVENT	TIME (central time zone)	DATE
1. RFP Issued		02/19/2026
2. Disability Accommodation Request Deadline	2:00 p.m.	02/24/2026
3. Pre-response Conference	10:00 a.m.	02/26/2026
4. Notice of Intent to Respond Deadline	2:00 p.m.	02/27/2026
5. Written "Questions & Comments" Deadline	2:00 p.m.	03/04/2026
6. State Response to Written "Questions & Comments"		04/17/2026
7. Response Deadline	2:00 p.m.	04/30/2026
8. State Completion of Technical Response Evaluations		05/26/2026
9. State Opening & Scoring of Cost Proposals		05/27/2026
10. Negotiations (Optional)		06/03/2026 – 06/10/2026
11. State Notice of Intent to Award Released <u>and</u> RFP Files Opened for Public Inspection	4:30 p.m.	06/11/2026
12. End of Protest Period		06/18/2026
13. State sends contract to Contractor for signature		06/22/2026
14. Contractor Signature Deadline	2:00 p.m.	06/25/2026

2. State responses to questions and comments in the table below amend and clarify this RFP.

Any restatement of RFP text in the Question/Comment column shall NOT be construed as a change in the actual wording of the RFP document.

RFP SECTION	PAGE #	QUESTION / COMMENT	STATE RESPONSE
		1. Are you able to share the current bill rates and pay rates?	Please see current contract documents found here: Active Statewide Contract Eval
		2. What is the current make and model of the 9mm pistols in use with the FPOs working with the incumbent?	Glock 19
		3. What is the current rate of pay for the FPOs working with the incumbent contractor?	\$26.00 for FPOs \$33.00 for FPO Supervisors
		4. Is there a CBA in effect anywhere in the state with the current contract?	The State's assumption is that "CBA" stands for Collective Bargaining Agreement. If this is the case, the answer to this question is no.
		5. Please verify that all FPO posts listed are armed positions.	Yes. This contract is for armed law enforcement.
		6. The drug screening requirements specify pre-employment screening, plus 10% per quarter. Is there a 100% annual or recurring requirement in addition to pre-employment screening? For example, for option years?	No. Contracting Officer and/or COTR may request urine drug screenings at any time, per Pro Forma Section A.9.c.3.
		7. Are the medical and psychological exams described only pre-employment, or is there a recurring requirement (i.e. , annual, every 3 years, etc?)?	These requirements are pre-employment. Recurrent testing is not required. Contractor shall ensure personnel meet the requirements of Pro Forma Section A.9 at all times during post assignment.
		8. Please verify/specify if there are any font or page limit requirements for the Technical proposal.	Please see RFP Section 3.1.1.2.
		9. Which posts require a separate FPO or Supervisor for breaks and lunch relief, and which posts are allowed to self-relieve or eat lunch while on duty?	Most posts have multiple FPOs which self-relieve and take breaks when needed.
		10. In the Cost Proposal/Scoring Guide and paragraph C.2 of the provided Contract document, it appears that these hourly billing rates are to apply for the "Firm Price Period" for each position and the scoring guide are for a single year. Please verify that the prices we provide are for a single, base year. If we plan on	Contractor shall provide pricing that shall be applicable for the entire Contract period. After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.

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		<p>annual pay raises, do we forecast for the entire 3-year Base Period and supply these fixed hourly rates for each calendar year, or provide a combined/ consolidated hourly rate that includes the entire 3 year base period, or do we apply for an hourly rate adjustment every year in accordance with paragraph C.2 (not to exceed 7%) to accommodate the pay raises each year for each position?</p>	
		<p>11. In the cost proposal, it specifies 10 vehicles with a blank \$ /vehicle in the cost column. Is this cost figure for a single vehicle for the entire one year "Firm Price Period" described in paragraph c.2 that is applicable for each year of the 3-year base period? Or is this figure to be billed monthly, annually, or only one time for the entire Base Period of Three Years?</p>	<p>Respondents shall input Vehicle pricing in accordance with RFP Attachment 6.3, has a unit of measure of EA (each). The pricing submitted is applicable for the entire term of the contract, up to five (5) years. After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.</p>
		<p>12. The pre-bid conference and the contract provided both specify a requirement for 10 vehicles. Are these vehicles all assigned and dedicated to FPO posts? If so, which posts? All that is included in the post staffing is the vehicle garage patrols in Nashville at 400 Harrison Street, and it isn't clear if one or two vehicles are required there. How many vehicles are in use by Supervisors and Management? If we deem there are more than 10 vehicles required for posts and supervisors, can we bill for those additional vehicles over 10, or do we need to figure them into our overhead?</p>	<p>While the State requires a minimum of 10 vehicles, the pricing of each vehicle shall be billed in accordance with the pricing provided by the awarded Contractor. Currently, the vehicles needed for contract purposes are anticipated to be:</p> <ul style="list-style-type: none"> 2- Roving Patrol/CM- Day & Night 1- VTS- Roving Patrol 1- Nashville Roving Supervisor 1- Memphis Roving Supervisor 1- Knoxville/East Roving Supervisor 1- Southern/Lawrenceburg Roving Supervisor 2 -MALETA- Day & Night <p>Outside of this, if a new post/facility comes on board which requires a vehicle, that should be billable at that point in time at the pricing provided by the Contractor on the vehicle line item. The State will not reimburse for vehicles utilized by management.</p>
		<p>13. Can you provide an estimated mileage for the 10 vehicles? (Daily per vehicle, or total annual, etc?)</p>	<p>Some of these vehicles are utilized roving between parking lots or on a military base (speed limits below 20) with minimal speeds. The mileage</p>

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		This is so we might forecast fuel usage.	<p>would be low in these vehicles but due to the low idle and being in operation for long periods, vehicles may have higher maintenance needs. That is why some 24/7 posts have two vehicles- one for day and one for night. The roving supervisor positions will travel between 4-5 counties per day. An exact mileage is not known because it is different between the regions and something the state does not manage.</p> <p>Below is a brief description of each vehicle anticipated to be needed:</p> <p>2- Roving Patrol/CM- Day & Night (Davidson County- Capitol Hill area and state parking lots)</p> <p>1- VTS- Roving Patrol (Rutherford County- National Guard Base- Multiple acres and fence lines to patrol)</p> <p>1- Nashville Roving Supervisor (Davidson- Several Locations, Montgomery)</p> <p>1- Memphis Roving Supervisor (Madison/Jackson, Shelby/Memphis- several locations)</p> <p>1- Knoxville/East Roving Supervisor (Wilson, Dekalb, White, Warren, Sumner, Putnam)</p> <p>1- Southern/Lawrenceburg Roving Supervisor (Maury, Bedford, Rutherford, Cannon, Coffee)</p> <p>2 -MALETA- Day & Night (Davidson- Patrol on MALETA property)</p>
		14. Is the State looking for one company to fill all positions or can it be broken up and bid on by regions?	The State is seeking one (1) Respondent to provide services to the entire State of Tennessee.
		15. Will you be supplying the pay rates or is this up to the contractor?	The Respondent shall input pricing in accordance with RFP Attachment 6.3.
		16. I notice that the amount of vehicles fluctuate annually. Is there a base for the year or is this as needed.	The amount will only fluctuate if new posts come on board which the agency requires vehicle patrols due to size of location.
		17. Is there a required performance bond, if so, how much?	The State does not require a bond for this solicitation.

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		18. Is there a minimum hourly pay rate for each position that we must comply with?	No. The Respondent shall input pricing in accordance with RFP Attachment 6.3.
		19. Are there any specific safety gear and equipment that must be provided by the vendor?	Please see Pro Forma Section A.17. for a listing of all equipment and items which shall be provided by the awarded Contractor, which includes a requirement of safety gear such as level II or greater bullet proof vest (Section A.17.e.2.)
		20. We understand that there is a request for 10 vehicles. Please provide the daily, weekly, or monthly mileage for each one.	Please see the response to Question 13.
		21. Of the 3 types of example vehicles shown in the RFP document, is there a preference in the make/model?	The State has no suggested models to provide. Contractor shall ensure equipment utilized meets all requirements and terms set within the contract, including but not limited to Pro Forma Section A..17.c. and Pro Forma Attachment K.
		22. Is there a requirement that each shift has a smartphone device? If yes, how many devices are needed?	The State does not require smartphone devices for this Contract.
		23. What is the estimated number of required weapons and radios?	The exact amount required is unknown. However, every post will require weapons and radios for FPOs on duty.
		24. Please describe the role and any requested background requirements of the account manager.	Please see Pro Forma Section A.14.a. for the requirements of the Contract Manager.
		25. Does the Account Manager have access to one of the vehicles for traveling purposes from site to site? Is the Manager required to travel to each site on a scheduled frequency?	The management team does not/will not have access to the vehicles listed in this contract. The State will not reimburse for vehicles utilized by management. All management shall be expected to travel between regions for site inspections, FPO inspections, recruitment, and other reasons as necessary. Each post/site must be inspected quarterly at a minimum and when issues/problems arise
		26. Are the training hours billable that are listed in Attachment F?	No. Please refer to Pro Forma Section A.10.e.

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		27. Please list the holidays that the State of TN observes and are billable at a higher holiday rate.	A link to all holidays observed by the State is here: https://www.tn.gov/about-tn/state-holidays.html . The Contract does not include a line intended for holiday pay. All hours worked are only billable to the State at the rates in accordance with Pro Forma Section C.3.
		28. Please confirm the total annual contract value for Contract #73187 for each year 2022 through 2025, in addition to the total annual hours provided in Section 1.1.2 .	Total Contract Spend 2022-2025: 2022: \$4,047,290.26 2023: \$6,883,499.86 2024: \$9,397,234.95 2025: \$12,442,507.40
		29. What is the State's projected annual budget for the new contract term under RFP #32110-22726?	The State is anticipating an amount over \$15 million annually. This is under the assumption that staffing levels are at 100%, which is not the case, and also does not include the potential addition of posts/facilities. The State does not guarantee that it will buy any minimum quantity of goods or services under this Contract, per Pro Forma Section C.1.
		30. Will the State provide the current fully burdened hourly bill rates for: •Facility Protection Officers •Supervisors •Contract Manager •Overtime Security Services •Assistant Contract Manager •Recruiter/Quality Control Manager	Please see the response to Question 1. The current Contract does not include Assistant Contract Manager or the Recruiter and Quality Control Manager lines, as these are new additions.
		31. Is the State seeking rate parity with the incumbent contract, or is the State anticipating rate adjustments due to market wage escalation and statutory benefit increases?	The Respondent shall input pricing in accordance with RFP Attachment 6.3. After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.
		32. Is there a not-to-exceed annual ceiling amount for the contract?	No. Please see Pro Forma Section C.1., Estimated Liability.
		33. How will Emergency Security Services hours be funded if activated, given that historical usage reflects zero hours in prior years ?	Please see the response to Question 29.
		34. Are vehicles to be priced separately or incorporated into hourly rates, considering historical	The unit of measure for Vehicles is EA (each). Please refer to RFP Attachment 6.3., Cost Proposal and Scoring Guide.

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		vehicle counts provided in Section 1.1.2 ?	
		35. Please confirm the name of the current incumbent contractor under Contract #73187.	Please see the response to Question 1.
		36. What percentage of the current FPO workforce is expected to remain post-award?	The State cannot give a concrete estimate of the percentage of current FPOs who will continue on under the new contract. The State does not expect, and Respondents should not depend on, any specific number of FPOs to be retained.
		37. Will the State provide anonymized incumbent staffing rosters, wage rates, seniority dates, and certification expiration dates to support transition planning, as referenced in the Phase-Out section of the Pro Forma Contract ?	The information deemed necessary for a successful transition will be provided to the awarded Respondent in accordance with Pro Forma Section A.6.
		38. Are there any documented performance deficiencies or cure notices issued to the incumbent during the current contract term?	The State declines to answer this question.
		39. Beyond the historical hour data provided , does the State anticipate expansion or reduction of FPO coverage during the initial base year?	The State does not have an estimate specific to the initial year to provide. The total purchases of any goods or services under the Contract are not known. Please see Pro Forma Section C.1., Estimated Liability, which contains an estimate for the entire Contract term, including all renewal options.
		40. Are additional facilities expected to be added beyond those listed in Appendix 7.1?	Please see RFP Amendment item 3 below for revised Pro Forma Section A.12.a.3.
		41. What is the anticipated ratio of patrol posts versus fixed lobby posts as defined in Post Orders?	The FPO is typically assigned to an entire site, not just an entry/exit desk. A majority of posts are considered "roving" within their assigned jurisdiction.
		42. Will Assistant Contract Manager and Recruiter/Quality Control Manager positions (estimated annual quantities shown in Section 1.1.3) be mandatory full-time roles?	Yes, please RFP Amendment item 3 below for see revised Pro Forma Section A.14.b.1. and Pro Forma Section A.14.c.1.
		43. What is the expected Supervisor-to-FPO ratio?	Supervisors are assigned to a region, and this varies by region. The State

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			estimates the ratio would be 1 to 10 or 1 to 15, assuming all supervisor posts are filled.
		44. What is the anticipated overtime percentage based on historical patterns?	The State does not have an estimate specific to overtime to provide. Please see historical spend in RFP Section 1.1.2.
		45. Will the State assist in expediting POST medical and psychological certifications (Attachments G and B) during transition?	No.
		46. Does the State anticipate any changes to minimum curricula requirements outlined in Attachment F ?	The State does not anticipate changes. If changes become necessary, the State may pursue a Contract Amendment.
		47. Are there currently any waivers granted for experience qualifications under Section A.9 of the Pro Forma Contract ?	Per Section A.9. of the Pro Forma Contract, "[t]he State may consider a waiver from preemployment requirements (on an individual basis and depending on circumstances) for an Entry Level Separation, a General Discharge under Honorable Conditions, or a misdemeanor violation." The information deemed necessary for a successful transition will be provided to the awarded respondent in accordance with Pro Forma Section A.6.
		48. Will the Contractor be required to purchase new uniforms consistent with Attachment H at contract start, or may compliant incumbent uniforms be retained ?	It is the responsibility of the Awarded Contractor to provide uniforms in accordance with Section A.17.e. and Attachment H. Discussions regarding the potential to retain incumbent uniforms could be had after contract award during contract transition.
		49. Are weapons and ammunition State-issued or Contractor-provided?	Awarded Contractor shall provide weapons and ammunition. Please see Pro Forma Section A.17.d.
		50. Will the State provide communications equipment, or must the Contractor provide all radios and cellular devices as indicated in Post Orders ?	Awarded Respondent shall provide radio communication devices. Please see Pro Forma Section A.17.b.
		51. Are metal detectors, X-ray machines, and CCTV equipment State-owned?	Yes.
		52. What are the specific performance metrics that will be monitored by	The State does not have a list of specific performance metrics to provide, as this may vary by

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		the COTR as defined in the Pro Forma Contract ?	assignment. This determination will be made at the discretion of the Contracting Officer and COTR, as applicable. The Contractor shall follow all requirements in the Contract, including, but not limited to, Pro Forma Section A.18.
		53. What reporting format and frequency is required for Quality Control reporting under Section A.7(c) ?	The Quality Control Plan should be provided by the Awarded Respondent within fifteen (15) calendar days after Contract award and should meet the requirements of Pro Forma Section A.7.c.
		54. Will the State require electronic timekeeping integration with State systems?	No. Any electronic timekeeping operations shall be at the discretion of the Contractor. The Contractor is responsible for providing invoices and justifications of billing in accordance with Pro Forma Section C.
		55. What is the anticipated contract term structure (base and option years) as defined in Section B of the Pro Forma Contract ?	The Contract term is three (3) initial years with two (2) one-year renewal options. Please see Pro Forma Section B.1. and B.2.
		56. Are price escalation clauses permitted for wage increases or statutory benefit changes?	No. The Respondent shall input pricing in accordance with RFP Attachment 6.3. After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.
		57. Will the State consider cost-of-living adjustments tied to CPI or state minimum wage increases?	No. The Respondent shall input pricing in accordance with RFP Attachment 6.3. After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.
		58. Please confirm minimum insurance coverage limits required under Section D of the Pro Forma Contract.	Please refer to Pro Forma Section D.32., Insurance, which lists the minimum required coverage limits.
		59. Has the State experienced any significant claims, use-of-force incidents, or liability matters under the current contract?	The State declines to answer this question.
		60. Are there indemnification provisions that differ materially from standard Tennessee procurement contracts?	Please see Pro Forma Section D. The indemnification terms utilized are standard language for Statewide Contracts.
		61. Please confirm the geographic distribution of facilities across	Please refer to RFP Appendix 7.1 and Pro Forma Attachment L.

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		Tennessee's Grand Divisions, as referenced in the Pro Forma Contract location requirement .	
		62. Are there any high-risk facilities requiring enhanced staffing, bilingual officers, or specialized training?	All posts can be considered high-risk. The State does not have specific requirements for officers when it comes to assignment of locations. The State does have some specific requirements for facilities which require additional training, which, if needed, shall be provided by the State at no cost to the Contractor.
		63. Are we able to conduct a site visit or visits?	The awarded Respondent is permitted official site visits after award.
		64. Will we be able to include any costs related to training staff's travel or lodging expenses? We prefer to have our trainers go to where the security officers are, whenever possible, for training. We also like for them to respond to any type of incidents involving use of force or critical incidents.	No. Please see Pro Forma Section C.4.
		65. Are any OJT expenses billable?	No.
		66. Will Facility Protection Officers (FPOs) be required to provide their own duty equipment (firearm, duty belt, body armor, etc.), or will the contractor be responsible for providing all equipment and uniforms?	The Awarded Respondent shall provide all duty equipment to FPOs, such as uniforms and firearms. Please reference Pro Forma Sections A.17.d. and A.17.e.
		67. Does the State require a specific firearm type, caliber, or qualification standard for FPOs beyond the Tennessee Armed Security Guard licensing requirements?	The Awarded Respondent shall provide firearms to FPOs in accordance with Pro Forma Section A.17.d. and follow training and licensing requirements of Pro Forma Section A.8.c.
		68. Will the State provide communication equipment such as radios, access badges, or reporting systems, or must the contractor supply these items?	Radios shall be provided by the Awarded Respondent per Pro Forma Section A.17.b. Keys and access control devices are State property, and, therefore, are State-provided per Pro Forma Section A.12.i. The Post Tracking System (PTS) shall be provided by the Awarded Respondent per Pro Forma Section A.12.t.1.
		69. Do post locations currently have security infrastructure such as magnetometers, x-ray scanners, or	A few locations have magnetometers, x-ray scanners, and access control systems in place. Those are provided

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		access control systems in place, or will contractors be responsible for providing screening equipment?	by the State. Training to run the equipment is provided by the State/THP at no cost to the Contractor. The training is also billable time.
		70. What additional equipment, if any, will the contractor be required to provide (for example: computers, uniforms, office equipment, etc.)?	Please see Pro Forma Section A.17. Contractor-Provided Property, which includes uniforms. Items not listed in Section A.17., such as computers and office equipment, are not required to be provided by the Contractor.
		71. What transition period will be provided between contract award and the required deployment of officers?	Please refer to Pro Forma Section A.6., Contract Transition.
		72. Are Facility Protection Officers required to complete any specific training beyond the Tennessee Armed Security Guard licensing requirements?	Please refer to Pro Forma Section A.10., Training and Attachment F, Training Guide for the full training requirements.
		73. In the attachment forms (Forms A through ___), are those forms intended to be completed by potential employees/candidates working under the contractor?	Pro Forma attachment forms are required to be submitted only by the awarded Respondent for each employee, as applicable. This is a requirement post-award and not required to be provided as part of the solicitation.
		74. What is the total length of the contract term, including any renewal options?	Please see the response to Question 55.
		75. What is the anticipated start date for the contract?	The official start date is to be determined, but the State anticipates the new contract will be in place prior to the current contract's expiration on December 31, 2026.
		76. Will the awarded contractor be permitted to hire current Facility Protection Officers working under the existing contract in order to support transition and continuity of services?	Yes. Please refer to Pro Forma Section A.6.a.
		77. Will the contractor or Contractee provide the duty weapons.	The Awarded Respondent shall provide firearms to FPOs in accordance with Pro Forma Section A.17.d.
		78. Do the duty weapons have to be a certain caliber and model	The State has no suggested models to provide. Contractor shall ensure equipment utilized meets all requirements and terms set within the

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			contract, including but not limited to Pro Forma Section A.17.d.6. All duty weapons are subject to approval as specified in Pro Forma Section A.17.d.6.
		79. Do the vehicles have to be a certain make, model and year? And do you have minimal mile requirement?	Please refer to Pro Forma Section A.17.c. and Attachment K for all vehicle requirements.
		80. Is there a specific test the state wants run for the physical and psychological exam?	Please refer to Pro Forma Section A.9.b., Attachment B, and Attachment G.
		81. For the background packet, do we submit that for approval by the state with our proposal?	Per Pro Forma Section A.9.d., Attachment C, Background Packet, is required to be submitted by the awarded Respondent for each employee. This is a requirement post-award and not required to be provided as part of the solicitation.
		82. Are we able to set up a site visit to see different environments the officers will be working in?	Please see the response to Question 63.
		83. Are we able to bill and pay time and a half for holidays? If so, the 6 major holidays?	Please see the response to Question 27.
		84. What are the current pay rates per position?	Please see the response to Question 1.
		85. Is there an office on-site for the Contract Manager and Assistant Contract Manager? If so, are they able to connect to state WiFi?	Yes, the Contract Manager and Assistant Contract manager shall work out of the Tennessee Highway Patrol (THP) Protective Services Office along with FPO dispatch at the State Museum. The State shall provide laptops for connection to the State network.
		86. Is there a vehicle allotted to the Contract Manager and Assistant Contract Manager?	Please see the response to Question 25.
		87. What is the average mileage for the 10 vehicles, or are we able to direct bill fuel?	Please see the response to Question 13. Direct billing fuel shall not be allowable under the Contract.
		88. Teaming & Subcontractors May a Respondent utilize subcontractors to provide specific components of the contract (e.g., training development, quality control oversight, vulnerability assessments, and security program	The State intends to award a contract to a single Respondent with the capacity to provide all services required under the contract to the entire State of Tennessee. The Awarded Contractor shall have the capacity to provide all services under

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		management) while the prime contractor provides staffing and guard services?	the Contract to the entire State of Tennessee. The Awarded Contractor will not be permitted to subcontract any portion of all services within the scope of the Contract Please see RFP Amendment Item 3 below for revised RFP Item A.9.
		89. Past Performance Will the State consider relevant past performance and experience of key personnel and/or subcontractor team members in lieu of corporate past performance for newly established companies?	Respondents should respond to questions to the best of their ability based on all of the information made available to potential Respondents by the State in connection with this solicitation.
		90. Key Personnel Qualifications May resumes and qualifications of proposed key personnel (such as training directors, program managers, and security advisors) be evaluated as part of the Technical Response even if those individuals are subcontractors rather than employees of the prime contractor?	Please see the response to Question 88.
		91. Training Program Development The contract requires training plans and ongoing in-service training. May a Respondent propose third-party or subcontracted training providers to design or deliver training programs?	Please see the response to Question 88.
		92. Quality Control & Oversight May the Quality Control Plan be implemented by a subcontracted program management or consulting entity rather than direct employees of the prime contractor?	Please see the response to Question 88.
		93. Security Assessments Does the State anticipate or permit periodic site risk, threat, or vulnerability assessments as part of continuous improvement and quality assurance under this contract?	Yes, Awarded Respondent "may perform more inspections than listed and required in Quality Control Plan," per Pro Forma Section A.18. Please refer to Pro Forma Section A.18. in its entirety.
		94. Transition Plan Would the State view prior law enforcement, military protective services, or federal security program management experience as relevant experience supporting the Transition Plan requirement?	Please see the response to Question 89.

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		95. Commissioning of Officers Must all Facility Protection Officers be employees of the prime contractor, or may officers be employed by a subcontractor operating under the prime's security license?	Please see the response to Question 88.
		96. Statewide Coverage Is the State open to a prime contractor utilizing regional partners or subcontractors to meet staffing coverage requirements across different parts of Tennessee?	The State is not open to this change.
		97. Pre-Response Conference Will attendance rosters or contact information for attendees be made available to vendors to facilitate potential teaming arrangements?	Respondents who provide a response to the solicitation will have the ability to request this information during the Open File Period after the Notice of Intent to Award is released.
		98. How many classes were ran in 2025?	There were six classes held in 2025, which does not include the six rounds of 40-hour in-service.
		99. Do you anticipate the class numbers to increase, decrease, or stay the same as 2025?	The State does not have an estimate specific to class numbers to provide.
		100. What is the average number of officers per class?	20-25
		101. What is the maximum class size capacity?	25
		102. How frequent are training classes required?	This is dependent on State agency requests and unit needs. The State typically hosts a training class every quarter, but this is subject to change based on State needs. This does not include in-service, which the Contractor provides while maintaining post coverage.
		103. The contract stipulates classes are conducted quarterly, how should we capture those costs?	Respondents shall not include pricing for any items or services outside of what's requested in this solicitation. Respondents should include all costs associated with these services in their provided pricing.
		104. Is initial training conducted in each of the three grand divisions? If not, where approximately is the training currently being administer? Is this also the same format for in-service training?	Currently, all training and in-service takes place in various locations in Nashville. All training as described in Pro Forma Section A.10 and Attachment F is the responsibility of the Contractor, unless otherwise stated. The Awarded Contractor shall

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			select training locations in coordination with the State.
		<p>105. The pre assignment training, according to Attachment F Training Guide establishes that there is 136 hours, or about 3.5 full work weeks required.</p> <p>Can this training be billed as it is incurred, or must it be included in the bill rate?</p> <p>Where is this training completed? Would hotel or lodging accommodations be provided by the state, or is the responsibility of the contractor? Can this be billed back or does it need to be in the bill rate?</p> <p>Would food allowances be provided by the state, or is the responsibility of the contractor? Can this be billed back directly or does it need to be in the bill rate?</p> <p>Has or would the state ever considered increasing or decreasing the training hours, or is general consensus that the training is appropriate at current levels?</p>	<p>Contractor-provided training is not billable to the State. Respondents should include all costs associated with training in their provided pricing.</p> <p>All training as described in Pro Forma Section A.10 and Attachment F is the responsibility of the Contractor, with the exception of item 13 of Attachment F. Training item 13 will be provided by the Tennessee Highway Patrol (THP) at the THP Training Academy.</p> <p>Please see the response to Question 64.</p> <p>No, the Contractor shall not be compensated for meals per Pro Forma Section C.4.</p> <p>The State does not anticipate changes. If changes become necessary, the State may pursue a Contract Amendment.</p>
		<p>106. Given the lead time due to extensive training requirements, when there is an open FPO position, is the contractor able to bill overtime rate until the vacancy is filled?</p>	<p>No. The Contractor is responsible for requested hours at no additional cost to the State.</p>
		<p>107. If no, when is the overtime bill rate able to be applied?</p>	<p>Overtime billing is only accepted when an agency requests additional hours beyond the agreed hourly requirement.</p>
		<p>108. Please confirm how many reference letters are requested.</p>	<p>One (1). Please see RFP Attachment 6.4.</p>
		<p>109. Can contractor receive confirmation if references have provided the requested form?</p>	<p>The State may provide confirmation of receipt upon request, but this does not constitute the State's acceptance or approval of references submitted.</p>
		<p>110. what type or model vehicles are required?</p>	<p>Please see the response to Question 79.</p>
		<p>111. What are the approximate miles of use for each vehicle?</p>	<p>Please see the response to Question 13.</p>
		<p>112. We note that Article 15 of the Proposed Agreement contains "not less than" or "minimum" limits of insurance must be maintained.</p>	<p>The insurance requirements associated with this Contract can be found in Pro Forma Section D.32.</p>

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		<p>Our company maintains insurance limits that are commensurate with our size and scope of operations. The “not less than” language requirement may appear facially fair, but in effect it compels big firms to provide much larger amounts of insurance. Although each bidder may offer the specified insurance coverage, in the case of a large bidder, the State would be getting access to tens of millions more insurance than it would from other smaller bidders. Such a result is unfair. That requirement also effectively prevents our company from accessing any of our insurance to satisfy other claims from time to time. Is the State willing to revise this section to set forth fixed insurance limits?</p>	<p>The State declines to make the requested change to Section D.32. of the Pro Forma Contract.</p>
		<p>113. Additionally, regarding Article 15, our company routinely adds clients as additional insureds on our insurance policies, so long as our obligations are aligned with our indemnification obligations and limited to the specified insurance limits we have agreed to provide. Furthermore, because our additional insured endorsements are blanket endorsements we do not issue ISO endorsements as the additional insureds will be covered by blanket endorsement as required by written contract. Is The State willing to revise to meet these parameters?</p>	<p>The language of Pro Forma Contract Section D.32. already allows for a blanket endorsement to be used, as long as the effect of such endorsement is that the State is made an additional insured with respect to the coverage.</p>
		<p>114. Regarding Article D.19 Hold Harmless of the proposed agreement, our company stands behind our security services and regularly accepts the obligation to indemnify clients for the comparative portion of any losses, costs or damages that are caused by the negligent acts or omissions of our personnel in the performance of security services under client agreements. Will the State revise the indemnification provision to limit coverage of indemnified claims to the</p>	<p>The State declines to make the requested change.</p>

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		<p>proportionate extent of the Contractor's negligence as follows? In line 3 of the first paragraph, please replace "which may arise, accrue, or result" with "to the extent caused by the negligent performance of services."</p>	
		<p>115. Will the State permit the Contractor to increase bill rates to the extent necessary to allow the Contractor to recoup increases in unforeseen costs that are outside of the Contractor's control such as: increases in Federal, State or local taxes, levies, or required withholdings; costs under collective bargaining agreements; minimum, prevailing and living wage rates and other statutory requirements, such as legally mandated sick leave costs; and medical and other benefit costs? If so, please describe the process by which the Contractor will be able to submit a request for a bill rate adjustment.</p>	<p>After the Firm Price Period, Contractors may request a price increase in accordance with Pro Forma Section C.2.</p>
		<p>116. Regarding Section D.5. of the Contract, can the Agreement be revised to give the Contractor the reciprocal right to terminate the Contract for convenience subject to 90 calendar days' prior written notice to the State?</p>	<p>The State declines to make the requested change.</p>
		<p>117. Clarification Request – Section A.6.b.3 Office Location Requirement Section A.6.b.3 requires the Contractor to maintain an office located in Davidson County (or a mutually agreed location within reasonable proximity of Davidson County) and to maintain a physical, manned location/facility in each Grand Division of Tennessee. To ensure accurate proposal preparation and compliance, please clarify the following: a. Must bidders have these required physical office locations fully established and operational at the time of proposal submission, or may establishment occur prior to contract execution or commencement of services?</p>	<p>a. Yes, these office locations must be set up prior to submission and must be able to support the regions' recruiting, training needs, and administrative support.</p> <p>b. These locations must be a physical office space with some type of conference space. Virtual offices would not be considered "physical" offices. All documentation should be presented as part of the proposal evaluation. Currently, the Contract does not specify any staffing or hours of operations requirements, nor any lease or ownership documentation requirements as part of this solicitation.</p> <p>c. Please see RFP Attachment 6.2.- Section A, Item A.7.</p>

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		<p>b.What constitutes a “physical, manned location/facility” for purposes of compliance? Specifically:</p> <ul style="list-style-type: none"> •Are there minimum staffing requirements? •Are there minimum hours of operation? •Is lease or ownership documentation required? •Would virtual offices, shared office space, or co-working arrangements satisfy this requirement? <p>c.Will documentation demonstrating compliance with this requirement be required as part of proposal evaluation?</p>	
		118. Is there a performance bond associated with this RFP?	Please see the response to Question 17.
		119. Are worked holidays billable at a premium rate?	Please see the response to Question 27.
		120. Will a Beretta 92FS be an approved firearm?	Contractor shall ensure firearms utilized meet all requirements and terms set within the contract, including but not limited to Pro Forma Section A.17.d.6. All duty weapons are subject to approval as specified in Pro Forma Section A.17.d.6. Please see RFP Amendment item 3 below for revised Pro Forma Section A.17.d.12.
		121. Is the individual or agency administering a medical test a third party or a through the State of Tennessee? What is the cost associated? Is there a specified medical test?	Medical testing to ensure employees meet the requirements in Pro Forma Section A.9.b. is the responsibility of the Contractor.
		122. Is the individual or agency administering a psychological test a third party or a through the State of Tennessee? If so, what is the cost associated? Is there a specified psychological test?	Psychological testing to ensure employees meet the requirements in Pro Forma Section A.9.b. is the responsibility of the Contractor.
		123. Please provide more information on the state provided deptmental training that is No 15. in the FPO personal file. Is this the Attachment F, FPO training requirements?	Yes, this is item 13 in Pro Forma Attachment F, Training Guide. The departmental training is provided by the State. Any costs incurred by the Contractor related to the completion of this training requirement shall not be billable to the State.

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		124. Where does this Training take place? Is the State providing the trainer and the facility?	All training as described in Pro Forma Section A.10 and Attachment F is the responsibility of the Contractor, with the exception of item 13 of Attachment F. Training item 13 will be provided by the Tennessee Highway Patrol (THP) at the THP Training Academy.
		125. Is the state departmental training hours billable to the state?	The departmental training is provided by the State. Any costs incurred by the Contractor related to the completion of this training requirement shall not be billable to the State.
		126. Is any training time billable to the state (OJT or other).	Please see response to Question 65.
		127. Contractor shall obtain applicable permits in accordance with State Regulations for operation of radio equipment. Contractor shall provide a copy of such permits to Contracting Officer and COTR prior to utilization of designated frequencies. "What type of permit is needed to satisfy this requirement"	The State does not have a list of specific permits to provide, as this may vary for many reasons, including, but not limited to, equipment type and intended usage. The Contractor shall follow all requirements in the Contract regarding radio equipment, including, but not limited to, Pro Forma Section A.17.b.
		128. What type of make and model radio equipment is suggested?	The State has no suggested models to provide. Contractor shall ensure equipment utilized meets all requirements and terms set within the contract, including but not limited to Pro Forma Section E.21.
		129. Eligibility & Authority To qualify for this application, the company must meet the following criteria: •Licensing: The company must be licensed as a contract security company under Tenn. Code Ann. §§ 62-35-101 et seq.. •State Contract: The company must have an active contract with the State of Tennessee to provide armed guard services. "Will the State Awarding RFP 32110-22726" qualify for the armed guard contract with the State or does a company need an armed guard contract with the State of Tennessee before bid submission	Per RFP Section 1.1, this RFP is designed to select one (1) Contractor to perform the aforementioned services in accordance with Tenn. Code Ann. § 4-3-2019.

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		130. How many references are needed for the Reference Questionnaire?	Please see the response to Question 108.
		131. Can you give more clarification and cost information for the FPO background check	The State does not have more clarification or cost information to provide, as this may vary for many reasons.
		132. Fuel cost for the vehicles – should this be included in the vehicle cost given on the Cost Proposal, or can fuel be billed back monthly?	Respondents shall input Vehicle pricing in accordance with RFP Attachment 6.3, which is specified as pricing per vehicle. Respondents should include all costs associated with this line in their provided pricing. Direct billing fuel shall not be allowable under the Contract.
		133. Who is the current incumbent?	Please see the response to Question 1.
		134. What is the current contract number and total value?	Please see the response to Question 1.
		135. Have all options been exercised on the current contract?	Yes, both renewal options have been exercised. Please see the response to Question 1.
		136. Are any of the pay rates for the Facility Protection Officers, Supervisors, Contract Manager, Assistant Contract Manager, and Recruiter set by the State of Tennessee or THP? If yes, please provide a schedule of pay rates and any projected increases.	No. Please see the response to Question 15.
		137. Is there a minimum or maximum number of references required? The RFP advises that individuals shall not be state employees. If the reference is from a state employee/customer, can this reference be used?	Please see the response to Question 108. All references must be in accordance with the requirements of RFP Attachment 6.4.
		138. In the event of an unexpected employee call-out, can you please clarify the required timeframe for staffing the vacancy? Additionally, is any lapse in coverage permissible, or is continuous coverage required?	Continuous coverage is expected at all times.
		139. In smaller regions, no listed supervisors. Can we negotiate supervisory presence in each region?	Supervisor presence is required in each region.

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		140. Acquisition of firearms, duty gear and level II ballistic vests. Does the outgoing provider sell these items at fair market value?	It is the responsibility of the Awarded Contractor to provide firearms, duty gear, bullet proof vests, and other required equipment, in accordance with Section A.17, Contractor-Provided Property. Discussions regarding the potential to retain incumbent equipment, including through purchase, could be had after contract award during contract transition.
		141. Is the client providing secured space for the armory?	No.
		142. Are we required to have a manned physical location for each of the Grand Divisions	Yes. Please refer to RFP Amendment item 3 below for revised Pro Forma Section A.3.e.
		143. Is there a scheduled tour, to review site layout, and distance between site locations?	Please see the response to Question 63.
		144. Staff required to undergo a psychological evaluation by state outline?	Please see the response to Question 80.
		145. Physical performance standards for FPO's. How often are they required to complete and pass these standards?	Please see the response to Question 7.
		146. Once the contract is awarded, when would the new contractor be allowed to communicate with the FPO's, to evaluate who may want to stay with the new company?	Yes. Please refer to Pro Forma Section A.6.a.1.
		147. Once the contract is awarded, when would the new contractor be allowed to communicate with the FPO's, to evaluate who may want to stay with the new company?	Please see the response to Question 146.
		148. Vehicle Contract #73187, only lists 1 vehicle at the end of 2025. The bid lists for 10 vehicles are these new sites and locations for the additional vehicles	This data reflects that an additional vehicle was requested during 2025 and does not necessarily reflect the total in service at that time. The State has the sole discretion to determine the assignment of vehicles under this Contract.
		149. Physical performance standards for FPO's. How often are	Please see the response to Question 7.

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		they required to complete and pass these standards?	
		150. Post staffing(Appendix 7.1, the rates listed are current or projected rates? There is no mention of Recruiter, Quality Control, or Asst. Contract Managers. Are there rates or projections listed?	Appendix 7.1 is intended to reflect current locations, typical schedule, and hours per week by location. The current Contract does not include Assistant Contract Manager or the Recruiter and Quality Control Manager lines, as these are new additions.
		151. Post Orders notes FPO's can detain person(s) as required by state rules, etc. Is there a secured location for detained persons. What's the timeframe for THP?	No, facilities do not provide locations for detained persons. Upon report of detainment to THP dispatch, THP is dispatched immediately. Response times will vary based on region and call volume.
		152. How many Use of Force incidents occur? Officer and Civilian related injuries reported in 2025?	The State is unclear about how "Use of Force" is defined in the context of this question. Hands-on escorts have the potential to happen daily, as this is a law enforcement role. FPOs are mandated to take action.
		153. How many weapon related incidents in 2025?	The State declines to answer this question.
		154. There was no mention of FPO's wearing or using body cameras. Are body cameras authorized?	This is not specified within the Contract. However, currently no body cameras are utilized or authorized.
		155. Contract Managers. Appendix 7.1 identifies 1 located in Region 1. Is there a dedicated office space provided for the CM, if so, is the contractor billed for the space? Also, no listing of Asst. CM's or Recruiters.	Please see the response to Question 85. The current Contract does not include Assistant Contract Manager or the Recruiter and Quality Control Manager lines, as these are new additions.
		156. The contract requires 10 vehicles. The document reviewed only lists 1 Mobile Vehicle patrol in the Nashville Region. Can you advise where the other vehicles are located? Patrol Routes, what is the estimated daily mileage for patrol routes?	Currently, the vehicles needed for contract purposes are anticipated to be: 2- Roving Patrol/CM- Day & Night 1- VTS- Roving Patrol 1- Nashville Roving Supervisor 1- Memphis Roving Supervisor 1- Knoxville/East Roving Supervisor 1- Southern/Lawrenceburg Roving Supervisor 2 -MALETA- Day & Night

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			Please see the response to Question 13.
		157. Each post requires radio communication?	Each FPO shall be required to have a radio at all times while on duty. Please reference Pro Forma Section A.17.b.3.
		158. Will the outgoing security manuals be available for the oncoming provider? Are there current services, or processes the state wants to keep in place, or remove?	No. The information deemed necessary for a successful transition will be provided to the awarded Respondent in accordance with Pro Forma Section A.6.
		159. On the Technical proposal, would we have an opportunity to identify those positions with the current staff in place? When could we meet with those individuals? Do these have to be identified now?	Communications with current staff as described in Pro Forma Section A.6.a. would be permissible only to the awarded Respondent. Communications with current staff is not intended to be part of this solicitation. Respondents should respond to questions to the best of their ability based on all of the information made available to potential Respondents by the State in connection with this solicitation.
		160. Staffing positions. Is the state onboard with keeping current staffing, who's performances or evaluations meet or exceed state requirements, and without disciplinary actions?	According to Pro Forma Section A.6.a., awarded Contractor may communicate "company information to current Contract employees, if done so without interfering with assigned duties." Who of the current Contract employees the awarded Contractor decides to pursue hiring is a business decision. However, the State remains the sole determinant whether Contractor personnel meet the required qualifications.
		161. Is there a bond requirement? If so, how much is the requirement?	Please see the response to Question 17.
		162. For the record, who is the current contractor for the services?	Please see the response to Question 1.
		163. What are the current bill rates?	Please see the response to Question 1.
		164. What is the current award amount?	Please see the response to Question 1.
		165. Are current employees of the current contractor prohibited from being employed by the award winning contractor?	Please refer to Pro Forma Sections A.6.a.1. and A.6.a.2.

3. **Delete RFP #32110-22726 , in its entirety, and replace it with RFP #32110-22726, Release #2, attached to this amendment.** Revisions of the original RFP document are emphasized within the new release. **Any sentence or paragraph containing revised or new text is highlighted.**
4. **RFP Amendment Effective Date.** The revisions set forth herein shall be effective upon release. All other terms and conditions of this RFP not expressly amended herein shall remain in full force and effect.