

REDWOOD EMPIRE DISPATCH COMMUNICATIONS AUTHORITY 2796 Ventura Avenue, Santa Rosa, CA 95403 www.redcomdispatch.org Telephone: 707-565-8880

July 24, 2026

To Prospective Legal Counsel:

On behalf of the Redwood Empire Dispatch Communications Authority (REDCOM), I am pleased to invite your firm to submit a Statement of Qualifications in response to this Request for Qualifications (RFQ No. 2026-01) for Professional Legal Services in the areas of General Counsel and Public Sector Labor and Employment Law.

REDCOM is a Joint Powers Authority established under California Government Code Section 6500 et seq., providing coordinated public safety dispatch communications for fire and emergency medical services agencies throughout Sonoma County, California. As a public agency governed by a Board of Directors representing our member agencies, REDCOM is committed to transparency, accountability, and excellence in all of its operations.

As of October 9, 2024, REDCOM became the direct employer of all dispatch and administrative personnel. Our workforce is represented by the American Federation of State, County and Municipal Employees (AFSCME) Local 4911 under a Collective Bargaining Agreement in effect through August 31, 2027. This transition has significantly expanded our need for dedicated, experienced legal counsel with deep expertise in California public agency labor and employment law.

We are seeking a qualified attorney or law firm that understands the unique legal environment of an independent Joint Powers Authority operating a regional communications system that serves multiple public agencies and contractual partners. The ideal candidate will bring demonstrated experience in collective bargaining, grievance arbitration, Public Employment Relations Board proceedings, and general JPA governance matters. Familiarity with Sonoma County's public agency landscape and the public safety dispatch environment is highly valued.

REDCOM is a Joint Powers Authority with significant potential for growth through new member agency partnerships and private provider service agreements. We value legal counsel who is responsive, practical, and committed to providing cost-effective guidance that supports our mission of delivering reliable and professional dispatch services to the communities we serve, while positioning the Authority for continued regional expansion.

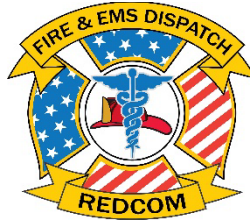
This RFQ outlines the scope of services, desired qualifications, submittal requirements, and evaluation criteria. We encourage all qualified firms and attorneys to submit a complete Statement of Qualifications by the deadline indicated in this document.

Should you have any questions regarding this RFQ, please do not hesitate to contact me directly at Estevens@xsnfire.org or by telephone at 707-565-8880. Questions submitted in writing by the deadline will receive written responses distributed to all known respondents.

We look forward to reviewing your qualifications and establishing a long-term professional relationship with legal counsel who will support the Authority's governance, organizational development, and mission of providing exceptional regional emergency communications services.

Sincerely,

Evonne Stevens Executive Director Redwood Empire Dispatch Communications Authority 2796 Ventura Avenue, Santa Rosa, CA 95403 Telephone: 707-565-8880 Email: Estevens@xsnfire.org Website: www.redcomdispatch.org



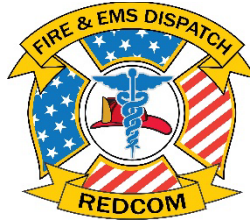
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REDWOOD EMPIRE DISPATCH COMMUNICATIONS AUTHORITY

REQUEST FOR QUALIFICATIONS Professional Legal Services General Counsel and Public Sector Labor and Employment Counsel

RFQ No. 2026-01

RFQ Issued: July 23, 2026 Questions Deadline: August 10, 2026 Responses to Questions Posted: August 14, 2026 Submittals Due: September 1, 2026 Evaluation Period: September 1st to September 11, 2026 Interviews (if conducted): Weeks of September 14 and 21, 2026 Board Approval of Selection: October 1, 2026 Contract Effective Date: TBD



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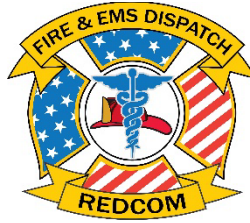
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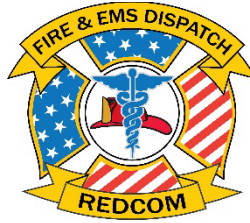
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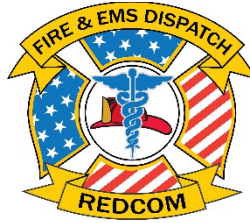
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SECTION 1 — INTRODUCTION AND PURPOSE

The Redwood Empire Dispatch Communications Authority (REDCOM) is a California Joint Powers Authority (JPA) established pursuant to California Government Code Section 6500 et seq. REDCOM provides coordinated public safety dispatch communications for fire and emergency medical services agencies in Sonoma County, California. REDCOM is governed by a Board of Directors composed of representatives from its member agencies and operates in accordance with its Joint Powers Agreement, Bylaws adopted in 2007, and subsequent amendments including the Service Boundary Amendment Resolution adopted in 2016.

REDCOM is issuing this Request for Qualifications (RFQ) to identify and select a qualified attorney or law firm to provide legal services in the areas of labor and employment law and general counsel. REDCOM seeks legal counsel with demonstrated expertise in California public agency law, collective bargaining, and the unique legal environment of a Joint Powers Authority with an active regional communications mission and the potential for continued growth through new member agency partnerships and private provider service agreements.

This RFQ is issued in accordance with the REDCOM Purchasing Policy effective December 12, 2024, and applicable provisions of California law governing public agency contracting.

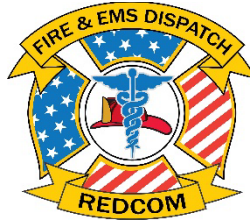
SECTION 2 — BACKGROUND

REDCOM was established to provide centralized, coordinated dispatch communications for fire and emergency medical services across Sonoma County. REDCOM is governed by a Board of Directors, with day-to-day operations managed by an Executive Director.

As of October 9, 2024, REDCOM became the direct employer of all dispatch and administrative personnel, a significant operational and legal transition that has expanded the Authority's responsibilities in the areas of human resources, labor relations, and employment law compliance.

REDCOM's workforce is currently represented by the American Federation of State, County and Municipal Employees (AFSCME) Local 4911. The current Collective Bargaining Agreement (CBA) is in effect through August 31, 2027. REDCOM anticipates that CBA negotiations will resume in advance of that expiration date and requires experienced legal counsel to support those negotiations and all related labor matters.

Since becoming an independent public employer, REDCOM has expanded its organizational responsibilities to include labor relations, procurement, strategic planning, policy development, technology initiatives, records management, public records compliance, and long-term organizational planning. The Authority is a Joint Powers Authority with significant potential for growth through new member agency partnerships and private



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provider service agreements, and seeks legal counsel capable of supporting both its current operations and its continued regional expansion.

REDCOM operates under the Meyers-Milias-Brown Act (MMBA), California Government Code Section 3500 et seq., which governs labor relations for California local public agencies. REDCOM also operates within a complex legal framework that may implicate the National Labor Relations Act (NLRA) and the Emergency medical services system and prehospital emergency medical care act (EMSA), requiring counsel familiar with both public and private sector labor law frameworks.

REDCOM's governance structure, as defined in its Bylaws and the 2016 Service Boundary Amendment Resolution, includes provisions governing member agency participation, financial obligations, termination procedures, joint defense obligations, and Board decision-making authority. Legal counsel will be expected to provide guidance on these governance matters as they arise.

2.1 Member Agencies

REDCOM currently provides dispatch communications services to the following member agencies, listed in alphabetical order:

Cazadero Fire Department, Coast Life Support, Gold Ridge Fire District, Graton Fire Protection District, Healdsburg Fire Department, Henry-1, North Sonoma Coast Fire District, Northern Sonoma County Fire (Cloverdale and Geyserville), Occidental Fire Department, Petaluma City Fire Department, Santa Rosa Fire Department, Shell Vista Fire Protection District, Sonoma County Dry Creek Rancheria, Sonoma County Fire District, Sonoma Valley Fire District, Timber Cove Fire Protection District

In addition to its member agencies, REDCOM also provides dispatch coordination services to the following non-member private providers, through contracts for services:

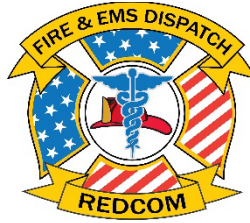
Bells Ambulance, Life West Ambulance, REACH Air Medical, Services Sonoma County Fire District EOA-1

Legal counsel should be aware that REDCOM's operational relationships span both public agency members and private provider partners, creating a layered legal environment that may involve both public and private sector legal considerations.

2.2 Relationship with the Sonoma County Local Emergency Medical Services Agency and Sonoma County

REDCOM operates within a regulatory and oversight framework that includes a significant working relationship with the Sonoma County Local Emergency Medical Services Agency (LEMSA) and the County of Sonoma. Prospective legal counsel should be aware of the following aspects of these relationships as they are directly relevant to the Authority's legal environment and potential conflict of interest considerations:

LEMSA serves as the designated local EMS agency for Sonoma County under California Health and Safety Code Section 1797.200 et seq. and exercises regulatory oversight over emergency medical services operations



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within the county, including EMS dispatch protocols and coordination standards applicable to REDCOM's dispatch operations.

REDCOM's dispatch services for emergency medical services agencies are subject to LEMSA's protocols, policies, and performance standards. Legal matters arising from EMS dispatch operations may involve regulatory compliance questions that intersect with LEMSA's authority.

The County of Sonoma, through various departments and agencies, maintains contractual, regulatory, and operational relationships with REDCOM, including but not limited to relationships with the Sonoma County Fire District, which is a REDCOM member agency, and the Sonoma County Sheriff's Office, which both operates a separate dispatch center and uses REDCOM to dispatch its helicopter.

Respondents must disclose any current or prior representation of the County of Sonoma, LEMSA, or any department or agency of the County of Sonoma, or any member agency or private provider in their conflict-of-interest disclosure. The existence of such a relationship will not automatically disqualify a respondent, but REDCOM must be able to evaluate the nature and scope of any such relationship to determine whether it presents a material conflict of interest with respect to REDCOM's legal needs.

REDCOM reserves the right to disqualify any respondent whose conflicts of interest, cannot be adequately resolved through disclosure and appropriate ethical screening measures.

SECTION 3 — SCOPE OF SERVICES

REDCOM seeks legal services in the following areas. The selected attorney or law firm will be expected to provide responsive, practical, and cost-effective counsel across all applicable areas.

3.1 Labor and Employment Law

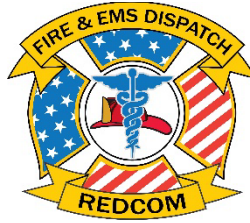
Representation and advice in all matters arising under the Meyers-Milias-Brown Act (MMBA), California Government Code Section 3500 et seq., including but not limited to:

Collective bargaining negotiations with AFSCME Local 4911 in advance of and following the expiration of the current CBA on August 31, 2027.

Interpretation and administration of the Collective Bargaining Agreement, including advising on management rights, work rules, disciplinary procedures, and employee benefits.

Grievance processing and representation through all steps of the grievance procedure, including preparation for and representation at arbitration before the American Arbitration Association (AAA) or other designated arbitration forums.

Representation before the Public Employment Relations Board (PERB) in unfair labor practice proceedings, unit clarification petitions, and other matters within PERB jurisdiction.



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Advice and representation on employee discipline and termination matters, including pre-disciplinary Skelly hearings and post-termination appeals.

Guidance on wage and hour compliance under the California Labor Code and the Fair Labor Standards Act (FLSA), including overtime, meal and rest periods, and classification issues applicable to public safety dispatch personnel.

Advice on leave administration under the California Family Rights Act (CFRA), the Family and Medical Leave Act (FMLA), the California Fair Employment and Housing Act (FEHA), and related statutes.

Guidance on workplace accommodation obligations under FEHA and the Americans with Disabilities Act (ADA).

Advice on workplace investigations, harassment prevention, and equal employment opportunity compliance.

Guidance on personnel policies, employee handbook provisions, and management directives consistent with applicable law and the CBA.

Advice on matters that may implicate both California public employer law and the National Labor Relations Act (NLRA), given the mixed operational environment of public safety dispatch.

3.2 General Counsel Services

Advice and guidance on JPA governance matters, including interpretation of the Joint Powers Agreement, Bylaws, and applicable provisions of California Government Code Section 6500 et seq.

Assistance with Board meeting procedures, agenda preparation, Brown Act compliance, and public records obligations under the California Public Records Act (CPRA).

Review and drafting of contracts, memoranda of understanding, interagency agreements, and other legal documents.

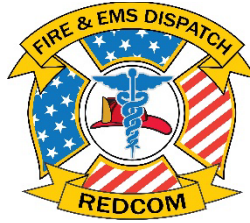
Guidance on member agency obligations, financial governance, and termination procedures as defined in the REDCOM Bylaws and the 2016 Service Boundary Amendment Resolution.

Advice on insurance requirements, indemnification obligations, and joint defense obligations among member agencies.

Guidance on procurement compliance, including review of purchasing policy provisions and contract award procedures.

Advice on risk management, liability exposure, and claims handling in coordination with REDCOM's insurance providers.

Guidance on public agency ethics, conflict of interest, and Government Code Section 1090 and Political Reform Act compliance.



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Assistance with any litigation or administrative proceedings arising from REDCOM's operations, in coordination with REDCOM's Executive Director and Board of Directors.

Advice regarding the legal framework applicable to new member agency partnerships and private provider service agreements, in support of the Authority's continued growth and regional expansion.

3.3 Records and Compliance Services

Advice regarding records retention schedules, public records compliance under the California Public Records Act, and organizational transparency obligations applicable to California public agencies.

3.4 As-Needed Legal Services

REDCOM anticipates that some legal needs will arise on an as-needed or urgent basis. The selected attorney or law firm must be available to respond promptly to time-sensitive matters, including labor relations emergencies, Board meeting support, and regulatory compliance deadlines.

SECTION 4 — DESIRED QUALIFICATIONS

Respondents must demonstrate the following qualifications to be considered for evaluation.

4.1 Licensure

The attorney or all attorneys assigned to REDCOM matters must be licensed to practice law in the State of California and in good standing with the State Bar of California.

4.2 Public Agency Experience

The respondent must have a minimum of five years of experience providing legal services to California public agencies, including cities, counties, special and/or fire districts, or joint powers authorities.

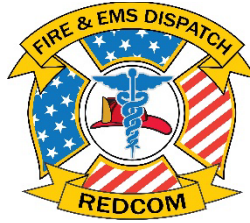
4.3 Labor and Employment Experience

The respondent must have demonstrated experience in California public agency labor and employment law, including collective bargaining under the MMBA, grievance arbitration, and PERB proceedings. Experience representing public safety agencies or dispatch communications agencies is strongly preferred.

4.4 JPA Experience

Experience advising joint powers authorities on governance, member agency relations, new membership agreements, private provider service agreements, and JPA-specific legal issues is highly desirable.

4.5 Local Knowledge



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Familiarity with Sonoma County's public agency landscape, including local labor relations practices, regional labor organizations, the regulatory framework of the Sonoma County LEMSA, and the Sonoma County public safety environment, is an advantage.

SECTION 5 — SUBMITTAL REQUIREMENTS

Respondents must submit a complete Statement of Qualifications (SOQ) that includes all of the following components. Incomplete submittals may be deemed non-responsive and may not be evaluated.

5.1 Firm Overview

Name, address, telephone number, email address, and website of the firm or individual attorney.

Type of legal entity, such as law firm, solo practitioner, or public agency counsel, and identification of the primary relationship attorney who will serve as REDCOM's principal point of contact.

Brief history and description of the firm's practice areas and public agency experience.

Identification of the lead attorney who will be assigned to REDCOM matters and any supporting attorneys or paralegals who may assist.

5.2 Qualifications and Experience

Narrative description of the firm's experience in California public agency labor and employment law, including collective bargaining, grievance arbitration, PERB proceedings, and related matters.

Description of experience advising joint powers authorities or similar public agencies on governance and operational legal matters, including experience with new membership agreements and private provider service arrangements.

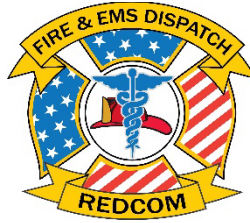
Description of any experience with public safety dispatch agencies, fire departments, or emergency medical services providers.

Description of experience with AFSCME or similar public employee unions, including experience negotiating collective bargaining agreements with AFSCME locals.

Description of any experience with matters implicating both the MMBA and the NLRA.

Description of any familiarity with the regulatory framework of the Sonoma County Local Emergency Medical Services Agency (LEMSA) or similar county EMS oversight structures.

5.3 References



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A minimum of three professional references from current or recent public agency clients for whom the respondent has provided labor and employment legal services. References must include the name of the agency, the name and title of the primary contact, telephone number, email address, and a brief description of the services provided.

REDCOM reserves the right to contact references and to conduct independent research regarding the respondent's qualifications and professional standing.

5.4 Fee Structure

Respondents must provide a clear description of their proposed fee structure for legal services. The fee proposal should include all of the following:

Hourly rates for each category of service and personnel, including the following:

General Counsel services Labor negotiations Employment advice and day-to-day counsel Litigation Paralegal support Board meeting attendance Travel time, if billed

A description of any flat fee or retainer arrangements the respondent is willing to offer for defined categories of services or a defined scope of ongoing representation.

An estimate of anticipated monthly or annual costs based on the scope of services described in Section 3, to the extent the respondent is able to provide such an estimate.

A description of the respondent's billing practices, including invoice frequency, itemization of time entries, and any minimum billing increments.

Note: Fee structure will be considered as one factor in the evaluation process but will not be the sole determinative factor. REDCOM values quality, responsiveness, and demonstrated expertise above cost alone.

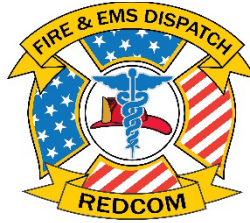
5.5 Conflict of Interest Disclosure

A written disclosure of any known or potential conflicts of interest, including but not limited to current or recent representation of any of the following:

AFSCME Local 4911 or any affiliate of AFSCME Any REDCOM member agency listed in Section 2.1 of this RFQ The County of Sonoma or any department or agency of the County of Sonoma The Sonoma County Local Emergency Medical Services Agency (LEMSA) Any non-member private provider listed in Section 2.1 of this RFQ Any party with an adverse interest to REDCOM

REDCOM reserves the right to disqualify any respondent whose conflicts of interest cannot be adequately resolved through disclosure and appropriate ethical screening measures.

5.6 Optional Work Sample



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Respondents may include one optional work sample, such as a redacted legal memorandum, a sample collective bargaining agreement provision, or a summary of a significant matter handled on behalf of a public agency client. Work samples are not required but may be considered as additional evidence of qualifications.

5.7 Submittal Format and Deadline

Statements of Qualifications must be submitted electronically in a single PDF format to:

Evonne Stevens, Executive Director Email: Estevens@xsnfire.org Subject Line: RFQ No. 2026-01 Statement of Qualifications for Legal Services

Submittals are due no later than September 1, 2026 at 5:00 pm Pacific Time. Late submittals will not be accepted. REDCOM is not responsible for technical difficulties experienced by the respondent in submitting materials electronically.

SECTION 6 — QUESTIONS AND CLARIFICATIONS

All questions regarding this RFQ must be submitted in writing by email to Evonne Stevens, Executive Director, at Estevens@xsnfire.org, with the subject line: RFQ No. 2026-01 Question.

The deadline for submitting questions is August 10, 2026 at 5:00 pm Pacific Time.

Written responses to all questions received by the deadline will be posted on the REDCOM website at www.redcomdispatch.org. REDCOM will not respond to questions submitted after the deadline or to questions submitted by telephone or in person.

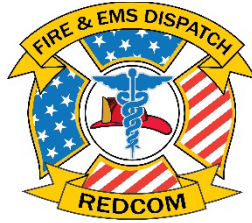
SECTION 7 — EVALUATION CRITERIA

REDCOM will evaluate all complete and responsive Statements of Qualifications using the following criteria. Evaluation will be conducted by a review panel that may include the Executive Director and members of the REDCOM Board of Directors.

Demonstrated experience in California public agency labor and employment law, including collective bargaining, grievance arbitration, and PERB proceedings — 25 points

Demonstrated experience advising joint powers authorities or similar public agencies on governance and general counsel matters — 25 points

Familiarity with public safety dispatch, fire, or emergency medical services agencies and their legal environment — 15 points



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Local knowledge of Sonoma County's public agency and labor relations landscape, including familiarity with LEMSA's regulatory framework — 10 points

Quality and clarity of the Statement of Qualifications, including responsiveness to all submittal requirements — 10 points

Proposed fee structure and cost-effectiveness — 10 points

Quality of references and professional standing — 5 points

Total Possible Points: 100

Interview Process

REDCOM reserves the right to conduct interviews with one or more top-ranked respondents prior to making a final selection recommendation to the Board of Directors. Interviews are not guaranteed and will be conducted at REDCOM's sole discretion based on the results of the written evaluation.

If interviews are conducted, the following will apply:

Respondents selected for interviews will be notified in writing at least five business days in advance of the scheduled interview date.

Interviews will be conducted by a panel that may include the Executive Director and up to three members of the REDCOM Board of Directors.

Each interview will be approximately 45 to 60 minutes in length and will follow a structured format. Respondents will be given an opportunity to provide a brief overview of their qualifications before responding to panel questions.

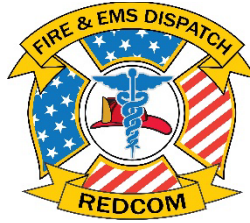
Interview questions will focus on the respondent's relevant experience, proposed approach to REDCOM's legal needs, familiarity with the public safety dispatch environment, and understanding of California public agency labor law.

If interviews are conducted, the written SOQ score will account for 60 percent of the total score and the interview score will account for 40 percent of the total score.

The highest-ranked respondent following the combined evaluation will be recommended to the Board of Directors for approval of a Professional Services Agreement.

SECTION 8 — SELECTION PROCESS AND TIMELINE

REDCOM anticipates the following general timeline for this procurement. All dates are subject to change.



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RFQ Issued: July 23, 2026 Questions Deadline: August 10, 2026 Responses to Questions Posted: August 14, 2026 Submittals Due: September 1, 2026 Evaluation Period: September 1st to September 11, 2026 Interviews (if conducted): Weeks of September 14 and 21, 2026 Board Approval of Selection: October 1, 2026 Contract Effective Date: TBD

If interviews are determined to be necessary, they will be scheduled during the evaluation period identified above. Respondents selected for interviews will receive written notice including the date, format, location or video conference link, and any questions to be addressed. Respondents who are unable to attend on the scheduled date may request one rescheduling, subject to REDCOM's availability. Failure to participate in a scheduled interview may result in the respondent being removed from further consideration.

The selected respondent will be required to enter into a Professional Services Agreement with REDCOM in a form approved by the REDCOM Board of Directors. The agreement will include provisions for scope of services, compensation, insurance requirements, indemnification, termination, and other standard terms required by REDCOM's Purchasing Policy and applicable California law.

SECTION 9 — INSURANCE REQUIREMENTS

The selected attorney or law firm will be required to maintain the following minimum insurance coverage throughout the term of any agreement with REDCOM:

Professional Liability (Errors and Omissions) Insurance: Minimum one million dollars per occurrence and two million dollars in the aggregate.

Commercial General Liability Insurance: Minimum one million dollars per occurrence and two million dollars in the aggregate.

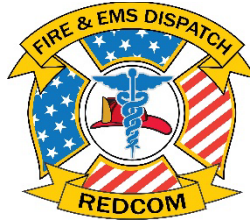
Workers Compensation Insurance: As required by California law.

Automobile Liability Insurance: Minimum one million dollars combined single limit, if applicable.

REDCOM shall be named as an additional insured on all applicable policies, except professional liability and workers compensation. Certificates of insurance and endorsements must be provided prior to execution of any agreement.

SECTION 10 — GENERAL TERMS AND CONDITIONS

10.1 No Obligation to Award



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This RFQ does not obligate REDCOM to award a contract or to proceed with the procurement. REDCOM reserves the right to reject any or all submittals, to waive minor irregularities, to request additional information, to negotiate with one or more respondents, and to cancel this RFQ at any time without liability.

10.2 Public Records

All submittals received in response to this RFQ are subject to the California Public Records Act (Government Code Section 7920 et seq.) and may be disclosed to the public upon request following the conclusion of the evaluation process. Respondents should not include information they consider proprietary or confidential unless it is essential to the submittal, and should clearly mark any such information. REDCOM does not guarantee the confidentiality of any submitted materials.

10.3 Costs of Response

REDCOM will not reimburse respondents for any costs incurred in preparing or submitting a Statement of Qualifications in response to this RFQ.

10.4 Addenda

REDCOM reserves the right to issue addenda to this RFQ at any time prior to the submittal deadline. All addenda will be posted on the REDCOM website at www.redcomdispatch.org and distributed to all known respondents. Respondents are responsible for checking the REDCOM website for any addenda prior to submitting their response.

10.5 Non-Discrimination

REDCOM is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, or any other protected characteristic in the award of contracts or the conduct of its operations.

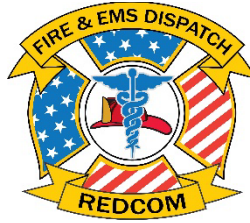
10.6 Governing Law

This RFQ and any resulting agreement shall be governed by the laws of the State of California. Venue for any legal action arising from this RFQ or any resulting agreement shall be in Sonoma County, California.

SECTION 11 — ADVERTISEMENT AND POSTING

This RFQ has been advertised is posted on the REDCOM website at www.redcomdispatch.org. REDCOM encourages all qualified attorneys and law firms to submit a Statement of Qualifications in response to this RFQ.

SECTION 12 — CONTACT INFORMATION



REDWOOD EMPIRE DISPATCH COMMUNICATIONS AUTHORITY 2796 Ventura Avenue, Santa Rosa, CA 95403 www.redcomdispatch.org Telephone: 707-565-8880

All inquiries, questions, and submittals related to this RFQ must be directed to:

Evonne Stevens Executive Director Redwood Empire Dispatch Communications Authority 2796 Ventura Avenue Santa Rosa, CA 95403 Telephone: 707-565-8880

Email: Estevens@xsnfire.org Website: www.redcomdispatch.org

END OF REQUEST FOR QUALIFICATIONS

RFQ No. 2026-01 Redwood Empire Dispatch Communications Authority Professional Legal Services — General Counsel and Public Sector Labor and Employment Counsel www.redcomdispatch.org

ATTACHMENT A — FEE SCHEDULE

RFQ No. 2026-01

Redwood Empire Dispatch Communications Authority

Professional Legal Services — General Counsel and Public Sector Labor and Employment Counsel

INSTRUCTIONS TO RESPONDENTS

Please complete this Fee Schedule in full. All hourly rates must be stated in United States dollars. If a particular service category does not apply to your firm or practice, please indicate Not Applicable in the corresponding field. If you are proposing a flat fee or retainer arrangement for any category of service, please describe the terms in the space provided in Part 2 of this Attachment.

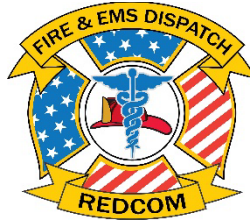
This Fee Schedule will be incorporated into any Professional Services Agreement executed with the selected respondent. Rates submitted in response to this RFQ will be considered binding for the initial term of any resulting agreement, subject to any escalation provisions negotiated at the time of contract execution.

Fee structure will be considered as one factor in the overall evaluation process but will not be the sole determinative factor. REDCOM values demonstrated expertise, responsiveness, and quality of service above cost alone.

PART 1 — HOURLY RATE SCHEDULE

Respondent Firm or Attorney Name: _____

Effective Date of Rates: _____



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Service Category and Personnel Level — Proposed Hourly Rate

General Counsel Services — Lead Attorney: \$ _____

General Counsel Services — Associate Attorney: \$ _____

Labor Negotiations — Lead Attorney: \$ _____

Labor Negotiations — Associate Attorney: \$ _____

Employment Advice and Day-to-Day Counsel — Lead Attorney: \$ _____

Employment Advice and Day-to-Day Counsel — Associate Attorney: \$ _____

Grievance Processing and Arbitration Preparation — Lead Attorney: \$ _____

Grievance Processing and Arbitration Preparation — Associate Attorney: \$ _____

PERB Proceedings — Lead Attorney: \$ _____

PERB Proceedings — Associate Attorney: \$ _____

Employee Discipline and Skelly Hearing Support — Lead Attorney: \$ _____

Employee Discipline and Skelly Hearing Support — Associate Attorney: \$ _____

Litigation — Lead Attorney: \$ _____

Litigation — Associate Attorney: \$ _____

Board Meeting Attendance (per meeting): \$ _____

Contract Review and Drafting — Lead Attorney: \$ _____

Contract Review and Drafting — Associate Attorney: \$ _____

JPA Governance Advice — Lead Attorney: \$ _____

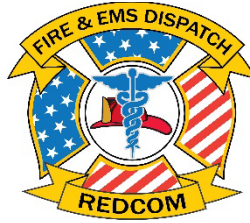
JPA Governance Advice — Associate Attorney: \$ _____

New Membership Agreement and Private Provider Agreement Support — Lead Attorney: \$ _____

New Membership Agreement and Private Provider Agreement Support — Associate Attorney:
\$ _____

Paralegal Support: \$ _____

Legal Assistant or Administrative Support (if billed): \$ _____



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Travel Time (if billed, rate and conditions): \$ _____

Other Personnel or Services Not Listed Above (describe): \$ _____

PART 2 — FLAT FEE AND RETAINER ARRANGEMENTS

If your firm is willing to offer a flat fee or retainer arrangement for any defined category of services or for a defined scope of ongoing representation, please describe the proposed arrangement below. If no flat fee or retainer arrangement is proposed, please indicate Not Applicable.

Proposed Flat Fee or Retainer Description:

Scope of Services Covered by Flat Fee or Retainer:

Monthly or Annual Cost Estimate (if applicable): \$ _____

PART 3 — ESTIMATED ANNUAL COST

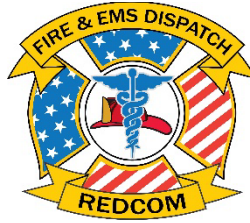
To the extent your firm is able to provide an estimate based on the scope of services described in Section 3 of this RFQ, please provide a good-faith estimate of anticipated annual costs below. This estimate is not binding and will be used for evaluation purposes only.

Estimated Annual Cost for General Counsel Services: \$ _____

Estimated Annual Cost for Labor and Employment Services: \$ _____

Estimated Annual Cost for Collective Bargaining Negotiations (when applicable): \$ _____

Estimated Annual Cost for All Services Combined: \$ _____



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PART 4 — BILLING PRACTICES

Please describe your firm's standard billing practices by responding to the following questions.

Invoice Frequency (monthly, quarterly, other): _____

Minimum Billing Increment (for example, one-tenth of an hour or one-quarter of an hour):

Time Entry Detail (describe the level of detail provided in time entries on invoices):

Expense Billing Policy (describe how out-of-pocket expenses such as filing fees, travel, and research costs are billed): _____

Rate Escalation Policy (describe any provisions for annual rate increases or adjustments):

PART 5 — CERTIFICATION

By signing below, the respondent certifies that all rates and information provided in this Fee Schedule are accurate and complete, and that the respondent is authorized to submit this information on behalf of the identified firm or practice.

Authorized Signature: _____

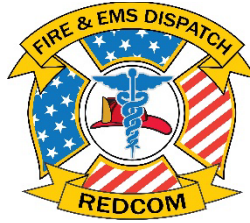
Printed Name: _____

Title: _____

Firm Name: _____

Date: _____

END OF ATTACHMENT A



REDWOOD EMPIRE DISPATCH COMMUNICATIONS AUTHORITY 2796 Ventura Avenue, Santa Rosa, CA 95403 www.redcomdispatch.org Telephone: 707-565-8880

ATTACHMENT B — STATEMENT OF QUALIFICATIONS FORMAT GUIDE

RFQ No. 2026-01

Redwood Empire Dispatch Communications Authority

Professional Legal Services — General Counsel and Public Sector Labor and Employment Counsel

INSTRUCTIONS TO RESPONDENTS

Your Statement of Qualifications (SOQ) must follow the format described in this Attachment. Responses that do not follow this format may be deemed non-responsive and may not be evaluated. Please read all instructions carefully before preparing your submittal.

Format Requirements

Page Limit: Your SOQ, excluding the cover page, table of contents, Fee Schedule (Attachment A), signed certifications, and any optional work sample, must not exceed twenty pages.

Font: Use a standard, readable font of no smaller than eleven points. Times New Roman, Calibri, or Arial are acceptable.

Margins: Minimum one-inch margins on all sides.

Page Numbering: All pages must be numbered consecutively.

File Format: Submit your complete SOQ as a single PDF document. The file name must follow this format: FirmName RFQ2026-01 SOQ.pdf

Submission Method: Email your completed SOQ to Evonne Stevens, Executive Director, at Estevens@xsnfire.org with the subject line: RFQ No. 2026-01 Statement of Qualifications for Legal Services.

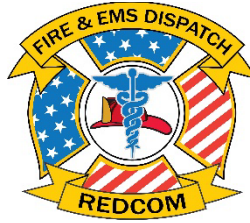
Submission Deadline: Submittals must be received no later than September 1, 2026 at 5:00 pm Pacific Time. Late submittals will not be accepted under any circumstances.

REQUIRED SECTIONS AND CONTENT GUIDE

Your SOQ must include all of the following sections, presented in the order listed below.

Section 1 — Cover Page

Include the following information on your cover page:



REDWOOD EMPIRE DISPATCH COMMUNICATIONS AUTHORITY 2796 Ventura Avenue, Santa Rosa, CA 95403 www.redcomdispatch.org Telephone: 707-565-8880

Full legal name of the firm or individual attorney Mailing address Telephone number Email address Website address, if applicable Name and title of the primary contact and relationship attorney for REDCOM Statement confirming that the respondent has read and understands this RFQ in its entirety Date of submittal

Section 2 — Table of Contents

Provide a table of contents listing all sections and attachments included in your SOQ with corresponding page numbers.

Section 3 — Firm Overview

Provide a brief description of your firm, including the following:

Year established and current size of the firm in terms of attorneys and support staff Primary practice areas and percentage of practice devoted to public agency law Geographic areas served A brief statement of why your firm is well suited to serve as legal counsel for REDCOM, including any specific experience with joint powers authorities, public safety agencies, or regional communications agencies A statement describing your firm's capacity to take on REDCOM as a client and your ability to respond to time-sensitive matters

Section 4 — Lead Attorney and Team Qualifications

Identify the lead attorney who will be assigned as REDCOM's primary point of contact and provide the following for each attorney who may work on REDCOM matters:

Full name and State Bar of California number Year admitted to the California Bar Law school and year of graduation Summary of relevant experience in public agency labor and employment law Summary of relevant experience in JPA governance and general counsel matters Any relevant certifications, specializations, or professional affiliations A brief biography of no more than one page per attorney

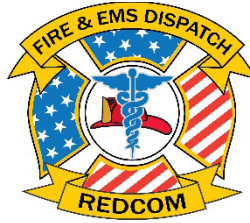
Section 5 — Relevant Experience

This section is the most heavily weighted component of your SOQ. Please provide detailed narrative responses to each of the following areas.

5A — California Public Agency Labor and Employment Law

Describe your experience representing California public agencies in labor and employment matters, including collective bargaining under the Meyers-Milias-Brown Act, grievance arbitration, and PERB proceedings. Provide specific examples of matters handled, identifying the agency by name if the agency consents or if the matter is otherwise a matter of public record.

5B — AFSCME and Public Safety Union Experience



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Describe any experience negotiating or administering collective bargaining agreements with AFSCME or similar public employee unions. Describe any experience representing public safety dispatch agencies, fire departments, or emergency medical services providers in labor matters.

5C — NLRA and Dual Jurisdiction Experience

Describe any experience advising public agencies on matters that implicate both the MMBA and the National Labor Relations Act, or any experience with private sector labor law that may be relevant to REDCOM's mixed operational environment.

5D — Joint Powers Authority and Governance Experience

Describe your experience advising joint powers authorities or similar public agencies on governance matters, including member agency relations, new membership agreements, private provider service agreements, JPA Bylaws interpretation, and Board governance. Describe any experience with JPA growth and expansion matters.

5E — Sonoma County and LEMSA Familiarity

Describe any familiarity with Sonoma County's public agency landscape, including any prior representation of Sonoma County public agencies, knowledge of the Sonoma County Local Emergency Medical Services Agency (LEMSA) regulatory framework, or experience with public safety dispatch in Sonoma County. If you have no prior Sonoma County experience, describe how you would develop the necessary local knowledge to effectively serve REDCOM.

5F — General Counsel Services

Describe your experience providing general counsel services to public agencies, including Brown Act compliance, California Public Records Act compliance, contract drafting and review, procurement guidance, and risk management advice.

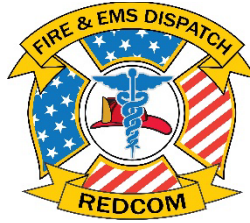
Section 6 — References

Provide a minimum of three professional references from current or recent public agency clients for whom you have provided labor and employment legal services. For each reference, include the following:

Name of the agency Name, title, telephone number, and email address of the primary contact Brief description of the services provided and the approximate dates of representation Whether the representation is current or has concluded

REDCOM reserves the right to contact all listed references and to conduct independent research regarding the respondent's qualifications and professional standing.

Section 7 — Conflict of Interest Disclosure



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Provide a written disclosure of any known or potential conflicts of interest as described in Section 5.5 of this RFQ. Your disclosure must specifically address whether your firm currently represents or has recently represented any of the following:

AFSCME Local 4911 or any affiliate of AFSCME Any REDCOM member agency listed in Section 2.1 of the RFQ, including Cazadero Fire Department, Coast Life Support, Gold Ridge Fire District, Graton Fire Protection District, Healdsburg Fire Department, Henry-1, North Sonoma Coast Fire District, Northern Sonoma County Fire, Occidental Fire Department, Petaluma City Fire Department, Santa Rosa Fire Department, Shell Vista Fire Protection District, Sonoma County Dry Creek Rancheria, Sonoma County Fire District, Sonoma Valley Fire District, or Timber Cove Fire Protection District The County of Sonoma or any department or agency of the County of Sonoma The Sonoma County Local Emergency Medical Services Agency (LEMSA) Any non-member private provider listed in Section 2.1 of the RFQ, including Bells Ambulance, LifeWest, REACH Air Medical Services, or Sonoma County Fire District EOA-1 Any party with an adverse interest to REDCOM

If no conflicts exist, please affirmatively state that no conflicts are known at this time and that the respondent will promptly disclose any conflicts that arise during the evaluation process or the term of any resulting agreement.

Section 8 — Fee Schedule

Complete and attach Attachment A — Fee Schedule as a separate section of your SOQ. Do not embed the fee schedule within the narrative sections of your SOQ.

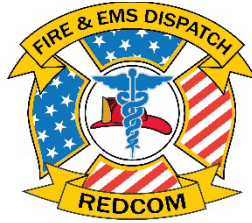
Section 9 — Optional Work Sample

You may include one optional work sample as an additional exhibit to your SOQ. Work samples are not required but may be considered as additional evidence of qualifications. If you choose to include a work sample, it must be redacted to remove all confidential client information and must not exceed ten pages. Acceptable work samples include a redacted legal memorandum on a public agency labor or employment issue, a sample collective bargaining agreement provision, or a summary of a significant matter handled on behalf of a public agency client.

CERTIFICATION AND SIGNATURE

Your SOQ must include the following signed certification as the final page of the document, prior to any attachments.

I, the undersigned, hereby certify that I am authorized to submit this Statement of Qualifications on behalf of the identified firm or practice, that all information contained in this submittal is accurate and complete to the best of my knowledge, that I have read and understand the RFQ No. 2026-01 issued by the Redwood Empire



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Dispatch Communications Authority in its entirety, and that the respondent agrees to the terms and conditions set forth in this RFQ.

Authorized Signature: _____

Printed Name: _____

Title: _____

Firm Name: _____

State Bar of California Number (Lead Attorney): _____

Date: _____
