



Investment Summary

| MONTGOMERY COUNTY 128 HPW | Hourly Pay Rate | Hourly Bill Rate | Hourly Holiday / Overtime Rate |
|---------------------------|-----------------|------------------|--------------------------------|
| Security Officer | \$23.73/HR | \$34.80/HR | \$52.20/HR |

The hourly pay rate includes the \$2.44/HR health and welfare supplemental per NYS prevailing wage schedule 7.1.2024.

All conditions contained within these pricing details assume the start date in 2025. Pricing is valid for 60 days after submission, with the exceptions listed below. Any adjustments to rates must be approved in advance by MONTGOMERY COUNTY. Pricing is based on Net - 30 Payment Terms and Full Award.

Wages:

Securitas is confident that the wages provided above will allow us to recruit and retain quality personnel to fulfill the Scope of Work as discussed and agreed upon with MONTGOMERY COUNTY.

In the event that MONTGOMERY COUNTY. has incumbent personnel that they wish to retain with higher wages than what is provided above, Securitas looks forward to future discussions during the transition phase of the program.

Overtime:

Securitas will charge 1.5 times the straight time bill rate for each position providing requested overtime coverage with prior approval by MONTGOMERY COUNTY. No overtime will be charged for the performance of standard duty hours, this is only for short term and short notice requests of additional coverage by MONTGOMERY COUNTY.

Holiday Pay:

The following nine (9) days are observed as holidays by Securitas and any officers working those dates will be paid at a Premium/Overtime rate. Any holidays worked will be directly billed and are not part of the bill rate.

- New Year's Day
- Memorial Day
- Thanksgiving
- Martin Luther King Jr. Day
- Independence Day
- Friday after Thanksgiving
- President's Day
- Labor Day
- Christmas Day

Background Screening:

Securitas has included annual background searches and drug screening costs in the bill rates. Any other non-standard background screening costs such as physical fitness tests, urine drug testing, etc., would require updating of the bill rates. Below are the background requirements for all officers to pass:

- Oral Kit - iScreen - Plan A/B
- Misdemeanor Level
- Federal Criminal
- National Criminal (Nationscan)
- Felony Level
- State Repository
- SSN Trace
- Employment Verification (3)
- Reference Check (3)



Uniforms:

Securitas will provide the necessary uniforms and identification badges as requested. There are several varieties of style, colors, and sizes that we offer, from corporate uniforms to high level manufacturing and fire safety.

The local Securitas district office will maintain an appropriate supply of uniforms to adequately satisfy the needs of the security officers at MONTGOMERY COUNTY.

Additionally, employees do not pay for the cost of uniforms but are responsible for the care and cleaning of the uniforms they are assigned. Any portion of the uniform that needs to be replaced is readily available at the local district. Oversight and supervision are provided by assigned field service managers and district manager who will conduct ongoing and periodic spot checks of officer uniforms.

All uniform costs have been captured and included within the bill rates; the uniform consists of the following but can be customized for each specific post:

- | | | |
|---------------------|------------------|----------------|
| – Long sleeve shirt | – Blazer | – Leather Belt |
| – Trousers | – Knit Cap | – Parka |
| – Tie | – Nameplate Logo | |

Training:

All the training necessary for the security officer to obtain their State Security License is included in the bill rate, along with the following training as well:

- Pre-assignment/Post Specific Training – 8 hours
- On the Job Training – 16 hours
- Annual Required Training – 8 hours

Specialized training such as disaster recovery, active shooter, workplace safety, etc. is available through Securitas but is not included in the pricing and will be billed directly, as requested.

Medical Benefits:

Securitas is in compliance with the regulations contained within the Affordable Care Act (ACA) and only offers ACA compliant medical plans. Securitas agrees that such costs associated with the healthcare benefits including administration have been included within the bill rates.

In the event there are changes in the law, we will make the appropriate pricing adjustments upon prior notice to MONTGOMERY COUNTY. Such changes will be accompanied by appropriate documentation.

Vacation:

Securitas believes in rewarding our officers with Paid Time Off (PTO). 56 hours of vacation have been built into the bill rates for every officer.

If MONTGOMERY COUNTY requests a more robust vacation schedule, Securitas is open to discussing and will adjust the bill rates to include the additional costs or may direct billed as incurred.

Invoicing Fees:



Securitas pricing does not include any fees associated with invoicing systems such as Ariba or alternate invoice payment methods such as a P-Card. Should MONTGOMERY COUNTY. choose to use one of these types of systems, Securitas reserves the right to update pricing to capture those costs only if incurred in the course of billing.

Guard Management Technology:

Securitas' proprietary SecuritasVision software is included within your program via a provided smartphone device with built in custom post orders, contact numbers, distress signals, and real-time incident reporting. SecuritasVision will also provide reports on officer tours and time and attendance for your records.

Service Cost Increases:

Upon discussion with MONTGOMERY COUNTY., Securitas may make bill rate adjustments for any increases in costs for health care benefits, labor costs, costs arising from changes to laws, collective bargaining agreements (where applicable), regulations, SUI or similar government taxes. Our intent is only to have the ability to discuss unforeseeable and legally mandated cost changes.

Taxes:

Pricing excludes any state or city Sales Tax, Gross Revenue Tax, Use Tax, or country Value Added Tax (VAT).

Emergency/Disaster Coverage:

In the event of flood, hurricane or other region-wide emergencies, Securitas shall supply additional resources, if required, to satisfy MONTGOMERY COUNTY. security requirements. Rates for such additional services, which shall be determined in advance upon mutual written consent of the parties, may include premium wage rates, travel, lodging, and meal allowances.

The pricing for security officer and related services as quoted above are valid for a period of 60 days from the date of this proposal.

For Your Consideration: With today's economic environment and unforeseen safety threats, we understand the need to manage cost without compromising security. Securitas USA's approach to creating a total security solution combines traditional security officers with innovative guarding alternatives. These alternatives may include mobile patrols and remote monitoring which offer significant cost savings compared to a typical program.

We can provide additional information on our integrated guarding solutions and conduct a comprehensive no-cost, no-obligation security risk assessment of your property at any time.