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ADDENDUM NUMBER TWO
REQUEST FOR STATEMENT OF QUALIFICATIONS (RFSQ) FOR
COUNTY EQUITY OVERSIGHT PANEL (CEOP) MEMBER SERVICES

On September 26, 2025, the County of Los Angeles (County), Executive Office (EO) of the Board of Supervisors released the County Equity Oversight Panel (CEOP) Member Services for Request for Statement of Qualifications (RFSQ).

Pursuant to Paragraph 4.0, County Rights and Responsibilities, Section 4.2, County's Right to Amend Request for Statement of Qualifications, of the RFSQ, the County has the right to amend the RFSQ by written addendum.

This Addendum Number Two to the RFSQ shall revise Paragraph 3.0, Proposers Minimum Mandatory Requirements, of the RFSQ. Double strike through shall signify deletions and underline font shall signify additions.

Therefore, the RFSQ shall be amended as follows:

1. Section 3.2, located in Paragraph 3.0, Proposers Minimum Mandatory Requirements, of the RFSQ, shall be deleted in its entirety and replaced as follows:

- 3.2** Proposer must have a minimum of five (5) years' experience and expertise, within the last seven (7) years, in employment laws, including Title VII and FEHA, and personnel and employment investigations. ~~Proposer must demonstrate they have been trained in implicit bias, cultural literacy, and competency, as well as workplace equity principles.~~

Proposer must have (5) years of experience, within the last (10) years providing employment law or employment investigation services or services equivalent or similar to the Services stated in Paragraph 2.1 (Scope of Work) of this RFSQ.

Desirable Qualifications:

- 3.2.1 A Licensed attorney or human resources expert with proficiency in government processes at the local, State or Federal level, as well as knowledge of Civil Service Rules, Human Resources principles, and at least 5 years of experience providing legal or personnel advice in the area of employment law and/or in the area of employment investigations. Further, a demonstrated commitment to diversity, equity, inclusivity and belonging, as well an understanding of the mechanisms and best practices for promoting equity in hiring, promotions, and recruitment efforts.
- 3.2.2 Demonstrated experience, expertise and/or training in the areas of implicit bias, cultural literacy and competency, as well as workplace equity principles.