Los Angeles County
Metropolitan Transportation
Authority
One Gateway Plaza
3rd Floor Board Room
Los Angeles, CA

File #: 2025-0831, **File Type:** Contract **Agenda Number:** 32.

**OPERATIONS, SAFETY, AND CUSTOMER EXPERIENCE COMMITTEE
OCTOBER 16, 2025**

SUBJECT: TRANSIT OPERATIONS SUPERVISORS UNIFORM SERVICES

ACTION: AWARD CONTRACT

RECOMMENDATION

AUTHORIZE the Chief Executive Officer to award a five-year firm fixed unit rate Contract No. OP52832000 to Becnel Uniforms, Inc. to provide uniforms for Bus and Rail Transit Operations Supervisors (R/TOS) in the Not-To-Exceed (NTE) amount of $1,713,163.00 effective January 1, 2026; subject to the resolution of any properly submitted protest(s), if any.

ISSUE

Per the current American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining Agreement (CBA), Metro is required to provide each eligible full-time R/TOS an annual uniform allowance on the employee's AFSCME classification date, specifically, for the purchase of approved garments. The existing uniform contracts No. PS113404000 with Becnel Uniforms, Inc. and No. PS127019000 with LA Uniform and Tailoring, Inc. will expire on December 31, 2025. A new uniform contract is required to comply with the CBA.

BACKGROUND

This contract facilitates the standardization of R/TOS uniforms. Due to the high visibility of Metro R/TOS, the appearance and fit of the uniforms are important as they reflect Metro's image to its patrons. Metro customers and emergency first responders will be able to readily identify Metro R/TOS for assistance. Metro also seeks to promote professionalism in the work environment by providing quality garments that have been pre-selected with Metro's management approval. The approved garments are made to withstand prolonged wear and facilitate ease of maintenance.

Currently, Becnel provides R/TOS with uniforms and has provided satisfactory performance in terms of quality garments and hands-on customer service throughout the length of the contract.
A R/TOS Uniform Committee comprised of representatives from management and labor meets annually to review employee feedback regarding the uniforms.

DISCUSSION

Based on the R/TOS uniform committee's decision, there will be no major changes in color or style from the existing uniform. The selection and choices of uniform garments may be expanded or changed in the future, contingent on input from the uniform committee and approval from Metro management.

The contract will provide R/TOS personnel with a source to purchase uniform item(s) at a pre-determined price. Each R/TOS will receive an annual voucher to use with the selected vendor. The Supervisors will travel to the physical location of the vendor's store to purchase the uniform item(s). The amount on each voucher will be in accordance with the union agreement, which currently provides for an annual allowance to purchase uniform item(s).

DETERMINATION OF SAFETY IMPACT

The approval of this item will ensure the supply of uniforms that clearly identify Metro-represented R/TOS employees as well as the continued delivery of safe, quality, on-time, and reliable services system-wide.

FINANCIAL IMPACT

Funding of $146,370.31 for this contract is included in the FY26 budget in multiple transportation cost centers, account - 50215 (Fringe Benefit Uniforms), projects 306001 (Operations Transportation), 300022 (A Line Operations), 300033 (C Line Operations) 300044 (B/D Line Operations), 300066 (E Line Operations), 300077 (K Line Operations), and 301012 (G Line Operations). Since this is a multi-year contract, the cost center manager will be accountable for budgeting the cost in future fiscal years.

Impact to Budget

The source of funds for this procurement will come from the enterprise operating fund.
Specific funding sources are Federal Transit Administration (FTA), State, and Local funding, including sales tax and fares that are eligible for Bus and Rail Operating projects. These funding sources will maximize the use of funds for these activities.

EQUITY PLATFORM

This contract will support ongoing transportation operations by meeting the terms of the AFSCME CBA. It will also benefit the customer and employee experience on the system by enhancing the appearance and visibility of the R/TOS.

The solicitation was issued under the Small Business Enterprise (SBE) Prime (Set-Aside) Program. Becnel Uniforms, Inc., an SBE Prime, made a 100% SBE commitment.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the

SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

As part of these ongoing efforts, this item is expected to contribute to further reductions in VMT. While this item does not directly encourage taking transit, sharing a ride, or using active transportation, it is a vital part of Metro operations, as Metro must provide TOS uniforms per the AFSCME CBA. Readily visible R/TOS uniforms create a professional working environment vital to transit operations. Because the Metro Board has adopted an agency-wide VMT Reduction Target, and this item supports the overall function of the agency, this item is consistent with the goals of reducing VMT.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

ALTERNATIVES CONSIDERED

The uniform committee considered working with vendors who provided online ordering services. It was determined that having a vendor provide hands-on customer service at a walk-in store would provide the best results for standardizing a well-fitted uniform. As a result, vendors who provided only an online service were not considered for this contract.

Additionally, the Board can choose not to approve this contract award; however, this is not recommended. This would interrupt Metro's R/TOS from obtaining their uniforms in a timely manner. A lapse in contract would violate Metro's current CBA with AFSCME.

NEXT STEPS

Upon Board approval, staff will execute Contract No. OP52832000 to Becnel Uniforms, Inc., effective January 1, 2026, to fulfill the AFSCME CBA requirement to provide uniform services to Metro R/TOS.

ATTACHMENTS

Attachment A - Procurement Summary
Attachment B - DEOD Summary

Prepared by:

Jeremy Santos, Transportation Planner, (213) 922-2246
Liz Elkins, Manager, Transportation Planning, (213) 418-3321
Demetrius Jones, Service Operations Superintendent, (213) 922-4220
Debra Avila, Deputy Chief Vendor/Contract Management Officer, (213) 418-3051

Reviewed by:

Conan Cheung, Chief Operations Officer, (213) 418-3034

Stephanie Wiggins
Chief Executive Officer

ATTACHMENT A

PROCUREMENT SUMMARY

TRANSIT OPERATIONS SUPERVISORS UNIFORM SERVICES/OP52832000

1.	**Contract Number**: OP52832000	
2.	**Recommended Vendor**: Becnel Uniforms, Inc.	
3.	**Type of Procurement (check one):** ☐ **IFB** ☒ **RFP** ☐ **RFP–A&E** ☐ **Non-Competitive** ☐ **Modification** ☐ **Task Order**	
4.	**Procurement Dates**:	
	A. Issued: May 29, 2025	
	B. Advertised/Publicized: May 29, 2025	
	C. Pre-Proposal Conference: June 5, 2025	
	D. Proposals Due: June 26, 2025	
	E. Pre-Qualification Completed: July 10, 2025	
	F. Ethics Declarations Form Submitted to Ethics: July 1, 2025	
	G. Protest Period End Date: October 21, 2025	
5.	**Solicitations Downloaded**: 18	**Bids/Proposals Received**: 3
6.	**Contract Administrator:** Ricardo E. Narvaez	**Telephone Number:** (213) 418-3158
7.	**Project Manager**: Liz Elkins	**Telephone Number**: (213) 418-3321

A. Procurement Background

This Board Action is to approve Contract No. OP52832000 to provide standard uniforms for approximately 550-600 Transit Operations Supervisors (TOS) and Rail Transit Operations Supervisors (RTOS), per the American Federation of State, County and Municipal Employees (AFSCME) collective bargaining agreement. Board approval of contract awards is subject to the resolution of any properly submitted protest(s), if any.

Request for Proposals (RFP) No. OP52832 was issued in accordance with Metro's Acquisition Policy as a Small Business Prime Set-Aside, and the contract type is firm fixed unit rate.

One amendment was issued during the solicitation phase of this RFP:

- Amendment No. 1, issued June 16, 2025, revised the Exhibit 2 – Schedule of Quantities and Prices.

A total of 18 firms downloaded the RFP and were included on the planholders' list. A virtual pre-proposal conference was held on June 5, 2025, and was attended by four participants representing three firms. There were four questions received for this RFP and responses were provided prior to the proposal due date.

A total of three proposals were received by the due date of June 26, 2025, and are listed below in alphabetical order:

1. Becnel Uniforms, Inc.
2. LA Uniforms & Tailoring, Inc.
3. Sinatra Uniforms, Inc.

B. Evaluation of Proposals

A diverse Proposal Evaluation Team (PET) consisting of staff from Corporate Safety and Operations was convened to conduct a comprehensive technical evaluation of the proposals received.

On July 16, 2025, Metro's Diversity & Economic Opportunity Department (DEOD) determined that LA Uniforms & Tailoring, Inc., and Sinatra Uniforms, Inc., did not meet the Small Business Prime Set-Aside requirements established for this solicitation and were therefore determined to be non-responsive and ineligible for contract award.

The proposal was then evaluated on the minimum qualifications on a pass/fail basis. A single rating of "fail" for any of the minimum qualifications would require the proposal to be eliminated from further consideration.

The minimum qualifications were as follows:

1. Proposer shall demonstrate a minimum of three (3) years' experience providing uniforms, expertise, personnel and equipment in performing tailoring and embroidery services, similar to those specified in Exhibit A – Scope of Services of the RFP.

2. Proposer must have at least one facility within 15 miles of Metro Headquarters located at One Gateway Plaza, Los Angeles, CA 90012. The location should offer uniform purchase, uniform sizing, embroidery, uniform pick up, uniform replacement, tailoring, order tracking system, and have samples in stock of each size at each site.

The proposer met the minimum qualification requirements and was further evaluated according to the following evaluation criteria:

- Degree of the Firm and Staff Skills and Experience 30 percent
- Understanding The Workplan 30 percent
- Contractor Facility 20 percent
- Cost Proposal 20 percent

The evaluation criteria are appropriate and consistent with criteria developed for other similar procurements. Several factors were considered when developing these weights, giving the greatest importance to experience and the workplan.

At the conclusion of the evaluation, the PET members determined that Becnel Uniforms, Inc., met the requirements of the RFP and was technically qualified to perform the work.

The following is a summary of the PET scores:

1	Firm	Average Score	Factor Weight	Weighted Average Score	Rank
2	**Becnel Uniforms, Inc.**				
3	Degree of the Firm and Staff Skills and Experience	90.00	30.00%	27.00	
4	Understanding The Workplan	88.00	30.00%	26.40	
5	Contractor Facility	83.35	20.00%	16.67	
6	Cost Proposal	100.00	20.00%	20.00	
7	**Total**		**100.00%**	**90.07**	**1**

C. Cost/Price Analysis

The recommended price has been determined to be fair and reasonable based upon the Independent Cost Estimate (ICE), cost analysis, fact finding, and technical evaluation.

	Proposer Name	Proposal Amount	Metro ICE	NTE Amount
1	Becnel Uniforms, Inc.	$ 1,713,163.00	$ 1,823,323.00	$ 1,713,163.00

D. Background on Recommended Contractor

Becnel Uniforms, Inc. was founded more than 50 years ago and is located in Los Angeles, CA. The firm specializes in providing employee uniforms to transportation agencies and companies in Southern California.

Becnel Uniforms, Inc.'s clients include LA Metro, Long Beach Transit, Los Angeles Unified School District (LAUSD) Transportation Services, Orange County Transportation Authority (OCTA), and Gardena Transit.

Becnel Uniforms, Inc. is one of Metro's incumbent uniform providers and their performance has been satisfactory.

DEOD SUMMARY

TRANSIT OPERATIONS SUPERVISORS UNIFORM SERVICES / OP52832000

A. Small Business Participation

This procurement was solicited under Metro's Small Business (SB) Prime (Set-Aside) Program. Becnel Uniforms, a SB Prime, made a 100% SBE commitment. As a regular dealer for this procurement, Becnel Uniforms is eligible to receive 60% SBE credit for the value of the items it supplies for this contract.

SMALL BUSINESS SET-ASIDE

	SBE Prime Contractor	SBE % Committed
1.	Becnel Uniforms (Prime)	60%
	Total SBE Commitment	**60%**

B. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

C. Prevailing Wage Applicability

Prevailing wage is not applicable to this contract.

D. Project Labor Agreement/Construction Careers Policy

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of $2.5 million.

E. Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) does **not apply** to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least $50 million.

TRANSIT OPERATIONS SUPERVISORS UNIFORM SERVICES

October 16, 2025

Metro

Operations, Safety, & Customer Experience Committee Meeting

RECOMMENDATION

AUTHORIZE the Chief Executive Officer to award a firm fixed unit rate Contract No. OP52832000 to Becnel Uniforms, Inc. to provide uniforms for Bus and Rail Transit Operations Supervisors (R/TOS), in the Not-To-Exceed (NTE) amount of $1,713,163.00 effective January 1, 2026; subject to resolution of any protest(s).

Metro

AWARDEE & PROPOSALS

AWARDEE

Becnel Uniforms, Inc., 100% Small Business Enterprise (SBE) commitment

NUMBER OF BIDS/PROPOSALS

	Proposer Name	Metro Independent Cost Estimate	Proposal Amount
1	Becnel Uniforms, Inc.	$1,823,323.00	$1,713,163.00
2	LA Uniforms & Tailoring, Inc.	$1,823,323.00	Did not meet SBE Set-Aside Requirements
3	Sinatra Uniforms, Inc.	$1,823,323.00	Did not meet SBE Set-Aside Requirements

Metro

EVALUATION CRITERIA

Becnel Uniforms, Inc.	Average Score	Factor Weight	Weighted Average Score
Degree of the Firm and Staff Skills and Experience	90.00	30%	27.00
Understanding The Workplan	88.00	30%	26.40
Contractor Facility	83.35	20%	16.67
Cost Proposal	100.00	20%	20.00
Total		**100%**	**90.07**

Metro

ISSUE & DISCUSSION

- The awardee currently provides commendable in-store fitting services and sales of quality garments to R/TOS that readily identify them and promote workplace professionalism.
- R/TOS supervise work assignments across bus/rail operating divisions, control centers, and on-street operations and instruct Bus/Train Operators.
- The American Federation of State, County and Municipal Employees (AFSCME) represents R/TOS.

AFSCME Collective Bargaining Agreement (CBA) Requirements

- Metro must currently provide each eligible full-time R/TOS an annual uniform allowance on the employee's AFSCME classification date to purchase approved garments.

Metro