



**STATE OF HAWAII
OFFICE OF HAWAIIAN AFFAIRS
560 NORTH NIMITZ HIGHWAY, SUITE 200
HONOLULU, HAWAII 96817**

September 8, 2026

REQUEST FOR PROPOSAL (RFP) No. LAD 2027-002

KŪKANILOKO STEWARDSHIP SERVICES

ADDENDUM 6 – Questions and Answers

1. Can OHA confirm that all work performed on this project is subject to prevailing State of Hawaii wage rates and health and welfare benefits accordingly? Can the rates be provided for clarification? Our findings have concluded that the State of Hawaii prevailing wage rates according to DHRD Compensation Plan and Salary Schedules, effective 7/1/26 for the closest comparable classifications are as follows:
BC-02 - Field Support Labor - Groundskeeper I / Park Caretaker I - \$26.16/hr.
SR-22 - Program/Project Lead - Historic Resource Specialist - \$31.89/hr.

In addition to the base wages, the employer is required to provide health and welfare benefits. Can OHA provide guidance on the hourly rates that should be used in this calculation?

Reference: The required submittal "Wage Certificate" (Attachment 4) obligates the contractor and guarantees that all services provided and performed by employees on this project shall be at wages or salaries not less than wages or salaries paid to public officers and employees doing similar work; and requires the contractor to comply with all applicable laws of the Federal and State governments relating to worker's compensation, unemployment compensation, payment of wages, and safety will be fully complied with including all payments required by Federal and State laws to be made by employers for the benefit of their employees are to be paid in addition to the base wages required by Section 103-55, HRS.

Yes. Pursuant to Section 103-55, HRS, and the requirements of the RFP, the Successful Offeror is responsible for ensuring that employees performing services under the Contract are paid wages not less than those paid to State employees performing similar work. The Successful Offeror is also responsible for complying with all applicable federal and State laws concerning wages, benefits, workers' compensation, unemployment compensation, temporary disability insurance, prepaid health care, and other employment-related requirements.

For proposal purposes, Offerors should use the applicable State of Hawai'i DHRD classification and compensation information in effect at the time of proposal submission and should identify the State classification(s) they have determined to be comparable to the positions proposed under this RFP.

The DHRD compensation and salary schedules are available on the DHRD website.

*The Offeror's proposed wage rates must meet or exceed the applicable State wage rates for comparable work. The State wage rate is a **minimum wage requirement and is not intended to establish the Offeror's proposed billing rate.***

With respect to health and welfare benefits, the Offeror is responsible for providing all benefits required by applicable law and for complying with Section 103-55, HRS, and the Wage Certificate requirements included in the RFP. OHA is not establishing a separate fixed hourly dollar amount for health and welfare benefits under this RFP. Offerors should include all applicable legally required employer costs and benefits in their proposed pricing.

The DHRD classification and compensation information is subject to change. Offerors are responsible for reviewing the applicable DHRD schedules and requirements when preparing their proposals. DHRD identifies classification and compensation as the State's system for establishing classifications and pay grades for State positions.

2. On page 4, Section VIII. Submission of Sealed Proposal, D. Wage and Labor Law Compliance, it states that the "Offerors are further advised that in the event of an increase in wages for public employees performing similar work during the period of the Contract, the Offeror will be obligated to provide such increased wages."

Will the offeror be notified of the wage rate increase and provided with the new wage rate table so as to submit a request for adjustment?

The Offeror is responsible for monitoring applicable State wage rates and DHRD compensation information during the Contract term. OHA may provide notice of applicable changes in State wage rates; however, the Offeror remains responsible for ensuring continued compliance with Section 103-55, HRS. As stated in Section 1, Item VIII.D. of the RFP, if wages for State employees performing similar work increase during the Contract period, the Offeror may request an adjustment to the Contract price, subject to the requirements and procedures stated in the RFP. Any request for an adjustment must be submitted in writing to OHA and must include the documentation required by the RFP, including documentation demonstrating compliance with Section 103-55, HRS. Approval of an adjustment is subject to the terms and conditions stated in the RFP and resulting Contract. Current DHRD classification and compensation information is available through the DHRD website.

3. If an offeror / awardee cannot provide any of these qualifying requirements referenced below within a reasonable timeframe but before the contract starts, what action will OHA take?

The Successful Offeror must satisfy all applicable responsibility, compliance, certification, and insurance requirements before the Contract commencement date and within the timeframes established by OHA.

An Offeror should not assume that additional time will be granted to obtain required documentation. Failure to provide required documentation within the timeframe established by OHA may result in the Offeror being determined non-responsible or otherwise ineligible for award, or may result in other remedies available to OHA under the RFP, applicable law, and the General Terms and Conditions.

In particular, the Successful Offeror must provide evidence of the required insurance coverage prior to the Contract start date and must maintain the required coverage throughout the Contract term.

The Successful Offeror is also responsible for providing the required evidence of compliance under Section 3-122-112, HAR, including applicable tax, employment, workers' compensation, temporary disability insurance, prepaid health care, and other requirements identified in the RFP.

4. Please confirm that all subcontractors and their personnel working on this project are subject to all qualifying requirements of the prime contractor including compliance, insurance, and eligibility as stated above, as well as wage rates and benefits for employees working on this project?

Any subcontracting or assignment of work requires the prior written approval of OHA, as stated in Section 2, Item II.B.2. of the RFP.

An approved subcontractor must comply with all applicable federal, State, and local laws and all applicable provisions of the Contract relating to the work performed by the subcontractor. The Successful Offeror remains fully responsible and liable for the performance of its approved subcontractors and for compliance with the Contract.

To the extent applicable to the work performed, personnel of approved subcontractors must be compensated in accordance with Section 103-55, HRS, and all other applicable wage and employment laws.

Approval of a subcontractor does not relieve the Successful Offeror of any obligation or liability under the Contract.

5. Will any services or contracts currently operating in conjunction with this project and location continue to operate separately from this contract after award? Example: current grounds maintenance contractor.

Yes. Some existing services, partnerships, and community relationships tied to this site will continue after award, regardless of which offeror is selected, but they will not operate entirely independently of the new contract. The successful offeror, whoever that may be, will be expected to oversee and coordinate this work rather than operate alongside it as an unrelated party.

Specifically, OHA has formal and informal relationships with lineal and cultural descendants of Kūkaniloko, as well as local community members and groups, for access, caretaking, and programmatic activities at the site. OHA anticipates this ongoing presence and activity continuing in some form under any awarded steward. The successful offeror will be expected to manage and integrate this work under the new contract rather than treat separately.

The specifics of how these relationships are structured under the new contract, including which existing arrangements continue, in what form, and under what terms, will be discussed with the apparent successful offeror during the post-award, pre-execution period, consistent with applicable procurement requirements. No offeror is expected to commit to specific arrangements it doesn't yet understand at the time of proposal submission.

Additionally, OHA has other stewards and contractors that perform services on other parts of the property that the successful offeror may be requested to collaborate with on property development and/or other projects as described under Scope of Services, Section B.e – Collaboration and Consultation.

6. Page 25, Section 2, Item V.A., Specific Qualifications and Requirements, states that the Offeror must have been established within the Wahiawā community for five (5) or more years. Is the definition of “established” interpreted as having a physical location and conducting business within and from that location?

No. For purposes of Section 2, Item V.A.1.b., the requirement that an Offeror be “established within the Wahiawā community for five (5) or more years” does not necessarily require the Offeror to maintain a physical business office within Wahiawā.

OHA will evaluate whether the Offeror can demonstrate a sustained and established presence, relationship, and history of activity within the Wahiawā community for at least five (5) years, consistent with the nature and purpose of the services solicited under this RFP.

Evidence may include, as applicable, the Offeror's history of conducting programs, services, partnerships, stewardship activities, community engagement, or other sustained activities within the Wahiawā community.

The Offeror is responsible for providing sufficient information in its proposal to demonstrate satisfaction of this requirement.

7. Page 28, Section 2, Item IV.D., Payment, states that OHA will have thirty (30) calendar days after receipt of invoice and satisfactory delivery of goods or performance of services to make payment. Please confirm that the Offeror must be able to sustain the project for a minimum of 60 days without payment, based on monthly performance, 30-day invoice processing, and payment approval/processing.

The RFP does not establish a specific 60-day payment period.

Section 2, Item IV.D.1. provides that OHA will have thirty (30) calendar days after receipt of an invoice and satisfactory delivery of goods or performance of services to make payment.

Offerors should account for the timing of service performance, invoice submission, OHA review and confirmation of satisfactory performance, and the applicable payment period when developing their proposed pricing and financial capacity.

An Offeror may therefore need sufficient working capital to cover costs incurred before payment is received. However, the RFP does not guarantee that payment will occur exactly 60 days after services commence.

Payment is subject to receipt of a proper invoice and confirmation by OHA that the goods or services have been satisfactorily delivered or performed, consistent with the RFP and resulting Contract.