

EBD Northern Region Installation Contractor RFQ Questions and Answers			last Updated 12.10.2025
#	Date Submitted	QUESTION	RESPONSE
1	11/21/2025	I joined late so apologies if I missed this - will there be a recording of this meeting and slides shared afterwards?	Slides and a recording of this webinar will made available within a week of the webinar.
2	11/21/2025	If we need to bring in a subcontractor, will they need to be vetted the same way as the approved contractor in order to complete work onsite?	The RFQ scoring will be based on the General Contractor's experience, with the following exception: When a General B Contractor is responding with a named C-20 Subcontractor, the experience and credentials of both companies may be used to respond to the Preference Criteria. All subcontractors will have to meet the program requirements and the General Contractor will be responsible for ensuring compliance.
3	11/21/2025	Where do city permits and inspections fit in? I assume this is Contractor's responsibility and some cities are pretty slow with certain permits, especially if structural review becomes necessary. Permitting has to happen in 45 days? And installation?	Yes, permitting and inspections are the responsibility of the Contractor. Permitting should happen within 45 days for standard installs. The Project Work Order that is agreed upon between Program Team and Contractor will reflect nuances for more complex projects that need a longer timeline. The Project Work Order will also reflect the agreed upon construction schedule for installation.
4	11/21/2025	Permitting paid by Contractor as well, or just coordinated?	Permitting is both paid for and coordinated by the contractor. Permitting fees are allowable reimbursable costs and the time associated with permitting is accounted for in the overhead portion of the labor rate caps.
5	11/21/2025	Will your organization do duct testing to determine if they need replacing?	Yes, the program team will conduct duct testing at the assessment stage if necessary. For test out, the contractor will coordinate for HERS Rater to conduct testing. This will be invoiced as distinct line item.
6	11/21/2025	Is there no pathway for contractors with only a C-20 license to participate?	It is anticipated that most EBD projects will include scope that requires a C-20 license. The dual license requirement in the RFQ was defined to provide some flexibility and can be met by either (1) a contractor who holds both General B and a C-20 License. or (2) a contractor that holds a General B license who names a Subcontractor with C-20 license in their RFQ response. If option 2 is chosen the C-20 subcontractor named in the response will be required to perform the C-20 related work on all EBD projects that their General Contractor partner works on. We have issued a Partnering Interest Form to facilitate connections between parties interested in connecting with each other to deliver services for EBD - Northern.
7	11/21/2025	I submitted the NDA & related documents, the email was returned. How to get on the accept list	Please resubmit your response, the returned email issue should now be resolved with Microsoft. The email is: ebd-contractors@aeacleanenergy.org
8	11/21/2025	This dual license requirement seems to knock out a significant number of qualified electrical, HVAC, & plumbing contractors	The dual license was defined to provide some flexibility and can be met by either (1) a contractor who holds both General B and a C-20 License or (2) a contractor that holds a General B license who names a Subcontractor with C-20 license in RFQ response. This C-20 subcontractor will then be performing appropriate work as sub on all General Contractor's jobs. Because each project will have comprehensive scope of work, the program model was designed to have one contractor who can coordinate the work and schedule and sub to all necessary subcontractors. To facilitate coordination between interested parties (including General Contractors and any potential trade subcontractor), we have provided a form to identify role and interest. This coordination can be for the RFQ and/or for jobs after contractor selection where applicable.

9	11/21/2025	Will C-20 contractors with no B license be allowed to participate?	It is anticipated that most EBD projects will include scope that requires a C-20 license. The dual license requirement in the RFQ was defined to provide some flexibility and can be met by either (1) a contractor who holds both General B and a C-20 License. or (2) a contractor that holds a General B license who names a Subcontractor with C-20 license in their RFQ response. If option 2 is chosen the C-20 subcontractor named in the response will be required to perform the C-20 related work on all EBD projects that their General Contractor partner works on. We have issued a Partnering Interest Form to facilitate connections between parties interested in connecting with each other to deliver services for EBD - Northern.
10	11/21/2025	what regulation are you leaning on to define the "skilled and trained" qualification?	In the preference criteria, a contractor can indicate that they comply with skilled and trained workforce standards as defined in Public Contracts Code Section 2600, et seq, per the CEC EBD Guidelines.
11	11/21/2025	what regulation are you leaning on to define the "skilled and trained" qualification? What if they indicate they comply, but actually do not? Is there a verification process or validation?	The preference criteria include two aspects referring to skilled and trained. #1: Comply with "Skilled and Trained Workforce" standards as defined in Public Contracts Code Section 2600, et seq. At least 60 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors must be graduates of a state-approved apprenticeship program for the applicable occupation. This is can be checked against the worksheet documenting Worker Skills and Training. #2: The company participates in relevant state-approved apprenticeship programs, which requires proof of participation be submitted in the RFQ response. Further documentation may be requested from contractors once selected to participate in the Program and prior to executing contract with AEA.
12	11/21/2025	What does "apprenticeship graduate" mean? State-approved apprenticeships or just some sort of program?	The worker has graduated from a state approved apprenticeship program.
13	11/21/2025	Most of our small-business union contractors in the residential space only hold a C-20 license and typically do not work through a General Contractor for retrofit work. This framing of contractor eligibility will disqualify a lot of otherwise qualified small-business union contractors. For the Los Angeles EBD, rather than have both a B and a C-20, or a B applicant to bring along a C-20 contractor, they have their own C-20 list. Can this be revised so C-20 contractors can be eligible?	To facilitate coordination between interested parties, we have provided a form to identify role and interest. This coordination can be for the RFQ response and/or for jobs after contractor selection.
14	11/21/2025	For prevailing wage, does EDB use one particular labor compliance tracking program that the contractor is required to report all time?	The Program will be hiring a compliance consultant to support the role of Awarding Body and review of Contractors submissions to Department of Industrial Relations for projects subject to DIR public works. The Program will update Exhibit D of the Installation Contractor Contract prior to execution of contracts with more detailed information regarding the process for submission of DIR compliance documentation.
15	11/21/2025	What is the definition of "fair wage"?	For Single family and mobile and manufactured homes, fair wages required are based on DIR Basic Straight-Time Hourly Rates by County. For details related to compliance requirements please see Example Installation Contractor Contract Exhibit D.
16	11/21/2025	How do prevailing wage requirements get enforced when working through subcontractors where we may not have visibility on our subcontractor payroll & benefits?	For compliance with DIR public works for multifamily projects, please refer to DIR website and associated DIR Public Works Requirements. For single family and mobile and manufactured homes, the process will not require certified payroll. It will require all contractors and subcontractors to submit documentation of compliance as defined in Exhibit D of the Draft Contract. In all cases, the General contractor will have contract(s) with subcontractor(s) that should include flow down provisions of all program requirements from the General Contractor's subcontract with AEA . The Program team reserves the right to audit Contractors and their subcontractors for compliance anytime during the program but no more than twice a year.

17	11/21/2025	Are there additional certifications that contractors need to hold, such as BPI, for the building performance work and test out?	There are no additional requirements for contractors to participate.
18	11/21/2025	For the 3 year electrification experience requirement - is that for the company, or the qualifier on the license? For example, our company is ~1 year old but the license holder meets the 3 year experience	This can apply to license holder given the fact that a company could be recently created or incorporated by professionals with experience that exceeds the required 3 years. This would need to be articulated in the response.
19	11/21/2025	What is an example of a targeted hiring strategy?	This refers to how the company employs targeted hiring strategies to create jobs for residents of under-resourced, tribal, or low-income communities, and individuals with barriers to employment. See Section 1.4.3 Preference Criteria in the RFQ for additional information.
20	11/21/2025	what kind of contractor selection transparency will there be?	The scoring criteria is defined in the submission instructions and this will be used to evaluate responses.
21	11/21/2025	What is the funding source? Is it going to run out quickly and require legislative reauthorization?	The State of California has allocated \$525.5 million to the Equitable Building Decarbonization Program. Of that, \$412.95 million will support the Statewide Direct Install Program (the remaining funds are supporting the Tribal Direct Install Program and the GoGreen Home Energy Financing Program). State funding sources include the Greenhouse Gas Reduction Fund and the General Fund. State funding for this program is subject to change based on funding authorized by the California Legislature. https://www.energy.ca.gov/programs-and-topics/programs/equitable-building-decarbonization-program/ebd-statewide-direct
22	11/21/2025	will you have third party labor compliance?	Third party labor compliance will not be required.
23	11/21/2025	Do we know what net is yet for pay-out period? Will there be a minimum scope value per contractor?	The Program is designed to be comprehensive in order to maximize benefits and bill savings. That said, there is not a minimum scope value that has been defined at this time. Pay out terms are included in the Example Installation Contractor Contract: Upon Program Administrator's receipt of payment from CEC for the Subcontractor's Work or Program Administrator's final approval of Subcontractor's Work the Program Administrator shall make payments to the Subcontractor within thirty (30) days.
24	11/21/2025	Will there be a Q&A manner of submission and deadline like most bids, or is this the only opportunity to ask questions?	Parties can continue to submit questions through December 10th at 5pm. The Program Team will update the publicly available question and answer document twice a week.
25	11/21/2025	We are a contractor in Shasta, Tehama, Butte & Trinity County - ALL VERY economically distressed areas that have THOUSANDS of individuals that could benefit largely from this.... Do we know how long it will be until these areas are added? Additionally, will this training be completed again once our counties are added?	Thank you for your comment. The EBD Northern program will be providing guidance in 2026 on the process for expanding EBD North's Community Focus Areas to Census Tracts beyond those currently listed in the Initial Community Focus Areas. In your RFQ response, please note which counties you serve, even if it is outside the current Initial Community Focus Areas.
26	11/21/2025	Hi we are small company 3 mans can we participate on this program?	There is not a limit on company size to participate in the program.
27	11/21/2025	When will the written responses be distributed? I'm worried given the tight timeframe to get contractors signed up (especially with Thanksgiving next week)	We will provide responses as quickly as we can and before the Thanksgiving holiday. All question and associated answers received during the webinar as well as all questions submitted before 5pm on December 10th will be included in publicly accessible document. Additionally, we have issued an extension for the RFQ responses. Final responses are now due December 19th at 3pm Pacific Time.
28	11/21/2025	What are the cost parameters and allowances for contractors? Where can we find this information if we aren't a contractor but work with a contractor association that has over 300+ Mechanical contractors?	The costs are available to entities eligible to respond to the RFQ who submit the NDA and Intent to Respond.
29	11/21/2025	What are the are the program Minimum Performance Standards? How are they intended to be verified?	The current version of the EBD Minimum Performance Standards are included on the RFQ Application Portal. These requirements will be referenced in the Project Work Order to ensure clarity on scope and requirements. The Program Team will be conducting quality assurance and quality control reviews.

30	11/21/2025	How will contractors working on Single Family/Mobile Homes comply with the prevailing wage and skilled and trained requirements? How will this be verified or proven? How will subcontractors handle this?	The Example Installation Contractor Contract on the RFQ Application Portal includes more details. The Contractor and subcontractor(s) will be required to submit documentation of staff wages, classifications, scope of services and summary of benefits demonstrating compliance with the program requirements. The Program reserves the right to conduct audits to verify documentation throughout the Program. See Exhibit D of the Example Installation Contractor Contract for more detail regarding prevailing wage requirements.
31	11/21/2025	Would it be possible to release a master document that shows everybody's questions with answers?	We will provide responses as quickly as we can and before the Thanksgiving holiday. All question and associated answers received during the webinar as well as all questions submitted before 5pm on December 10th will be included in publicly accessible document. Additionally, we have issued an extension for the RFQ responses. Final responses are now due December 19th at 3pm Pacific Time.
32	11/21/2025	Can contractor choose to apply to particular service areas ?	The RFQ Contractor Application will require the responding contractor to rank and/or select the services territories they are interest in serving. The number of contractors necessary will be based on the targeted homes to service in that community focus area.
33	11/21/2025	Do you have time to briefly recap the cost cap part of this?	Please see section 1.5 Cost Control and Pricing Requirements in the RFQ for the discussion on pricing.
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35	11/21/2025	Home assessments: Who is doing the energy auditing, what are they specifically looking for and what are their qualifications? (windows and insulation as well, or just equipment)	The Program Team has qualified staff who will conduct the assessments of the homes. The assessment will include a thorough evaluation of the home for all eligible EBD measures.
36	11/21/2025	What will be the process for a homeowner or property owner to follow, when there are post-construction issues, problems or complaints?	The Program will have a participant hotline for participants to use. The Program Team will evaluate the issue or complaint, identify next steps and/or resolution and engage with appropriate parties to address and ideally resolve issue.
37	11/21/2025	Electrifying without solar will drive residents toward a negative outlook as PGE rates increase.	The Program will take a comprehensive approach for measure selection to maximize benefits. In addition, the Program will provide information on electricity rates to support participants. While solar is not eligible for the program, there is an opportunity to make referrals when possible.
38	11/21/2025	DO YOU HAVE A DEADLINE OF WHEN QUESTIONS WILL BE ANSWERED	We will provide responses as quickly as we can and before the Thanksgiving holiday. All question and associated answers received during the webinar as well as all questions submitted before 5pm on December 10th will be included in publicly accessible document. Additionally, we have issued an extension for the RFQ responses. Final responses are now due December 19th at 3pm Pacific Time.
39	11/21/2025	Prevailing wages for residential and multifamily commercial are different. We intend to bid on both scope of work. In order to keep a fair and competitive bid are there posted wages we can all use? The residential prevailing wage references are very limited in the DIR postings.	The Program will provide a list of classifications a contractor can select from for specific scopes of work under the program. Contractors will be required to reference DIR Basic Straight-Time Hourly Rates by County at a minimum.
40	11/23/2025	We are a small company just 3 guys can we participate?	There is not a limit on company size to participate in the program.
41	11/23/2025	And how hard is to do all the paperwork ?	Contractors and subcontractors will be required to comply with program requirements including invoicing and reporting. Participation in the program will require contractors to (1) review and accept or decline Work Orders (2) document compliance with prevailing wage requirements and submit required documentation (3) manage subcontractors (4) submit invoices (5) report per program requirements on quarterly basis. The level of effort will be based on how a current company is managed and which program activities are not in alignment with current processes.

42	11/24/2025	Will the material pricing structure be released prior to the application deadline? If not, will contractors have the opportunity to comment on the pricing prior to the program start date?	Material pricing will not be released prior to RFQ response deadline. The EBD- Northern Team is actively working with vendors. Selected contractors will be able to review and comment on equipment pricing prior to implementation and will be accounted for in contract with AEA. Major measure materials are expected to either be procured directly by the program or as a pass through expense with the contractor without markup. This RFQ is focused solely on contractor labor costs, and associated overhead and profit with labor costs.
43	11/24/2025	Are contractors allowed to accept only single-family projects if they do not have the capacity to perform multifamily work due to the prevailing wages requirement?	As part of their RFQ response, contractors can note which sectors they are interested in serving (single family, multifamily, and/or manufactured and mobile homes). Note that there are wage requirements for all building types in accordance with Exhibit D.
44	11/24/2025	Can you explain the requirements around using EBD-approved vendors? Is there an official vendor list available?	Material pricing will not be released prior to RFQ response deadline. The EBD- Northern Team is actively working with vendors. Selected contractors will be able to review and comment on equipment pricing prior to implementation and will be accounted for in contract with AEA. Major measure materials are expected to either be procured directly by the program or as a pass through expense with the contractor without markup. This RFQ is focused solely on contractor labor costs, and associated overhead and profit with labor costs.
45	11/24/2025	In the webinar, it was mentioned that documentation for testing is required. Can you expand on the type of testing contractors will perform?	Contractors will be required to perform and/or be responsible for complying with any post-installation tests required by code. Energy Code Compliance Program as with the HERS program under previous iterations of the Energy Code, is required when the scope of the project includes features that must be tested to qualify its Energy Code compliance. The ECC Program becomes effective with the 2025 Energy Code, which is expected to take effect on January 1, 2026. This will be invoiced as distinct line item by the contractor.
46	11/25/2025	Prevailing Wage vs Fair Wage Sec 1.4.2 states that contractors must pay prevailing wages and worker benefits, and differentiates btw single family and multi-family. SF and Manufactured Homes must pay prevailing wage, but will not be required to comply with compliance reporting with DIR Public Works. But during the Webinar, Frontier rep Moar clearly stated that SF is only required to pay "fair wages." I'm not familiar with a "fair wage" standard. Please provide a citation for "fair wage," and clarify what appears to be a contradiction btw RFQ and Moar presentation.	For Single family and mobile and manufactured homes, fair wages requirements are based on DIR Basic Straight-Time Hourly Rates by County. For details related to compliance requirements please see Example Installation Contractor Contract Exhibit B Compensation and Exhibit D Prevailing Wage Requirements.
47	11/25/2025	1.4. Applicants Minimum Requirements There was no reference to electrical contractors with C-10 licenses in the RFQ or webinar. Please clarify if C-10 contractors are eligible for the program, or must all electrical contractors also hold B licenses. Given that this CEC program is primarily an electrification direct install, please explain your rationale re C-10 contractors.	The dual license was defined to provide some flexibility and can be met by either (1) a contractor who holds both General B and a C-20 License or (2) a contractor that holds a General B license who names a Subcontractor with C-20 license in RFQ response. This C-20 subcontractor will then be performing appropriate work as sub on all General Contractor's jobs. Because it is assumed each project will have a comprehensive scope of work, including potentially needing the use of a C-10 contractor depending on the project specific scope of work, the program model was designed to have one contractor who can coordinate the work and schedule and sub to all necessary subcontractors. To facilitate coordination between interested parties (including General Contractors and any potential trade subcontractor, including C-10 contractors), we have provided a form to identify role and interest. This coordination can be for the RFQ and/or for jobs after contractor selection where applicable.
48	11/26/2025	Would a skilled and trained worker who meets those qualifications, but wants to become a contractor (in let's say mid-2026), be eligible to apply and start performing work in this project or all contractors locked in by the December 19 th 2025 deadline until 2030?	The EBD Program will ensure there is an adequate pool of contractors to serve targeted number of homes in regions while supporting a diverse contractor base. The number of Contractors selected will be based on program targets in each service area. The program will evolve the pool of contractors in accordance with program participation and expansion. This may result in future solicitation efforts to expand the pool of contractors beyond this initial solicitation.

49	11/26/2025	In addition, I'm wondering if there is only a heat pump water heater and heat pump HVAC identified to be installed in a home, why there would be a need to also bring in a B License Holder and not just allow for a C-20 to directly put in a proposal to engage that work? I think this becomes more bureaucratically cumbersome, and although I'm grateful for the intake form you've created for C-20 contractors interested in partnering with a B, I'd like to find an avenue where C-20 contractors have the ability to go after work solo if it fits their scope.	The Program is designed to install multiple measures in a home to address electrification as well as energy efficiency to maximize benefits to residents. In addition, the Program intends to bundle homes to allocate to contractors for delivery of services and these homes would include a diversity of measures.
50	12/1/2025	Is the EBD program open to B contractors only, or can specialty contractor's reply to the RFQ? We have a C-10, C-20 and C-7.	The prime respondent must hold a General B license and a C20 or hold a General B license and include an identified C20 subcontractor in their response. To facilitate coordination between interested parties (including General Contractors and any potential trade subcontractor, including C-10, C-20, and C-7 contractors), we have provided a form to identify role and interest. This coordination can be for the RFQ and/or for jobs after contractor selection where applicable.
51	12/1/2025	1. Is it acceptable for a Prime Contractor (General B) to have no direct employees, as long as all installation work is performed by properly licensed subcontractors?	Yes, this is acceptable.
52	12/1/2025	2. Is it acceptable for the Prime to not carry Workers' Compensation because it has no employees, while the subcontractor carries full Workers' Compensation coverage for its workforce?	Yes, it is acceptable, provided the prime respondent holds a General B license and the subcontracting entity performing the work meets all of the minimum insurance requirements. The General B still must meet all other insurance requirements excluding workers comp.
53	12/1/2025	3. Since both companies are owned by the same owner, is this structure still fully compliant with RFQ requirements as long as all licensing and insurance requirements are properly met?	Yes
54	12/1/2025	4. Based on the RFQ and Q&A, our understanding is that the Prime Contractor does not need its own field workforce, as long as all labor requirements (OSHA-10/30, apprenticeship/experience requirements, EPA 608, etc.) are met by subcontractor personnel. Can you please confirm this understanding?	Yes, that is correct.
55	12/1/2025	I wanted to confirm an important detail regarding the EBD Program, specifically for Mobile/Manufactured Homes only. To streamline the program, will the program allow the contractor to handle all aspects, including outreach, audits/assessments, and installation work?	Outreach will be handled primarily by the program team and its subcontracted CBOs, and audits/assessments will be handled exclusively by the program team. Installations contractors will primarily be responsible for the installation work only.
56	12/5/2025	Is it permissible for a General B Contractor to submit two separate applications—one for one set of geographic areas in the NorCal region, and a second application for the "Bay Area" service territory (listing our Bay Area-based C-20 partner)?	Yes, it is permissible and recommended. We recommend submitting two proposals and identifying each of the C-20s and the territories in the appropriate response. This will enable clear understanding of the qualifications attributed to each C-20 contractor in the specific areas.
57	12/5/2025	Alternatively, may a General B Contractor list two separate C-20 contractors, on the same application, clearly designating which C-20 is used in which region?	No, see response above.
58	12/5/2025	Can a contractor serve as a subcontractor in more than one application?	Yes
59	12/5/2025	Can a contractor with General Building B license submit an application while also serve as a subcontractor in another contractor's application?	Yes

60	12/9/2025	Per your answers to Q&A and the bid docs, a listed C-20 subcontractor can qualify the general contractor for meeting some of the requirements and point evaluation. Even a B license with a C-20 could and will likely still need to subcontract potentially with a C-10 or especially a C-2 for all the insulation and air sealing. For large multifamily electrification of water heating, theoretically a C-36 could be engaged as well. If a proposer lists a subcontractor other than a C-20, can that sub qualify the proposer for points consideration as well. For example, a union C-10 or C-2 subcontractor would qualify for the hiring from and participating in an approved apprenticeship program?	The Response template includes fields for additional subcontractors to account for a team response and has been updated to allow for naming subcontractors if desired. The relevant experience of the prime contractor and named subcontractors can be included in the Contractor Experience tab and the Additional Experience tab.
61	12/9/2025	Is a proposer able to add or change subcontractors at any time after being selected to participate?	Subcontractors can be added after selection. If named subcontractor(s) in the RFQ are replaced post award and contracting, the replacement subcontractor must meet or exceed experience of subcontractor named in the proposal.
62	12/11/2025	going over the contractor forms they want \$3,000,000 pollution insurance for sub contractors. We currently do not have any pollution insurance. We have a project that wants the same insurance, we have been waiting for a week on the quote and not received it yet. Please advise us on what you want us to do.	Pollution Liability is only required if the Subcontractor's Work contemplates asbestos or lead abatement, the remediation, storage, transportation or disposal of hazardous materials or hazardous waste, or work involving the treatment of mold. We are not requiring submission of insurance documentation with the response but rather when a contractor is selected and entering into contract with AEA. Checking the box indicates awareness of requirements and ability and interest in obtaining insurance prior to enerting into contract.

63	12/11/2025	Many C-licensed specialty contractors have asked why they are excluded from participating, especially since they perform the technical trade work the program depends on. Limiting eligibility only to B contractors appears short-sighted and self-defeating, as it reduces the pool of qualified providers, increases costs, and makes it harder for the program to uphold the merit- and quality-based standards it was designed around. Would the program reconsider allowing qualified C-licensed contractors to participate directly, while retaining whatever oversight requirements you deem necessary?	C licensed specialty contractors are not excluded from participating in the program. Specialty contractors that do not hold a B license are encouraged to participate by partnering with a General B contractor and responding to the RFQ. Respondents may benefit by including multiple sub-trades as they will likely be able to demonstrate a wider range of experience in the categories outlined in the Experience Criteria scoring table. The program requires General B contractors to be the prime respondents because EBD is intended to be a whole home/whole building comprehensive retrofit program. As such, it is anticipated that most projects will require multiple trades. In order for the program to be delivered effectively and efficiently each project will require a single contracting entity to be responsible for managing any and all trades involved in the project, coordinating access with the site and coordinating construction schedules such that disruption to occupants is minimized. State law requires that contractors performing these duties hold a General B license. The dual license requirement was defined to provide some flexibility and can be met by either (1) a contractor who holds both General B and a C-20 License or (2) a contractor that holds a General B license who names a Subcontractor with C-20 license in the RFQ response. This C-20 subcontractor will then be performing appropriate work as sub on all General Contractor's jobs. To facilitate coordination between interested parties (including General Contractors and any potential trade subcontractor, including C-10 contractors), we have provided a form to identify role and interest. This coordination can be for the RFQ and/or for jobs after contractor selection where applicable. The EBD- Northern Team will be evaluating program effectiveness and delivery throughout to make modifications to ensure we can meet program pipeline and eligible households.
64	12/11/2025	If I indicate a proposed measure cost is not adequate, will my response get automatically denied?	No, your response will not automatically be denied. The comments and notes will be reviewed by the EBD-Northern Team to inform program and program costs.
65	12/11/2025	Can you please explain better on how contractors can bill for these projects.	Information related to billing can be found in Exhibit B of the Reference Subcontractor Master Service Agreement. Invoicing requirements and invoicing templates will be provided prior to contract execution and will require costs be broken out by labor and equipment/materials for each measure. Contractors will not be required to use the provided templates, but invoices must contain the same information provided in the template.
66	12/11/2025	Is this the only place for a contractor to include overhead and profit? It appears all other expenses are only allowed to be billed at actual cost without any markup.	Yes, the measure costs are inclusive of overhead and profit. There will be a process to account for additional costs for measure installations that exceed defined scope. There is a flat assessment fee. HERS and permitting are allowable project costs. Please provide specific comments on costs in Table B-1 identifying considerations for cost estimates and provide recommendations.
67	12/11/2025	For example and to further clarify that you are expecting that a contractor agree to this amount below (\$1900.00) to cover all labor, overhead, and profit? Is this really the amount that you expect a contractor to install a complete system with new electrical, and refrigerant lines, converting from gas to electric with no other option for including overhead and profit? Also, the "in Unit or Common Area" seems to indicate this might be multifamily? Is this cost cap referring to prevailing wage work? This question does acknowledge all other expenses such as equipment, permits, testing, etc are reimbursed at actual costs with no markup allowed.	The example referenced represents a "Standard" swap out of an existing AC with a heat pump and with minimal to no re-work. All measures have pricing for "Standard", "Moderate", and "Difficult" options to account for varying conditions. Please provide specific comments, considerations, and/or recommendations related to cost estimates in Table B-1. Some of the measures are primarily applicable to single family residential applications, others are primarily applicable to common areas in multifamily properties, and most measures are applicable to both single family and multifamily properties. All work in single family and multifamily requires paying at prevailing wage rates.

68	12/11/2025	Regarding residential work not subject to prevailing wage compliance, you state that the contractor must pay a fair wage and define that as: • Fair wages will be based on DIR prevailing wage determinations. The program will reference Basic Straight-Time Hourly Rate by County for appropriate labor classifications. The wage determination for HVAC is (there is no residential rate for HVAC) \$55.06 per hour basis straight time. Can you please confirm that your bid document state that all employees working on HVAC must be paid a MINIMUM of \$55.06 for residential work that does not required compliance with DIR requirements, and if that is not correct, can you define your definition of "Fair Wages" with a dollar amount or an example like the below?	Basic Straight-Time Hourly Rates are based on the job classification and the county the project will be happening in. Prior to contract execution the program will provide a list of job classifications for each eligible measure. The primary labor classifications for this program will include: ▪ Carpenters ▪ Electricians Inside Wireman ▪ General Laborers ▪ Plumbers Journeyman, Helper Class ▪ Sheet Metal Workers; Residential AC Pro, Residential AC Specialist Contractors will be required to pay the minimum wage referenced in DIR prevailing wage determinations associated with the labor classification selected for that employee based on the county of the project. Because there is variation across counties and different labor classifications are available, there will be variation between jobs and contractors. Please refer to Exhibit D of the Installation Contractor Subcontract for more information.
69	12/11/2025	Are payment and performance bonds require or not?	All projects valued at or greater than \$1M will require payment and performance bond. Premiums for the bonds are allowable costs and can be billed back to the program. We will extend the timeline for how long the contractor has to provide the bond from 3 days to 15 days, and may extend it further if it is determined to be insufficient prior to executing contracts.
70	12/11/2025	Under the residential wage requirements it states that employers must provide benefits to employees. 1.2 Benefits and Apprenticeship • Employers will be required to provide benefits to employees including medical, retirement, sick days and vacation. No minimum threshold will be required. Please confirm that this means any contractor participating in this program must offer the benefits listed in this paragraph. Also, when it states "no minimum threshold will be required, does that mean that a contractor that does not currently offer medical can find medical plans and simply offer it to employees at 100% employee cost, or if a contractor does not currently offer vacation, they can just institute a program that give employees 1 hour of vacation per year just to comply with this requirement? Can you please clarify what no minimum threshold means, and better yet, what the requirement to provide benefits really means? It seems to leaves a lot of room for gaming what the assumed intent is. Also, do subcontractors also need to comply with the "fair wage" and "requirement to provide benefits" as well?	Yes, a contractor participating in the program must provide the listed benefits. Multifamily will have to comply with DIR Public Works requirements and meet the required thresholds. For single family the following applies: Vacation that is offered must be additional to the minimum sick leave required by California. Under the Healthy Workplaces, Healthy Families Act 2014 employees who work in California for the same employer for 30 days in a year must be provided a minimum of 40 hours (5 days) paid sick leave. The medical benefits must include contribution from the employer, however the program is not defining a minimum threshold of contribution was not defined. Contractors must comply with all Federal, State and Local laws related to employment benefits.

71	12/11/2025	1. Under California Law, an employer that provides PTO (accrued paid time off) that can be used for either sick time or vacation time, and it meets or exceeds the required minimum sick time, they are exempt from the law requiring a minimum of 40 hrs paid sick time per year. Does PTO satisfy the requirement that “sick time and vacation” be provided?	Yes, for single family and mobile and manufactured housing, PTO that can be used for sick time and vacation will meet the requirements. The PTO must be additional to the minimum sick leave required by California. Under the Healthy Workplaces, Healthy Families Act 2014 employees who work in California for the same employer for 30 days in a year must be provided a minimum of 40 hours (5 days) paid sick leave. Contractors working on multifamily projects will have to comply with DIR Public Works requirements and meet the required thresholds.
72	12/11/2025	Are general contractors required to provide the company name of all subcontractors in the application? If so, how?	General contractors are not required to include all subcontractors on the application. The Contractor Response Template has been updated to allow the General Contractor to name subcontractors if desired. Named subcontractors' experience can be included in the Contractor Experience on the Additional Qualifications tab.