

THE PORT AUTHORITY OF NY & NJ

PROCUREMENT DEPARTMENT
2 MONTGOMERY STREET, 3RD FL.
JERSEY CITY, NJ 07302

4/2/2013

ADDENDUM # 4

To prospective Proposer(s) on **RFP # 30744** for Unarmed, Uniformed Security Guard Services at John F. Kennedy International Airport (JFK), LaGuardia Airport (LGA), Newark Liberty International Airport (EWR), Stewart International Airport (SWF) and Teterboro Airport (TEB)

Due back on 4/16/2013, no later than 2:00PM

I. CHANGES/MODIFICATIONS

The following changes/modifications are hereby made to the solicitation documents:

- A. On Page 44, Section 7, entitled "Time", in the first sentence **Delete:** "in accordance with Section 22 hereof entitled: "Insurance to be Procured by the Contractor" is satisfactory," and **Replace with:** "in accordance with Section 21 hereof entitled: "Insurance Procured by the Contractor" is satisfactory,".
- B. In Attachment B-Part I Contract Specific Terms and Conditions Section 24, Vehicles for Guard Transportation Service, paragraph A. Page 69, first paragraph, first sentence, **Delete:** "All vehicles shall be not less than four (4) model years" and **Replace with:** "All vehicles shall not be more than four (4) model years".
- C. On Page 122, Section 44 entitled "Global Positioning System (GPS) Equipment", Paragraph D, **Delete:** "and the cost shall be incorporated into the applicable vehicle charge".
- D. ATTACHMENT C – Cost Proposal Forms
Delete: "Jeep" throughout the Attachment and **Replace with:** "Four-Wheel Drive or All Wheel Drive Compact or Mid-Size SUV".
- E. For informational purposes only, Seniority Lists at JFK, LGA and EWR are attached.
- F. On Page 104, **Delete:** Section 12) in its entirety and **Replace with:**
 - 12. (a) Must have a minimum of two (2) years experience in any one of the following or any combination of the following:
 - i. A guard, watchman or police position; or
 - ii. Service in the United States Military Services in a police or military security position; or
 - iii. College credits from an accredited institution of higher learning in criminal justice or police science at the equivalent rate of 32 credits per year, prorated proportionately for lesser periods for lesser amounts of credits.
 - (b) Must pass a physical examination prior to the Commencement Date of the Contract and within each twelve (12) month period thereafter during the term

of the Contract, arranged for by the Contractor and administered at the sole cost and expense of the Contractor, which indicates a determination that the candidate is medically able to perform all the duties of the position, including, but not limited to, the following:

- i. Not less than 20-30 corrected vision in each eye.
- ii. No color confusion or impairment color and depth perception.
- iii. Unimpaired hearing, with or without a corrective hearing aid.
- iv. Contractor personnel acting as Airport Security Agent, Lead Airport Security Agents, Security Operations Center Agents, Identification Office Specialists, Building One Security Specialist, Operations Assistant, Tour Supervisors, Assistant Office Manager, Office Manager, Identification Office Manager, Assistant Project Manager and Project Manager on this Contract hereunder shall pass drug screening tests, including a comprehensive ten panel drug screen or its equivalent, to include screens for the following.

Amphetamines	Cocaine	Benzodiazepenes
Barbiturates	Methadone	Opiates-
Marijuana	Methaqualone	Morphine-if indicated
Phencyclidine (PCP)	Propoxyphene	Codeine-if indicated

The tests shall be administered by and at the sole cost and expense of the Contractor, at the commencement of the Contract, and prior to hiring of all new employees. In each year of the Contract, all Contractor personnel acting as Airport Security Agents, Lead Airport Security Agents, Airport Security Operations Center Agents, Building One Security Specialist, Human Resources Manager, Human Resources Assistant, Identification Office Specialists, Identification Office Manager, Operations Assistant, Tour Supervisors, Assistant Office Manager, Office Manager, Assistant Project Manager and Project Manager on this Contract hereunder shall be randomly tested thereafter at least once per year in each year of the contract. The drug-screening test shall be conducted by an independent firm other than the Contractor, who shall be approved by the Port Authority. This shall be conducted at no cost to the Port Authority.

- G. In both Addendum #1, Dated March 12, 2015, and Addendum #2, Dated March 25, 2013, in Section 2, entitled “Proposer’s Questions and Answers” **Delete:** the final introductory paragraph which reads “The Questions and Answers numbering sequence will be continued sequentially in any forthcoming Addenda that may be issued.”

II. PROPOSER'S QUESTIONS AND ANSWERS

The following information is available in response to questions submitted by prospective Proposers. The responses should not be deemed to answer all questions, which have been submitted by Proposers to the Port Authority. It addresses only those questions, which the Port Authority has deemed to require additional information and/or clarification. The fact that information has not been supplied with respect to any questions asked by a Proposers does not mean or imply, nor should it be deemed to mean or imply, any meaning, construction, or implication with respect to the terms.

The Port Authority makes no representations, warranties or guarantees that the information contained herein is accurate, complete or timely or that such information accurately represents the conditions that would be encountered during the performance of the Contract. The furnishing of such information by the Port Authority shall not create or be deemed to create any obligation or liability upon it for any reason whatsoever and each Proposer, by submitting its Proposal, expressly agrees that it has not relied upon the foregoing information, and that it shall not hold the Port Authority liable or responsible therefor in any manner whatsoever. Accordingly, nothing contained herein and no representation, statement or promise, of the Port Authority, its Commissioners, officers, agents, representatives, or employees, oral or in writing, shall impair or limit the effect of the warranties of the Bidder required by this Proposal or Contract and the Proposer agrees that it shall not hold the Port Authority liable or responsible therefor in any manner whatsoever.

<i>Question # 1</i>	Page 108, Section 33. B. The Port Authority can require additional training for the Contractor’s employees without additional costs to the Port Authority. a. Please clarify what circumstances may prompt the Port Authority to require additional training. b. Historically, please identify the specific functions or activities that have created a requirement for additional training. c. Historically, please identify the frequency the Port Authority has required additional training; i.e., none in last twelve months; twice in last six months. d. On the average, what is the amount of time this “additional training” has required the contractor to provide to its employees; i.e., 4-hours, 2-hours, 12-hours?
<i>Answer # 1</i>	The Port Authority may, at any point, determine that additional training is required. There are no historical numbers that can be provided. Proposers should propose based upon the RFP requirements.
<i>Question # 2</i>	Please confirm that the Port Authority will provide the Contractor with office space at no cost for those individuals required by the contract at each airport.
<i>Answer # 2</i>	Refer to page 63, Section 17, entitled “Space Provided to the Contractor”.
<i>Question # 3</i>	Can vehicles be taken offsite for repair/service as long as an acceptable replacement is furnished?
<i>Answer # 3</i>	Yes.

Question # 4	Please provide the number and relevant experience of the incumbent contract's managerial and supervisory personnel. Does the experience, performance and certifications for all incumbent managerial and supervisory personnel meet the standards of the new RFP and will they be considered "grandfathered" into the new contract?
Answer # 4	The existing two contracts have requirements that may differ from the present RFP. The Contractor shall ensure all staff that will perform under the Contract shall meet the standards set forth in this RFP. Refer to Page 103, Section 31, entitled "Qualifications and Requirements of Employees". Firms should propose based upon information and requirements set forth in the RFP, and Proposals will be evaluated in accordance with the criteria set forth in Page 14, Section 5, entitled "Evaluation Criteria and Ranking".
Question# 5	Would the Authority please clarify how many resumes for each position indicated must be included? If Offerors are to provide resumes for each person that would fill all positions indicated (based on hourly requirements), this could necessitate the inclusion of up to 50 resumes. As such, will the Authority accept one resume per named position at each site (i.e. one resume for Operations Assistant at JFK, one resume for Operations Assistant at LGA and one resume for Operations Assistant at EWR)?
Answer # 5	The type and number of resumes submitted is at the discretion of the Proposer.
Question # 6	Could the Authority clarify if Offerors are to include resumes for positions that are currently not activated? For example, page 92 of the RFP 'P. Project Manager Duties' provides that "...The Contractor shall provide one (1) Project Manager at SWF five (5) days a week <u>if guard services are activated</u> " Using this example, would Offerors still include a resume for this Project Manager position at SWF even though services might not be activated during the contract term?
Answer # 6	Refer to Answer #5 above.
Question # 7	It is mentioned that all records must be retained near airport sites or Contractor will be liable for any audit costs to offsite if required. Would the Contractor be required to maintain these records near the airports after the contract is over for any audits required during the 3 years after term of contract?
Answer # 7	Yes.
Question # 8	Page 26 of the RFP, Section 1.8.F.4, Contractor Identity Check/Background Screening Plan, provides "The length of time researched for the identity check/background screening on new hires, which shall be at a minimum of 10 years of employment history..." Will the Authority please clarify what level of background screening it requires to be conducted for Contractor employees (e.g. federal, state, county)?
Answer # 8	The Proposer shall submit a Contractor Identity Check/Background Screening Plan, which upon acceptance by the Port Authority, shall

	become a Contract requirement.
Question # 9	Section 30, paragraph C indicates that 5,000 hours of construction support may be required each year. Should these hours be included in the contractor's proposed price? If so, under which position?
Answer # 9	These hours are estimates, and are included in the Cost Proposal Forms as part of the Estimated Annual Hours.
Question # 10	Will the Authority please clarify whether incumbent personnel will be required to undergo a background investigation during transition or whether their prior investigation will satisfy current contract requirements?
Answer # 10	The Contractor shall be responsible for ensuring all staff performing services under the Contract have undergone the Identity Check/Background Screening in accordance with the requirements set forth in this RFP and accepted by the Port Authority. See Section 27. entitled "Security Requirements".
Question # 11	May the positions of Fleet Manager and Training Manager be included in the Management Plan?
Answer # 11	Yes.
Question # 12	Page 62 of the RFP, Section 15, requires that "In the staffing of management personnel for the contract, the Airport Manager shall have the right to approve or disapprove of individuals under this Contract." Will the Authority please clarify how this approval is gained, i.e. does the Airport Manager require the submission of resumes for the review and approval process, or is an in-person interview conducted with the proposed management member prior to formal approval?
Answer # 12	Port Authority approval will be on a case-by-case basis.
Question # 13	Page 72 of the RFP, Section 25.E provides that "The Contractor shall provide relief, meal breaks and shift changes without any interruption in post coverage as required." Many of the positions listed under section 25 are managerial or supervisory. Do managers, supervisors or patrols require relief by a dedicated relief officer of equal rank and experience?
Answer # 13	Post positions require relief. Relief shall be provided by individual(s) of equal qualifications.
Question # 14	Will the Authority please clarify whether the time required to transport guards from the roll call area to the Officer's assigned posts is or will be included in the 30 minute roll call time for pay purposes? How are officers compensated for their return travel time at the conclusion of their post time (i.e. 0645-0700 roll call and transport to post; 0700-1500 stand post; 1500-1515 return from post)? Under the current contract, how is time for donning/doffing (i.e. gear up/gear down; travel to/from posts) being compensated to employees?
Answer # 14	The Port Authority compensates for post coverage. Transportation and donning time are within the discretion of, and shall be determined by, the Contractor. Firms should propose based upon

	information and requirements set forth in this RFP, and Proposals will be evaluated in accordance with the criteria set forth in Section 5 entitled "Evaluation Criteria and Ranking". In addition, the Contractor is required to maintain labor harmony in accordance with Paragraph 9, entitled "Harmony" in Attachment B – Part II – Standard Contract Terms and Conditions.
Question # 15	Page 102 of the RFP, Section 30.C regarding Construction Positions for EWR provides "It is estimated but not guaranteed that 5,000 hours per year may be needed for construction posts. Will the Authority please clarify if there are any current construction post assignments at EWR? Will the Authority please provide the total weekly hours for each of the posts referenced in Question B?"
Answer # 15	The hours set forth in the RFP are estimates and any historical data is not necessarily indicative of what will be required under this Contract.
Question # 16	Page 103 of the RFP, Section 31.A provides the Qualifications and Requirements of Employees. Will the Authority please provide whether all incumbent guards meet these provided requirements, as representative of the new contract? Will the Authority please identify any qualifications or requirements that have changed between the requirements of the current contract and those of this RFP?
Answer # 16	The Contractor shall be responsible for ensuring all staff performing services under the Contract meet requirements set forth in Section 31. As indicated in Page 10, Section K entitled "Available Documents", the Port Authority made the existing contracts for these services available for viewing by interested Firms. Firms can make the appropriate arrangements to view those contract requirements and compare them to the requirements listed in this RFP.
Question # 17	Page 105 of the RFP, Section 12 (top of page) regarding drug tests, provides "The tests shall be administered by and at the sole cost and expense of the Contractor, at the commencement of the Contract, and prior to hiring new employees." Will the Authority please provide whether all incumbent security officers are currently tested to the same 10 panel drug screening standards? Will the incumbents who have passed the testing requirements be required to re-test if they are hired upon commencement of the new contract?
Answer # 17	The Contractor shall be responsible for ensuring all staff performing services under the Contract meet the requirements set forth in Section 31, Subsection A, 12.
Question # 18	Page 107 of the RFP, Section 33, subsection A, requires that the Contractor conduct initial job and customer service training. Have all incumbent personnel received the initial job and customer service training to the standards of the new RFP? If yes, will the training be grandfathered? Is there training included in the new RFP that is not currently required? If yes, will incumbent personnel

	be required to have and receive this training?
Answer # 18	The Contractor shall be responsible for ensuring all staff performing services under the Contract meet the requirements set forth in Section 33.
Question # 19	Page 125 of the RFP, number 48, provides “While service at Contract commencement date is not currently required at the following locations (other than the Security Operations Center Agent for Teterboro)...” Will the Authority please provide the current requirement for the Security Operations Center Agent for Teterboro, i.e. the number and days of the week, as well as annual hours?
Answer # 19	See Section 26, E, page 77. The Security Operations Center Agent for TEB resides at EWR.
Question # 20	Page 126 of the RFP, Section 49 provides “The Contractor (and subcontractor) may also be required to use an organization designated by the Authority to perform the background checks.” Will the Authority please confirm that the requirement of using an organization designated by the Authority to perform background checks only pertains to the specifications within Section 49 and not to the background screening required under page 26 of the RFP, Section 4? When/if the Port Authority directs the Contractor to use their designated organization for background checks, how will any difference in price for the service be accounted for?
Answer # 20	Section 49 refers to “Additional Background Screening Requirements” which refers strictly to any “Additional” background screening above and beyond that which has been implemented by the Contractor in accordance with the Contract requirements. “Additional” background screening shall be compensated in accordance with that Section 49.
Question # 21	Attachment C of the RFP, Cost Proposal Forms, provides the estimated annual hours for each position at the airports. Will the Authority please clarify how hours for part-time employees are estimated? Will the Authority please clarify how hours for full-time employees are estimated?
Answer # 21	The quantities set forth in the Cost Proposal Forms are estimated and are only for the purpose of Proposal comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be based solely on the actual services provided.
Question # 22	On the Procurement M/WBE Participation Plan Form, offerors are requested to indicate the name and information of any M/WBE subcontractors as well as accompanying information (description of work, etc.). Would a contractor categorized as a <u>prime</u> contractor (not a <u>sub</u> contractor) include their information on this form as well, or is this form strictly for subcontractor information only?

Answer # 22	Proposers shall follow the instructions set forth in Attachment G.
Question # 23	A page limit is not identified in the RFP. Will the Authority please clarify if there is a page limit, font size restriction, or margin specification for the proposal submission?
Answer # 23	There is no page limit. However, Proposers are encouraged to be concise and provide information narrowly tailored to be responsive to the RFP.
Question # 24	Will the Authority please provide the estimated annual mileage for vehicles to be utilized on this contract?
Answer # 24	The mileage estimates are: EWR: Van: 7,000 SUV: 9,000 JFK : Van: 11,000 SUV: 36,000 LGA: Van: 12,000 SUV: 30,000
Question # 25	Will the Authority please provide a seniority list of employees at each of the five facilities?
Answer # 25	Refer to Section I, Letter E. of this Addendum.
Question # 26	Will the Authority please provide the turnover rate for each of the five facilities during the last four years?
Answer # 26	No. Staff working under these Contracts are the employees of the Contractor. Historical data is not necessarily indicative of what will be required under this Contract.
Question # 27	Will the Authority please provide the number of new employees hired during 2012?
Answer # 27	No. Staff working under this Contract are the employees of the Contractor. Historical data is not necessarily indicative of what will be required under this Contract.
Question # 28	Page 65 of the RFP, Section 18 provides, "At JFK and EWR airports, parking for vehicles of the Contractor's employees while actually on duty under the Contract may be made available at the Facility by the Airport Manager at his/her discretion, from time-to-time, and on such terms and conditions as may be specified by the Port Authority, including the payments of charges therefor." Please provide the percentage of time that parking at JFK and EWR is being made available to employees under the current contract.
Answer # 28	Parking for the Contract will be in accordance with Section 18, not based on any ratio.
Question # 29	Page 68 of the RFP, Section 24 provides, "The vehicles to be utilized in the Guard Transportation Service shall consist of vans and four wheel drive vehicles meeting the specifications and equipped as set forth in Exhibit 1 titled 'Vehicle Specifications' attached hereto and made a part hereof..." Is it required that the

	four wheel drive vehicles be Jeep vehicles as provided in the Pricing Forms or can they be any vehicle meeting the requirements shown in Exhibit 1, Vehicle Specifications
Answer # 29	Refer to Section I, Letter D of this Addendum.
Question # 30	Understanding that these sites are activated on an “as needed” basis, please provide the <u>current</u> work assignments, if any, at the Teterboro and Stewart sites.
Answer # 30	Please see Addendum #2 for slides of posts, which may be required at TEB and SWF.
Question # 31	During times when the Teterboro and Stewart sites have been activated over the life of the current contract, for what duration of time, including hours per day and days per week, were they in operation?
Answer # 31	Teterboro and Stewart are not covered facilities under the existing security guard contracts.
Question # 32	Can a Proposer provide work with the Port Authority itself as an example of satisfactory performance of at least one (1) contract for similar scope and complexity of services as described under Proposer Prerequisites under Part 3 (Page 11)?
Answer # 32	Yes.
Question # 33	Based on the post schedules provided in pages 112 of the RFP, Section 34, it would generally be determined that fewer than 645 Airport Security Agents were required to optimally staff this contract. Please clarify whether 645 Airport Security Agents is a specific requirement or if Offerors may propose a different staffing plan.
Answer # 33	The 645 guards is a specific requirement related to trained staff. Proposers may propose their own staffing plan.
Question # 34	Page 141 of the RFP, Exhibit 1, provides that “Vehicles shall be flexfuel (up to E85 compatible) or hybrid (gasoline-electric). Would a Ford Econoline vehicle satisfy this requirement?
Answer # 34	The selected Contractor shall provide the vehicles specifications to the Airport Manager for approval.
Question # 35	Given that there are different state and city taxes by location, how should we price that in for each location? Since the pricing for each location is based on the "Calculation of Hourly Rate Form" which is a rate form for each position, but not by location. So, the rate for an ASA position does not account for the differences in the SUI and city taxes. How is this calculation difference to be handled in each location?

<i>Answer # 35</i>	How a Proposer spreads its costs is a business decision. The Proposer may insert additional costs, as specified in the Cost Proposal Forms.
<i>Question # 36</i>	In the Hourly Rate forms, please clarify what is meant by Holiday Allowance, Vacation Allowance, Sick Time Allowance, pension and other benefits? Is this the hourly rate paid during Paid time off and pension costs? If so, the total cost in row 55 (Items #1,2,3,4&5) will overstate the hourly rate. It will add the hourly rate many times over, once for DL and then again for the various allowances. Also, does the total in row 55 mean to include the General admin, Overhead and Profit costs/hour?
<i>Answer # 36</i>	The categories in the Cost Proposal Forms are suggestions. Proposer is responsible for all labor costs and for accurately accounting for them in the Hourly Rate Calculation Form.
<i>Question # 37</i>	Section 12, page 57, paragraph D outlines the requirements for health care benefits for employees. Would the Port Authority please provide a current list of the incumbent personnel covered under the medical plan by category, family and single coverage?
<i>Answer # 37</i>	Staff working under this Contract are the employees of the Contractor. The Port Authority does not possess the requested information.
<i>Question # 38</i>	Section 31, page 104, paragraph A., item 12 outlines the requirements of the officers. Are these requirements the same as the current contract? And if not, would the Port Authority please identify which requirements are new?
<i>Answer # 38</i>	Firms should propose based upon information and requirements set forth in the RFP, and Proposals will be evaluated in accordance with the criteria set forth in Page 14, Section 5 entitled "Evaluation Criteria and Ranking".
<i>Question # 39</i>	Section 40, page 119, Transitioning Services. With the significant amount of required equipment, uniforms, and training, would the Port Authority please identify the estimated timeframe for transition of the contract? 60, 90, 120 days?
<i>Answer # 39</i>	Refer to Page 11, Section 2, entitled "Scope of Work".
<i>Question # 40</i>	Section 44, page 122, paragraph B states that the Contractor shall purchase selected components from the selected vendor. Would the Port Authority please identify who the selected vendor is? And upon contract termination, does the GPS equipment become the property of the Port Authority, similar to the radios and uniforms?
<i>Answer # 40</i>	See Section 44. Global Positioning System (GPS) Equipment, Paragraphs A, C and E.

Question # 41	<p>a. The RFP specifies 7 passenger vans. However during the site tours, it was evident that the current contractor is using 15 passenger in addition to the 7 passenger vans. Is there a requirement for 15 passenger vans as well as the 7 passenger vans?</p> <p>b. Based on the quantity of vehicles required to support this program, factory ordered vehicles are preferred. Will the Port work with the Contractor in regards to short term rentals until the vehicles are delivered?</p> <p>c. The specification states that the vehicles must be up to E85 flex fuel compatible. Do the vehicles being utilized today meet this requirement?</p>
Answer # 41	<p>a. No.</p> <p>b. Proposers should include any request or plan related to short-term rentals in their Proposals.</p> <p>c. Firms should propose based upon information and requirements set forth in the RFP. Proposals will be evaluated in accordance with the criteria set forth in Page 14, Section 5 entitled "Evaluation Criteria and Ranking".</p>
Question # 42	Do all of the requirements identified in the solicitation apply to the SWF and TEB?
Answer # 42	If activated, the Contractor will be required to staff SWF or TEB with a Project Manager, Lead Airport Security Agent and Airport Security Agent. All requirements with respect to those titles will apply.
Question # 43	Can a Proposer cross-reference its response?
Answer # 43	Yes.
Question # 44	Would the Port Authority please identify to what percentage is the current incumbent staffed in relation to the required post hours?
Answer # 44	No. Historical data is not necessarily indicative of what will be required under this Contract.
Question # 45	<p>If the proposal were submitted as a common law joint venture then how would the following items be considered by the PANYNJ.</p> <p>a. Should the proposal of the common law joint venture be submitted under one binder with the forms such as the letter of transmittal, acknowledge of addenda, agreement of terms etc. signed as jointly and severally responsible and the other sections under F- Proposal should demonstrate the combined</p>

	<p>strength of the Joint venture entity.</p> <p>b. If the common law joint venture is required to submit two distinct proposals that they are jointly and severally responsible for then how would the PANYNJ evaluate such a proposal.</p> <p>c. Will the two companies be considered separately or together as a whole for purposes of (i)adhering to the format required by the RFP; (ii) evaluation and ranking; (iii) MBE/WBE compliance; and (iv) for purposes of risk assessment?</p> <p>d. Will the joint venture receive one consolidated score/rank or will there be a separate score/rank for each of the joint venture participants?</p>
<i>Answer # 45</i>	Joint ventures should submit a single proposal that contains all the required information for all participant firms. In all cases, information required for a single entity is required for each participant in a joint venture. The joint venture will be evaluated as a single entity. See Section 3. Proposer Prerequisites, Section 8., Proposal Submission Requirements.
<i>Question # 46</i>	Are there any specific M/WBE goals, requirements, expectations, or participation thresholds to be met that are not defined in RFP?
<i>Answer # 46</i>	The M/WBE requirements are contained in the RFP.
<i>Question # 47</i>	During change of shifts, and on- site transportation time & roll call, is that time billable?
<i>Answer # 47</i>	No. See Section 6. Billing and Payment. The Contractor may only bill for actual number of hours of post coverage provided.
<i>Question # 48</i>	How many vehicles are being utilized at each site?
<i>Answer # 48</i>	The number of vehicles required for each airport is set forth in the Cost Proposal Forms.
<i>Question # 49</i>	Will a copy of our firm’s annual report suffice regarding financial information?
<i>Answer # 49</i>	A firm’s annual report will suffice only if the report contains certified financial statements.
<i>Question # 50</i>	Is airport liability insurance required for these services?
<i>Answer # 50</i>	Refer to Page 66, Section 21, entitled “Insurance Procured by the Contractor”.

Question # 51	Do the guards on a post receive a meal/break period? If so, is (are) the individual(s) that provides the relief(s) included in the hours of services provided within the RFP?
Answer # 51	Refer to Page 99, Section 29, entitled "Tours of Duty", subsection B.
Question # 52	Does the Contractor supply the radios or does the Port Authority with the provision to maintain such radios?
Answer # 52	Refer to Page 118, Section 39, entitled "Radios, Materials, Supplies and Equipment".
Question # 53	Attachment C, Cost Proposal Forms, Item VIII for EWR and item VII for LGA and JFK. Would the Port Authority please clarify the calculation required in the Annual Charge column: <ul style="list-style-type: none"> Daily per vehicle charge * # of days (60) for Jeep = Annual Charge ... Is this daily rate for Jeep * 60 days?
Answer # 53	Yes.
Question # 54	Attachment C, Cost Proposal Forms, Item VIII for EWR and item VII for LGA and JFK. Would the Port Authority please clarify the calculation required in the Annual Charge column <ul style="list-style-type: none"> Daily per vehicle charge * # of days (20) for Van = Annual Charge Is this daily rate for Van * 20 days?
Answer # 54	Yes.
Question # 55	The note on the pricing sheet states that the daily vehicle charge would apply if the Authority requires the vehicles for less than 28 consecutive days. Is the 60 day calculation for the daily rate based on historical usage or is it a place holder to provide a calculation in order to evaluate all Offerors?
Answer # 55	It is an estimate.
Question # 56	If it is a place holder, would the Port Authority please provide historical usage for the number of days in 2012 where the daily vehicle rate was used for each airport?
Answer # 56	Proposers should propose based upon the estimate.
Question # 57	Section 31, page 104, paragraph A., item 12 outlines the requirements of the officers. Are these requirements the same as the current contract? And if not, would the Port Authority please identify which requirements are new?

<i>Answer # 57</i>	Historical data is not necessarily indicative of what will be required under this Contract. Firms should propose based upon information and requirements set forth in this RFP without reference to the existing contract, and Proposals will be evaluated in accordance with the criteria set forth in Section 5 entitled “Evaluation Criteria and Ranking”.
<i>Question # 58</i>	Contract Specific Terms and Conditions: Part I Section 8 Audit (pages 44 and 45). The last paragraph that reads: The Port Authority audit findings shall be final and are not subject to Contractor appeal. Is the Port Authority stating that the Contractor has no ability to defend or appeal the Port Authority’s audit results?
<i>Answer # 58</i>	The Contractor may have an opportunity to defend its performance, depending on the nature of the audit.
<i>Question # 59</i>	Contract Specific Terms and Conditions: Part I Section 11 Extra Work (pages 51 – 54). This section requires the Contractor to be contractually required to perform Extra Work without knowing what it is, especially when it does NOT include an “increase in posts, area or frequency”. Would the Port Authority please clarify the scope or requirements of the Extra Work since it does not include an increase in posts, area or frequency?
<i>Answer # 59</i>	Extra Work is work that differs from that expressly or impliedly required by the Contract. By its nature, it is unknown and unforeseeable.
<i>Question # 60</i>	Can The Port confirm what union the incumbent is utilizing?
<i>Answer # 60</i>	Refer to Addendum #1, dated March 13, 2013, Answer #4.
<i>Question # 61</i>	Are Hybrid vehicles required?
<i>Answer # 61</i>	See Exhibit 1, entitled “Vehicle Specifications”.
<i>Question # 62</i>	Does the Port intend to award this contract based solely on lowest bidder?
<i>Answer # 62</i>	Refer to Page 14, Section 5 entitled “Evaluation Criteria and Ranking”.
<i>Question # 63</i>	What area of improvements does the Port see as pivotal in selecting their new security services provider?
<i>Answer # 63</i>	Refer to Page 14, Section 5 entitled “Evaluation Criteria and Ranking”.
<i>Question # 64</i>	Does the Port have any objection to added disciplinary actions in monitoring policies? I/E Random Drug Testing

<i>Answer # 64</i>	The Port Authority has no objection to a Contractor having disciplinary policies.
<i>Question # 65</i>	According to page 70 letter K, all vehicles must be equipped with GPS for tracking. Can the Port elaborate on what system is currently in place in the incumbents vehicles?
<i>Answer # 65</i>	The vehicles at JFK and LGA are required, under the existing Contract, to have the Grey Island Systems Model G56224UJZZ installed. Historical data is not necessarily indicative of what will be required under this Contract. Firms should propose based upon information and requirements set forth in the RFP, and Proposals will be evaluated in accordance with the criteria set forth in Paragraph 5 entitled "Evaluation Criteria and Ranking" in Section 1 entitled "Information For Proposers on this Request for Proposals".
<i>Question # 66</i>	Does the Port Authority have all pricing sheets available electronically?
<i>Answer # 66</i>	Yes.
<i>Question # 67</i>	Section 10. Liquidated Damages. Would the Port Authority please identify how many times liquidated damages have been assessed during the last 24 months for each airport and the total value of the assessment?
<i>Answer # 67</i>	No.
<i>Question # 68</i>	What percentage of backup staff does the Port require to meet requirements?
<i>Answer # 68</i>	Refer to Page 112, Section 34 entitled "Training Provided by the Port Authority", subsection A.
<i>Question # 69</i>	What are the anticipated billing terms by the Port Authority?
<i>Answer # 69</i>	Refer to Page 39, Section 6 entitled, "Billing and Payment".
<i>Question # 70</i>	Can you disclose who the currently security service contractors are and what airports they are servicing.
<i>Answer # 70</i>	Proposers may view the existing Contracts. Refer to Page 10, Section K, entitled "Available Documents".
<i>Question # 71</i>	Do we need a permit to operate at any of the airports?
<i>Answer # 71</i>	No permit from the Port Authority is needed to perform the services in this RFP. However, all Proposers must meet the Proposer prerequisites listed on pages 11 and 12 of the RFP.

Question # 72	According to page 65 Section 18, LGA contractor employees will be responsible to pay \$30.00 per month in transportation to his/her assigned post. Does the current Contractor cover that cost or the employee?
Answer # 72	The transportation is between the employee parking lot at LGA and the various work areas at the airport is provided by a third party organization. It is a business decision on whether the Contractor pays the fee for the employees or has the employees pay for it themselves.
Question # 73	Will we have to pay any revenue fees to any of the airports?
Answer # 73	There is no requirement in this RFP for the Contractor to pay revenues to the Port Authority.
Question # 74	<ul style="list-style-type: none"> a. Will the Contractor vehicles need to access the AOA? b. If so, what are the permitting requirement/fees for the vehicles and what are the training requirements/fees for the guards?
Answer # 74	<ul style="list-style-type: none"> a. Yes. Refer to Page 68, Section 24, entitled "Vehicles for the Guard Transportation Service", subsection M. b. Refer to Page 107, Section 33 entitled "Training Provided by the Contractor" and Section 34, entitled "Training Provided the Port Authority".
Question # 75	Page 13, Section 4B. This section appears to be for a product or construction-related contract, and not a services type of contract as now written. Please confirm this requirement applies to a manned guarding services contract. If Section 4B does apply and the Port Authority expects the Offeror to respond accordingly, please provide further clarification on this requirement so that we can submit appropriate information in the form of a condensed statement that will satisfy the requirement.
Answer # 75	The referenced section applies to this Contract, and Proposers should respond to the fullest extent possible. If a condensed statement is provided, the Proposer shall so state, and may be required to provide additional information upon request by the Port Authority.
Question # 76	Please identify the certification(s) and license(s) required by the Port Authority for a subcontractor that is not providing security services beyond the requirement to be M/WBE certified by the Port Authority.
Answer # 76	The work proposed to be performed by the subcontractor shall dictate what license(s) are required.
Question # 77	Please describe what the Port Authority will require regarding payment of accrued benefits such as vacation, sick and personal time to incumbent personnel selected to continue duty but now employed with a new service provider.

<i>Answer # 77</i>	Proposer(s) attention is called to the RFP: Contract Specific Terms and Conditions, Page 54, Section 12, entitled “Wages, Health, and Supplemental Benefits” and Standard Contract Terms and Conditions, Section 9, entitled “Harmony”.
<i>Question # 78</i>	Please provide details regarding the wages and supplemental benefits for salaried positions.
<i>Answer # 78</i>	The Port Authority does not possess the requested information. Proposers may review the existing Contracts for wage and benefit requirements of the staff. See Page 10, Section K. “Available Documents”.
<i>Question # 79</i>	Reference: Page 115, Section 36, states, “The Contractor may be required to obtain a third party independent or integrity monitor to supplement and validate the Contractor’s Audit Program and results.” Under what conditions may we be required to obtain third-party independent monitors?
<i>Answer # 79</i>	The decision to require a Contractor to obtain a third party independent or integrity monitor, is made on case-by-case basis.
<i>Question # 80</i>	Should the costs of the GPS system be included in the vehicle costs or management fees?
<i>Answer # 80</i>	Refer to Page 122, Section 44, entitled “Global Positioning System (GPS) Equipment”, Paragraph C.
<i>Question # 81</i>	If a Proposer subcontracts to a MBE and WBE subcontractor as required by the RFP, must the subcontractor meet all of the same Proposer Prerequisites enumerated under Part 3 (page 11)?
<i>Answer # 81</i>	No. However, all subcontractors must meet the licensing requirements of the state(s) in which they are providing services.
<i>Question # 82</i>	Have there been any Letters of Investigations (LOI) issued as a result of the actions of the security Contractor during the last 24 months?
<i>Answer # 82</i>	Historical data is not necessarily indicative of what will be required under this Contract. Firms should propose based upon information and requirements set forth in the RFP, and Proposals will be evaluated in accordance with the criteria set forth in Page 14, Section 5 entitled “Evaluation Criteria and Ranking” .
<i>Question # 83</i>	Please provide the number & relevant experience of the incumbent contract’s managerial and supervisory personnel.
<i>Answer # 83</i>	Refer to Answer #82 above.
<i>Question # 84</i>	The contracts provided for review do not appear to include any modifications or amendments. Have there been modifications to either contract and if so, would the Port Authority please make the modifications available for review?

<i>Answer # 84</i>	Contract #460008466 had no modifications or amendments to date. Contract #4600007137 had no modifications related to services at EWR.
<i>Question # 85</i>	If the Authority requires Contractor to conduct county background checks on its employees, would the Authority please provide historical data identifying the number of counties in which each incumbent employee has resided over the last 10 years in order for offerors to accurately estimate costs related to county background checks.
<i>Answer # 85</i>	Historical data is not necessarily indicative of what will be required under this Contract.
<i>Question # 86</i>	With the potential for the contract to last for up to 8 years, are the liquidated damages imposed and tracked by calendar year?
<i>Answer # 86</i>	The provisions set forth in Page 46, Section 10. entitled "Liquidated Damages" shall be assessed in accordance with the language set forth therein.
<i>Question #87</i>	Does the current employer-sponsored 401(k) savings plan provide for an employer matching contribution? What is the contribution percentage/amount?
<i>Answer #87</i>	The Port Authority does not possess this information.
<i>Question #88</i>	On page 83 'I. Operations Assistant' provides that "The Contractor shall provide one (1) Operations Assistant at JFK, one (1) Operations Assistant at LGA and one (1) Operations Assistant at EWR seven (7) days a week, 24 hours a day." Are each of these posts 24-hour/day posts?
<i>Answer #88</i>	This position is 24/7, covering 3 shifts.
<i>Question #89</i>	Page 104 of the RFP, Section 12.iii provides that, as one of the options to meet minimum requirements, personnel must have a certain number of educational credits. This sub-section goes on, in the same sub-part 'iii', to provide that these personnel must pass a physical examination. Are the physical examinations identified only required for those personnel who possess college credits as their minimum experience, and not for those who possess the guard, watchman or police position experience, or military experience identified in sub-parts 'i' and 'ii'?
<i>Answer #89</i>	Refer to Section I, Letter F. of this Addendum.
<i>Question #90</i>	Section 33, page 108, paragraph A states that employees who have completed comparable Initial and Leadership training within six (6) months of the effective date of this Contract may be exempt from

	the initial and leadership training requirements, with the approval of the Manager. Would the Port Authority please provide a list of the number of employees who have completed this training within the last 3 months?
Answer #90	See Answer #1 above.
Question #91	Section 42, page 121, Customs Bond Requirements. Are customs bonds currently required of the existing contractor for the current programs at any of the airports? Do the current contractor's employees require access customs' areas today?
Answer #91	Customs Bonds are currently required for EWR and JFK due to the need to access customs areas. There is currently no Bond required at LGA.
Question #92	Would the Port Authority please confirm that the number of required vehicles includes vehicles utilized for construction coverage as well as extra coverage?
Answer #92	Yes for JFK and LGA. No for EWR where an additional 3 SUV's are used on an as-needed basis utilizing the daily rate.
Question #93	How many (2) way radios are being utilized at each site?
Answer #93	The Port Authority will not provide the requested information.
Question #94	Please indicate the process an Offeror must follow if it decides to locate a mobile office trailer to use as a break area on Port Authority property. The walk-thru and RFQ indicates that drive time to conduct relief and position personnel can be substantial. It may not be prudent to lease office space, if it were available, so the use of a mobile trailer with appropriate break room facilities; i.e., restroom, snack machine, may serve as a solution.
Answer #94	The Port Authority will not permit a mobile trailer.
Question #95	Please provide a list of the number of incumbent security contractor employees that have completed the initial training within the past 6 months so we can accurately forecast the number of employees that will need initial training.
Answer #95	This information will be provided to the selected Contractor, subsequent to award.

Question #96	Reference: Page 23, 2. Overall Experience of Firm, Technical Expertise and Financial Capability, d) “The Proposer should provide documentation relevant to establish the Proposer’s capability to meet all terms and conditions set forth herein, including insurance requirements.” Would you please provide suitable/typical examples of documents that would establish a Proposer’s ability to meet the terms and conditions?
Answer #96	No.
Question #97	Is a copy or outline of the existing Strategic Partnership Measurement Program (SPMP) available for our review?
Answer #97	No.
Question #98	To ease vehicle logistics, will the new contractor be able to negotiate a takeover of the existing vehicle fleet?
Answer #98	This is a business matter, within the Contractor’s discretion.
Question #99	Attachment E states "A separate form is required for each salaried employee category at each facility for each of the 4 years." Is this form required for additional salaried employees proposed by the Offeror? This is a clarification issue as to whether we are required to provide additional worksheets for positions that were not included as part of the cost proposal forms. In the Cost Proposal Forms they have provided a worksheet for all of the RFP specified management positions (HR Assistant, HR Manager, Office Manager, ID Office Manager, Assistant PM, & PM) except the Operations Assistant. Do we need to provide rate buildup worksheets for the Operations assistant position and our additional management personnel?
Answer #99	The Cost Proposal Forms were revised to include Operations Assistant in Addendum No. 2. No rate worksheet is needed for additional management personnel at the time of Proposal submission. However, the Port Authority may request same prior to award of this Contract.
Question #100	<ul style="list-style-type: none"> a) In Attachment C of the Cost Proposal Forms, there are hours for Airport Security Agent, Lead Airport Security Agent and Airport Security Operations Center Agent at Teterboro. b) However, Section 30 Schedule of Guard Service does not list any post information requirements for Teterboro. Can the Authority please provide post shift and hours of operation information for this requirement?

Answer #100	a) The hours are estimates. b) There are no known post shifts or hours at this time.
Question #101	Will the PANYNJ please provide an attendee list of those that went to the site visits?
Answer #101	Refer to Addendum #2 dated 3/25/2013, Section I, letter O.
Question #102	The requirement for M/WBE participation is 12% and 5% respectively. Can you tell us what the current contract as to participation is? Is there a security firm qualified that is performing this task and if so who is it? What do you mean by the “words best effort” as it relates to this requirement.
Answer #102	The Port Authority will not provide current participation rates, deem any firm “qualified” through this Addendum or interpret the language cited. Historical data is not necessarily indicative of what will be required under this Contract.
Question #103	Page 22, Question (a) 1 through 8. Does this refer to all contracts performed by the proposer or just those with relevant experience?
Answer #103	This language was changed via Addendum No. 2.

This communication should be initialed by you and annexed to your Proposal upon submission.

In case any Proposer fails to conform to these instructions, its Proposal will nevertheless be construed as though this communication had been so physically annexed and initialed.

THE PORT AUTHORITY OF NY & NJ

DAVID GUTIERREZ, MANAGER
SPECIAL PURCHASING PROJECTS

PROPOSER'S FIRM NAME: _____

INITIALED: _____

DATE: _____

QUESTIONS CONCERNING THIS ADDENDUM MAY BE ADDRESSED TO LUKE BASSIS OR DAVID GUTIERREZ, WHO CAN BE REACHED AT (201) 395-3440 OR (201) 395-3433 RESPECTIVELY or at LBASSIS@PANYNJ.GOV OR DAVID.GUTIERREZ@PANYNJ.GOV.

Unarmed, Uniformed Security Guard Services**EWR Seniority Listing 4/1/13**

Title	Date of Hire	Title	Date of Hire
Airport Security Agent (ASA)	04/02/01	Airport Security Agent (ASA)	08/08/08
Airport Security Agent (ASA)	04/12/01	Airport Security Agent (ASA)	08/08/08
Airport Security Agent (ASA)	04/12/01	Airport Security Agent (ASA)	09/16/08
Airport Security Agent (ASA)	05/07/01	Airport Security Agent (ASA)	10/30/08
Airport Security Agent (ASA)	05/15/01	Airport Security Agent (ASA)	08/19/09
Airport Security Agent (ASA)	05/15/01	Airport Security Agent (ASA)	08/19/09
Airport Security Agent (ASA)	09/07/01	Airport Security Agent (ASA)	09/21/09
Airport Security Agent (ASA)	09/12/01	Airport Security Agent (ASA)	10/02/09
Airport Security Agent (ASA)	09/29/01	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	09/29/01	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	10/18/01	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	11/10/01	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	02/07/02	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	05/03/02	Airport Security Agent (ASA)	01/04/11
Airport Security Agent (ASA)	05/17/02	Airport Security Agent (ASA)	05/17/11
Airport Security Agent (ASA)	06/23/02	Airport Security Agent (ASA)	05/17/11
Airport Security Agent (ASA)	08/15/02	Airport Security Agent (ASA)	05/17/11
Airport Security Agent (ASA)	08/22/02	Airport Security Agent (ASA)	05/17/11
Airport Security Agent (ASA)	08/30/02	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	09/13/02	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	09/27/02	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	11/25/02	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	06/30/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	10/16/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	10/24/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	10/24/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	10/24/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	10/24/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	11/01/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	11/01/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	12/02/03	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	01/12/04	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	01/12/04	Airport Security Agent (ASA)	05/24/11
Airport Security Agent (ASA)	03/26/04	Airport Security Agent (ASA)	10/25/11
Airport Security Agent (ASA)	04/29/04	Airport Security Agent (ASA)	10/25/11
Airport Security Agent (ASA)	05/16/04	Airport Security Agent (ASA)	10/25/11
Airport Security Agent (ASA)	06/16/04	Airport Security Agent (ASA)	10/25/11
Airport Security Agent (ASA)	07/04/04	Airport Security Agent (ASA)	11/01/11
Airport Security Agent (ASA)	07/25/04	Airport Security Agent (ASA)	11/04/11
Airport Security Agent (ASA)	08/16/04	Airport Security Agent (ASA)	11/04/11
Airport Security Agent (ASA)	09/10/04	Airport Security Agent (ASA)	11/04/11
Airport Security Agent (ASA)	09/20/04	Airport Security Agent (ASA)	11/04/11
Airport Security Agent (ASA)	10/01/04	Airport Security Agent (ASA)	11/04/11
Airport Security Agent (ASA)	10/13/04	Airport Security Agent (ASA)	11/07/11

Unarmed, Uniformed Security Guard Services			
EWR Seniority Listing 4/1/13			
Title	Date of Hire	Title	Date of Hire
Airport Security Agent (ASA)	11/15/11		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	04/09/12		
Airport Security Agent (ASA)	05/22/12		
ID Office Specialist (IDOS)	07/17/02		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	08/20/02		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	11/03/03		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	02/16/00		
ID Office Specialist (IDOS)	03/06/07		
ID Office Specialist (IDOS)	11/13/00		
ID Office Specialist (IDOS)	08/28/00		
SOC Agent	02/16/00		
SOC Agent	02/16/00		
SOC Agent	03/13/00		
SOC Agent	05/23/00		
SOC Agent	07/16/02		
SOC Agent	03/02/06		
SOC Agent	04/16/07		
SOC Agent	01/04/11		
SOC Agent	05/24/11		
Tour Supervisor (TS)	02/16/00		
Tour Supervisor (TS)	02/16/00		
Tour Supervisor (TS)	02/16/00		
Tour Supervisor (TS)	02/16/00		
Tour Supervisor (TS)	05/11/00		
Tour Supervisor (TS)	06/20/00		
Tour Supervisor (TS)	10/05/00		
Tour Supervisor (TS)	12/06/02		
Tour Supervisor (TS)	01/12/04		
Tour Supervisor (TS)	03/29/06		

Unarmed, Uniformed Security Guard Services					
JFK Seniority Listing 4/1/13					
Title	Date of Hire	Title	Date of Hire	Title	Date of Hire
ASA	6/30/1975	ASA	3/7/2005	ASA	8/20/2007
ASA	1/16/1982	ASA	3/7/2005	ASA	8/20/2007
ASA	7/31/1985	ASA	4/4/2005	ASA	8/20/2007
ASA	9/17/1990	ASA	5/16/2005	ASA	9/21/2007
ASA	9/22/1995	ASA	5/16/2005	ASA	10/29/2007
ASA	9/22/1995	ASA	5/16/2005	ASA	10/29/2007
ASA	11/15/1996	ASA	5/16/2005	ASA	10/29/2007
ASA	11/15/1996	ASA	5/16/2005	ASA	10/29/2007
ASA	6/17/1997	ASA	7/25/2005	ASA	11/14/2007
ASA	1/9/1999	ASA	7/25/2005	ASA	1/28/2008
ASA	8/23/1999	ASA	7/25/2005	ASA	1/28/2008
ASA	2/1/2000	ASA	10/3/2005	ASA	1/28/2008
ASA	1/9/2001	ASA	10/3/2005	ASA	1/28/2008
ASA	1/9/2001	ASA	10/3/2005	ASA	2/4/2008
ASA	1/9/2001	ASA	10/3/2005	ASA	2/4/2008
ASA	1/9/2001	ASA	1/24/2006	ASA	2/4/2008
ASA	2/26/2001	ASA	4/10/2006	ASA	2/4/2008
ASA	2/26/2001	ASA	5/8/2006	ASA	2/4/2008
ASA	2/26/2001	ASA	5/8/2006	ASA	2/7/2008
ASA	5/21/2001	ASA	5/8/2006	ASA	4/7/2008
ASA	8/27/2001	ASA	5/8/2006	ASA	4/7/2008
ASA	10/1/2001	ASA	7/28/2006	ASA	4/7/2008
ASA	11/26/2001	ASA	8/28/2006	ASA	4/7/2008
ASA	12/1/2001	ASA	8/28/2006	ASA	4/21/2008
ASA	2/11/2002	ASA	8/28/2006	ASA	9/8/2008
ASA	4/15/2002	ASA	8/28/2006	ASA	9/8/2008
ASA	7/22/2002	ASA	8/28/2006	ASA	9/8/2008
ASA	10/7/2002	ASA	12/11/2006	ASA	9/8/2008
ASA	11/18/2002	ASA	12/11/2006	ASA	9/8/2008
ASA	11/18/2002	ASA	12/11/2006	ASA	9/8/2008
ASA	4/11/2003	ASA	12/11/2006	ASA	9/8/2008
ASA	6/9/2003	ASA	1/21/2007	ASA	9/8/2008
ASA	9/15/2003	ASA	1/26/2007	ASA	12/8/2008
ASA	9/15/2003	ASA	2/1/2007	ASA	12/8/2008
ASA	2/2/2004	ASA	3/12/2007	ASA	12/8/2008
ASA	3/22/2004	ASA	3/12/2007	ASA	12/8/2008
ASA	3/22/2004	ASA	3/12/2007	ASA	12/8/2008
ASA	5/3/2004	ASA	5/7/2007	ASA	12/8/2008
ASA	5/3/2004	ASA	5/7/2007	ASA	12/8/2008
ASA	5/3/2004	ASA	5/7/2007	ASA	12/8/2008
ASA	5/3/2004	ASA	5/7/2007	ASA	2/6/2009
ASA	9/17/2004	ASA	5/7/2007	ASA	2/17/2009
ASA	11/22/2004	ASA	5/7/2007	ASA	2/17/2009
ASA	11/22/2004	ASA	7/9/2007	ASA	3/9/2009
ASA	12/13/2004	ASA	7/9/2007	ASA	3/16/2009
ASA	12/13/2004	ASA	8/20/2007	ASA	3/16/2009

Unarmed, Uniformed Security Guard Services							
JFK Seniority Listing 4/1/13							
Title	Date of Hire		Title	Date of Hire	Title	Date of Hire	
LASA	1/28/1992		IDOS	6/3/1978			
LASA	4/1/1992		IDOS	10/9/1995			
LASA	1/1/1995		IDOS	10/9/1995			
LASA	9/22/1995		IDOS	1/9/2001			
LASA	1/20/1998		IDOS	1/9/2001			
LASA	7/16/1998		IDOS	5/21/2001			
LASA	12/1/1998		IDOS	6/11/2001			
LASA	7/25/2000		IDOS	8/27/2001			
LASA	1/9/2001		IDOS	10/3/2005			
LASA	1/9/2001		IDOS	7/9/2007			
LASA	1/9/2001		IDOS	2/4/2008			
LASA	1/9/2001		IDOS	4/7/2008			
LASA	1/9/2001		IDOS	9/8/2008			
LASA	8/27/2001		IDOS	3/18/2009			
LASA	8/27/2001		IDOS	4/19/2010			
LASA	11/26/2001		IDOS	9/19/2011			
LASA	4/15/2002		IDOS	9/19/2011			
LASA	7/22/2002		IDOS	9/19/2011			
LASA	7/22/2002		IDOS	3/5/2012			
LASA	10/7/2002		IDOS	3/12/2012			
LASA	3/22/2004						
LASA	5/3/2004		TS	11/18/1991			
LASA	12/13/2004		TS	5/14/1992			
LASA	3/7/2005		TS	9/21/1998			
LASA	4/10/2006		TS	1/9/2001			
			TS	1/9/2001			
SOC Agent	11/11/1997		TS	5/21/2001			
SOC Agent	1/9/2001		TS	4/15/2002			
SOC Agent	1/9/2001		TS	6/5/2007			
SOC Agent	11/26/2001		TS	12/8/2008			
SOC Agent	11/26/2001		TS	12/1/2012			
SOC Agent	5/16/2005		TS	12/1/2012			
SOC Agent	3/12/2007						

Unarmed, Uniformed Security Guard Services

LGA Seniority Listing 4/1/13

Title	Date of Hire	Title	Date of Hire
ASA	1/1/2000	ASA	4/21/2008
ASA	6/1/2001	ASA	4/21/2008
ASA	1/7/2002	ASA	9/8/2008
ASA	1/13/2003	ASA	3/9/2009
ASA	2/1/2003	ASA	3/9/2009
ASA	5/5/2003	ASA	3/9/2009
ASA	12/8/2003	ASA	3/9/2009
ASA	12/8/2003	ASA	4/19/2010
ASA	6/28/2004	ASA	4/19/2010
ASA	6/28/2004	ASA	4/19/2010
ASA	6/28/2004	ASA	2/1/2011
ASA	11/8/2004	ASA	8/12/2011
ASA	11/8/2004	ASA	8/12/2011
ASA	11/8/2004	ASA	2/1/2012
ASA	11/8/2004	ASA	3/5/2012
ASA	11/8/2004	ASA	3/9/2012
ASA	3/7/2005	ASA	3/9/2012
ASA	4/25/2005	ASA	3/9/2012
ASA	10/3/2005	ASA	3/9/2012
ASA	10/3/2005	ASA	3/9/2012
ASA	10/3/2005	ASA	3/9/2012
ASA	4/3/2006		
ASA	4/3/2006	Lead ASA	2/1/2003
ASA	4/3/2006		
ASA	12/11/2006	SOC Agent	4/1/2001
ASA	12/11/2006	SOC Agent	2/1/2003
ASA	12/11/2006	SOC Agent	12/8/2003
ASA	12/11/2006		
ASA	3/26/2007	IDOS	1/1/2000
ASA	5/7/2007	IDOS	1/1/2000
ASA	7/9/2007	IDOS	9/1/2001
ASA	7/9/2007	IDOS	11/26/2001
ASA	8/20/2007	IDOS	4/3/2006
ASA	10/29/2007	IDOS	4/19/2010
ASA	10/29/2007	IDOS	4/19/2010
ASA	10/29/2007		
ASA	10/29/2007	TS	1/1/2000
ASA	10/29/2007	TS	6/12/2000
ASA	10/29/2007	TS	9/8/2000
ASA	1/28/2008	TS	6/26/2004
ASA	1/28/2008	TS	5/7/2007
ASA	2/4/2008	TS	8/20/2007
ASA	2/4/2008	TS	3/16/2009
ASA	4/21/2008	TS	7/2/2011
ASA	4/21/2008		