

**CONTRACT ROUTING FORM**

1. Complete the information below BEFORE printing and completing items 2 through 7. Items in red are required.

Department: Environmental Quality

Department contract file name (use effective date): Weiser\_EQ\_20210701

Project Code: Click here to enter text.

Contract type: Contract

Contracted Services/Goods: Staffing at Solid Waste Collection Centers

Contract Component: Master

Change Order Number/Addendum Number: Click here to enter text.

Vendor Name: Weiser Security Services, Inc.

Effective Date: 7/1/2021

Approved by: Commissioners

Commissioner Approval Date: 4/19/2021

Ending Date: 6/30/2021

Total Amount: \$861,906.24

Is this contract funded by federal dollars? Yes  No

2. Department Head or his/her designee has read the contract in its entirety.

By: *[Signature]* (Department Head signature required)

3. County Attorney has reviewed and approved the contract

County Attorney has reviewed and rejects the contract  Reason: \_\_\_\_\_

This is an automatic renewal and does not require approval from the County Attorney: Yes  No



If this box is checked the County Attorney's Office has reviewed the contract but has not made needed changes to protect the County because the contract is a sole source contract and the services required by the County are not available from another vendor.

4. Technical/MIS Advisor has reviewed the contract if applicable. Yes  No

5. Vendor has signed the contract. Yes  No

6. A budget amendment is necessary before approval. Yes  No

If budget amendment is necessary, please attach to this form.

7. Approval

Requires approval by the BOC - contracts over \$100,000.00, contracts longer than three years and leases longer than one year. Follow Board submission guidelines.

Requires approval by the Manager – contracts \$100,000 or less.

8. Submit to Clerk.

**Clerk's Office Only**

Finance Officer has signed the contract

The Finance Officer is not required to sign the contract







**NORTH CAROLINA  
CHATHAM COUNTY**

**AGREEMENT FOR GOODS AND/OR SERVICES**

**THIS AGREEMENT FOR GOODS AND/OR SERVICES (this "Agreement")**, made and entered into by and between Chatham County ("County"), and Weiser Security Services, Inc., ("Contractor").

**WHEREAS**, Contractor has agreed to provide goods and/or services as hereinafter set forth in a professional manner in accordance with the standards of Contractor's business or industry; and

**WHEREAS**, the County wishes to enter into an Agreement with Contractor to provide the goods and/or services specified in Appendix 1, Scope of Work, attached hereto and incorporated herein by reference and made an integral part of this Agreement.

**NOW THEREFORE**, in consideration of the premises and the mutual agreement described below, the parties agree as follows:

1. **Term of Agreement:** The term of this Agreement shall commence on July 1, 2021 and end on June 30, 2022. This agreement shall have an option to extend for one (1) additional one-year term, unless one party provides written notice of termination to the other party not less than 30 days prior to the end of the agreement.
2. **Scope of Service:** The Contractor shall provide to the County the goods and/or services (the "Services") set forth in scenario 1 as set forth in Appendices 1 through 3.
3. **Compensation:** As compensation for the Services to be provided by Contractor, the County shall pay the Contractor the maximum annual sum of \$861,906.24 as set forth in the corrected pricing document submitted March 18, 2021, billable in weekly installments and paid within thirty (30) days from receipt of proper invoice, or as otherwise set forth in the appendices.
4. **Insurance:** Contractor shall maintain insurance policies at all times with minimum limits as follows:

<u>Worker's Compensation</u>	<u>Automobile Liability</u>	<u>General /Professional Liability</u>
Statutory Limits	\$250,000 bodily injury per person \$100,000 property damage	\$100,000 bodily injury per person \$500,000 bodily injury per occurrence \$100,000 property damage
<u>Excess Umbrella Liability</u>		
\$4,000,000 each occurrence		

All insurance policies shall be issued by companies authorized to do business under the laws of the State of North Carolina and shall be rated not less than "A" by A.M. Best and Company. Contractor shall furnish Certificates of Insurance to the County, naming the County as an additional insured, prior to the commencement of operations. The certificates shall clearly indicate that Contractor has obtained insurance of the type, amount, and classification as required for strict compliance with this paragraph and that no material change or cancellation of the insurance shall be effective without thirty (30) days prior written notice to the County. Compliance with the foregoing requirements shall not relieve Contractor from any liability or obligations under this Agreement.

5. **Confidentiality:** All proprietary data and information, if any, furnished to Contractor by the County shall be regarded as confidential, shall remain the sole property of the County and shall be held in confidence and safekeeping by Contractor for the sole use of the County and Contractor under the terms of this Agreement. Contractor agrees that its officers, employees, and agents will not disclose to any person, firm, or entity other than the County or its designated legal counsel, accountants, or practice management consultants any confidential information about the County. Contractor agrees to carry out its obligations to the County in compliance with all privacy and security regulations required by law.
6. **Intellectual Property owned by Contractor:** This Agreement is subject to the North Carolina public records law, and may be released upon request. Not all "Trade Secrets" will qualify as protected under N.C.G.S. §132-1.2 and 66-152. Contractor should consult legal counsel before signing this document if Contractor is unsure of its intellectual property status under these statutes.

7. Status of Parties: Nothing contained in this Agreement shall be construed as establishing a partnership or joint venture relationship between Contractor and the County. Contractor and its employees and representatives are independent contractors, solely responsible for its or their performance under this Agreement and shall have no legal authority to bind the County.

8. Assignment and Subcontracting: Neither this Agreement nor any rights or obligations hereunder shall be subcontracted, assigned, or delegated by Contractor without prior written consent of the County, which consent may be withheld in the County's sole discretion.

9. Binding Effect: This Agreement shall be binding upon the parties hereto, their heirs, administrators, executors, successors and assigns, if such assignment has been approved by the County.

10. Notices: Any notice or other communication required or permitted under this Agreement shall be in writing and shall be deemed to have been given on the date delivered personally or deposited in the United States Postal Service, certified mail, return receipt requested, with adequate postage affixed, addressed as follows:

Chatham County  
Attn: Dan LaMontagne, County Manager  
Post Office Box 1809  
Pittsboro, North Carolina 27312  
919-542-8200

Weiser Security Services, Inc.  
Attn: Mickey Weiser, President  
3939 Tulane Ave 2<sup>nd</sup> Floor  
New Orleans, LA 70119  
Phone: 504-949-7222

Either party may change its address for notices under this Agreement by giving written notice of such change to the other party in accordance with the provisions of this paragraph.

11. Governing Law: This Agreement and the rights and obligations to the parties hereunder shall be construed and governed by the laws of the State of North Carolina and venue for any proceedings arising hereunder shall be in the state court of appropriate jurisdiction located in Chatham County, North Carolina.

12. Modifications: This Agreement may be amended or modified only by the mutual written consent of the parties. A modification is not enforceable against the County unless it is signed by the County Manager, Purchasing Agent, or other duly authorized official.

13. Entire Agreement: This Agreement contains the entire agreement between the parties pertaining to the subject matter of this Agreement. With respect to that subject matter, there are no promises, agreements, conditions, inducements, warranties or understandings, written or oral, expressed or implied, between the parties, other than as set forth or referenced in this Agreement.

14. Waiver: A waiver of any provision of this Agreement must be in writing, designated as such, and signed by the party against whom enforcement of the waiver is sought. The waiver of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent or other breach thereof.

15. Termination: This Agreement may be terminated as follows:

- (i) Cause: If the services provided by Contractor under this Agreement are not performed as specified herein, this Agreement may be terminated by the County for cause. Grounds for termination for cause shall include, but not be limited to, the following:
  - (a) Failure to respond to reasonable requests from the County to provide the Services covered by this Agreement.
  - (b) Failure to keep and maintain any equipment required for the performance of this Agreement in good working order and in compliance and with all laws.
  - (c) Failure to properly recycle any electronic equipment as specified in Article 9, Chapter 130A of the North Carolina General Statute, or failure to comply with any statutory requirement included in the formal bid request, as provided in the bid packet, which bid packet is incorporated herein by reference.
  - (d) Failure to maintain the insurance required by this Agreement.
  - (e) Charging rates or fees in excess of those permitted under in this Agreement.

- (f) Inefficient, or unsafe practices in providing Services.
- (g) The material breach of any provision of this Agreement.

(ii) Convenience:

- a. The County reserves the right to terminate this Agreement upon thirty (30) days prior written notice to Contractor for any reason deemed by the County to serve the public interest. This termination for convenience will not be made when termination is authorized under any other provision of this Agreement. In the event of such termination the County shall pay the Contractor its costs directly attributable to those Services received by the County prior to termination that meet the requirements of this Agreement. Provided, however, that no costs will be paid to the Contractor which are recoverable in the Contractor's normal course of doing business. The County is not liable for the loss of any profits anticipated to be made hereunder, nor for any special, consequential or similar damage.
- b. Contractor reserves the right to terminate this Agreement upon ninety (90) days prior written notice to the County for any reason. In the event of such termination the County shall pay the Contractor for services provided under this Agreement prior to termination.

16. Annual Appropriations and Funding: This Agreement is subject to the annual appropriation of funds by the Chatham County Board of Commissioners. Notwithstanding any provision herein to the contrary, in the event that funds are not appropriated for this Agreement, the County shall be entitled to immediately terminate this Agreement, without penalty or liability, except the payment for all Service satisfactorily provided under this Agreement up to and through the Contractor's receipt of notice of termination.

17. Indemnity: Contractor agrees to indemnify and hold harmless the County, its officers, agents, servants, and employees from any and all claims, actions, lawsuits, losses, damages, expenses, judgments, or liabilities of any kind whatsoever (including without limitation, cost of defense and attorney fees) suffered by the County and proximately caused by a negligent or intentional act or omission of Contractor, its subcontractors, agents, or employees.

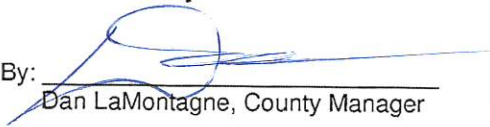
18. County Policy: The County opposes discrimination on the basis of race and sex and requires all of its contractors to provide a fair opportunity for minorities and women to participate in their work force and as subcontractors and vendors under County contracts.

19. State and Federal Requirements; County Terms and Conditions: By signing this Agreement Contractor certifies that (if applicable) Contractor, and any of Contractor's subcontractors are in compliance with State and Federal laws, including any divestment list by the NC State Treasurer, and Federal or State debarment or suspension lists. The County Terms and Conditions are incorporated herein made an integral part of this Agreement and may be found at the County's web site: <http://www.chathamnc.org/finance>. A hard copy of the Terms and Conditions is available upon request.


20. Controlling Document: In the event of any conflict between this Agreement and any document, instrument, or other agreement prepared or provided by Contractor (including, without limitation, Contractor's purchase orders, invoices and warranties), the terms of this Agreement shall control.

**IN WITNESS WHEREOF**, the parties have executed this Agreement in their official capacities with legal authority to do so.

**Chatham County:**

By:   
Dan LaMontagne, County Manager

**Contractor**

By:   
Name: Mickey Weiser  
Title: President

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

  
Hope Tally, Finance Director

List of Appendices

<u>Appendix Number</u>	<u>Description</u>
Appendix 1	Chatham County Solid Waste and Recycling Division Request for Proposals for Staffing and Operating Residential Solid Waste and Recycling Collection Centers
Appendix 2	Weiser Security Services, Inc. Proposal, submitted March 3, 2021
Appendix 3	Weiser Security Services, Inc. Corrected Pricing Spreadsheet, submitted March 18, 2021





## **Chatham County Solid Waste and Recycling Division Request for Proposals for Staffing and Operating Residential Solid Waste and Recycling Collection Centers**

### **Purpose**

Chatham County is seeking proposals for the staffing and operation of twelve (12) residential solid waste and recycling collection centers. These centers collect a variety of waste materials and recyclables. The vendor shall provide staff and supervision for the operation of the centers.

A pre-bid meeting is scheduled for Wednesday, February 24, 2021 at 9:00 AM. Interested vendors should pre-register by notifying Kimberly Johnson, Chatham County at: [purchasing@chathamcountync.gov](mailto:purchasing@chathamcountync.gov).

### **Background**

Chatham County has twelve (12) collection centers which accept only household waste and recyclables. The following is a general list of items that are accepted at each collection center:

- Municipal solid waste (household trash)
- Bulky items
- Construction and demolition debris from household projects
- White goods (appliances)
- Scrap metal
- Used motor oil and oil filters
- Electronics- TVs, computers, and small electronics
- Fluorescent light bulbs
- Auto tires
- Auto batteries
- Household batteries
- Used cooking oil
- Clothing and shoes
- Mixed Recyclables- plastics, paper, cardboard, aluminum cans, and steel cans
- Glass bottles and jars for recycling
- Items for the Swap Shop- reuse program for donated items

Additional items may be added at the County's discretion.

### **Scope of Work**

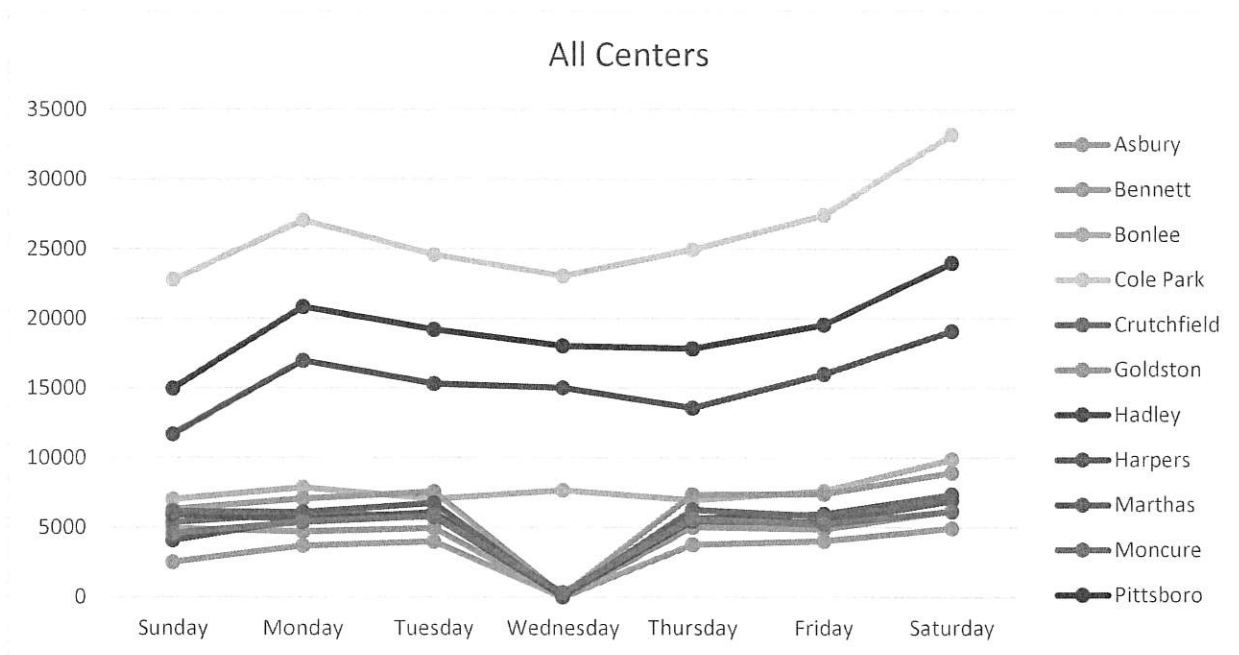
#### **Locations and Hours**

A map of the collection centers and addresses can be found in Attachment C. The sites are to be manned at all times during the hours of operation. Most centers are open Monday through Saturday 7:00 am to 7:00 pm and Sunday 1:00 pm to 7:00 pm. Eight (8) centers are closed on Wednesdays. All centers are closed on New Year's Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and closed at 2:00 pm on Christmas Eve. The total number of hours

the centers need to be staffed each week is 1051. The full weekly schedule is found in Attachment D. Attendants are expected to arrive fifteen (15) minutes prior to opening to prepare the center for daily operation. At the centers that have multiple attendants on site, only one is expected to arrive fifteen (15) minutes early. It is expected that no overtime would be billed to the County unless additional coverage was requested.

### Visitation

In Fiscal Year 2020, the total visitation for all twelve collection centers was 754,371 but daily visitation varies between the collection centers. Three centers- Cole Park, Pittsboro, and Siler City, have the highest visitation among all the centers. See the chart below for the daily visitation by center.



### Duties and Responsibilities

The vendor shall provide the necessary personnel and equipment to perform the duties as listed below for the operation of the center. Personnel are divided into two classifications, attendants and supervisors.

#### Attendants

- Open and close the collection center according to the hours of operation.
- Ensure each resident has a current decal to use the collection center.
- Operate all equipment on-site, as listed below.
- Properly manage materials by directing residents to the containers appropriate for the material to be disposed.
- Prevent unaccepted items from being disposed of at the centers, including banned items, waste from businesses, or residents that do not have a current decal.
- Remove contamination if unaccepted items are found in the containers.
- Correctly manage containers to maximize capacity and ensure proper disposal.
- Monitor and control the site traffic.

- Be courteous and respectful at all times to all residents.
- Answer customers' questions and provide education when necessary.
- Provide assistance to certain residents, such as elderly or handicapped residents. These residents are advised to ask for assistance if needed, but attendants are not expected to assist if an item is over 40 pounds.
- Maintain the center and grounds in a clean and neat condition.
- Report maintenance issues and supply needs.
- Ensure the office building is clean and orderly.
- Complete paperwork necessary for reporting visitation, capacity, daily activities, incidents, large loads, and specific items.

Attendants must be able to communicate effectively, both orally and in writing.

### Supervisors

Two supervisors, both 40 hour per week positions, will be provided. Vendor will propose how their duties will be divided. The supervisors must be able to competently perform all duties and responsibilities of the attendants **and**

- Supervise the attendants daily.
- Ensure the collection centers open on time and are properly staffed.
- Conduct weekly site visits at each of the collection centers and complete weekly checklist provided by the County.
- Meet weekly with County staff.
- Serve as the contact person when the Main Office is closed or cannot be reached, including weekends and holidays.
- Promptly report issues, needs, or problems to the County as needed.
- Provide training to all new employees and on-going training to current employees as needed.
- Communicate any changes in operations or procedures to attendants.
- Manage all personnel-related issues.

The supervisors must have a high school diploma and be able to communicate effectively both orally and in writing.

### **Equipment On-Site**

Each collection center is currently equipped with compactors for trash and containers to collect bulky items, glass, mixed recyclables, electronics, cooking oil, motor oil and filters, textiles, and construction and demolition debris (four centers collect this separately). Two centers (Cole Park and Pittsboro) also have a pre-crusher for bulky items. Four centers (Bonlee, Cole Park, Pittsboro, and Siler City) also have compactors for Mixed Recycling. Attendants will be responsible for operating the equipment, but are not allowed to perform any maintenance. All maintenance needs must be reported to the County in a timely manner and through the proper channels.

The County provides a comprehensive operations manual with information on the proper procedures, paperwork, rules for what can be accepted at the center, contact information for key personnel, etc. The operations manual is updated regularly via memos sent from County staff and vendors are welcome to provide memos as well if desired.

Each center has an office building with heating, air conditioning, a refrigerator, a microwave oven, and telephone service. Each center is also equipped with running water, electricity, and area lights. Grass mowing and site maintenance is performed by the County.

Each center also has four security cameras that record to a hard drive on site, and footage is only accessible to county staff and vendor supervisors. These systems do not have monitors on site, and attendants are not expected to use the security system in their daily activities.

### **Provided by the Vendor**

The vendor will provide attendants with uniforms and nametags, which must be worn during all working hours at the center. The vendor is also required to supply all the necessary personal protective equipment (PPE) for the attendants to properly and safely perform their duties. All attendants must wear steel-toed shoes, gloves, and safety vest. Other items may include hats, umbrellas, and raincoats. The vendor will also provide the supervisors' transportation for use in the County's contract. The vehicle must be easily identifiable with the vendor's name and/or logo.

The vendor is required to provide bloodborne pathogen training for all attendants and supervisors prior to starting on-site work and on an annual basis thereafter. The County strongly encourages the vendor to require and/or provide the tetanus vaccination to all attendants and supervisors.

Annual refresher training will occur for all attendants, with a minimum of eight (8) hours required. The County and vendor will work together to schedule and determine content.

### **Proposal Instructions**

- A. **Proposal Deadline:** Must be received by Chatham County no later than 5:00 PM on Thursday, March 4, 2021.
- B. **Submission of Proposals:** Vendors must include both **an electronic PDF** version of the proposal (excluding any materials that are non-electronic) and **three hard copies** with all attachments, including signatory pages, which should be received by the deadline above. The hard copies and electronic copy must be sent to one of the following delivery addresses:
  - Postal Address: Kim Johnson, Chatham County Finance Office, P. O. Box 608, Pittsboro, NC 27312
  - Street Address: Kim Johnson, Chatham County Managers Office, Courthouse Annex, 12 East Street, Pittsboro, NC 27312

Only submittals with both the electronic copy and three (3) hard copies will be considered responsive to this solicitation and evaluated.

- C. **Withdrawal of Proposals:** Proposing vendors may withdraw their proposals any time before the deadline for submission on 5:00 PM on Thursday, March 4, 2021, but the withdrawal must be submitted in writing and signed by the proposing vendor.
- D. **Inquiries and Corrections**  
All inquiries relating to this request should be in writing and addressed to:

Kim Johnson, Chatham County Finance Office  
P.O. Box 608; Pittsboro, NC 27312

They also may be emailed to: [purchasing@chathamcountync.gov](mailto:purchasing@chathamcountync.gov) or faxed to (919) 542-8272.

If a proposing vendor finds discrepancies in or omissions from the specifications or should require additional clarification of any part, a written request for interpretation shall be submitted to Kim Johnson. Any interpretation of or changes made to the RFP will be made by written addendum to each proposing consultant and shall become part of the request for any contract awarded. The County will not be responsible for the accuracy of any other oral explanations, interpretations, or representations. All written inquiries **must** be submitted by 12:00 Noon on Thursday, February 25, 2021. It shall be the responsibility of each proposing organization or individual to verify that every addendum has been received prior to submitting a proposal.

**E. Vendor Certification:**

The submission of proposal shall be deemed a representation and certification that the proposing vendor:

- Has carefully read and fully understands the information provided by Chatham County in this RFP;
- Is financially solvent and has the capability to successfully undertake and complete the responsibilities and obligations of the proposal submitted;
- Represents that all of the information contained in the submitted proposal is true and correct;
- Did not in any way collude or conspire with any other parties, directly or indirectly, in regard to the amount, terms, or conditions of this proposals;
- Acknowledges that Chatham County has the right to make any inquiry it deems appropriate to substantiate or supplement information provided by proposing vendors and hereby grants Chatham County permission to make these inquiries; and
- Acknowledges that any proposal cannot be modified after its submission for any reason.

**F. Format and Deadline of Proposals:** Late proposals will not be accepted under any circumstance and will not be opened or reviewed. We will not accept proposals by fax or any method other than is outlined under item B. The sender must allow ample delivery time for the selected shipment or transmission methods.

**G. Definition and Context:** Unless otherwise specified in this document, all words shall have a common meaning unless the context in which they are used clearly requires a different meaning. Words in the singular number include the plural, and in the plural include the singular.

## **RFP Schedule**

- A pre-proposal meeting and site visit will be held Wednesday, February 24, 2021 at 9:00 AM. All interested vendors shall meet at the Solid Waste & Recycling Office, 28 County Services Rd, Pittsboro, NC 27312. After general questions, we will visit a collection center as a group. Interested vendors should pre-register for the pre-proposal meeting by notifying Kim Johnson at [purchasing@chathamcountync.gov](mailto:purchasing@chathamcountync.gov)
- The deadline for submitting questions in writing (mail, email or fax) is 12:00 Noon, Thursday, February 25, 2021.
- The RFP deadline for receipt of proposals by the county is Thursday, March 4, 2021 at 5:00 PM.

- The RFP Committee will review proposals and make a selection by Friday, March 19, 2021.
- Notification to selected vendor will occur by Wednesday, March 24, 2021.
- We expect to have the contract approved by the Board of Commissioners on Monday, June 21, 2021.
- Contract executed and work to begin July 1, 2021.

## **Proposal Contents**

These instructions cover the format, content, and development of the proposals. The proposal should be no longer than 40 pages (20 pages double-sided), not including attachments, to cover the sections listed below. Only that information deemed essential to convey the proposing vendor's understanding of Chatham County's requirements for this RFP should be submitted. Items not listed below and not explicitly related to the RFP (i.e. general marketing materials) will not be considered in the evaluation process.

All proposals must include the following items in the order listed below and must be organized as shown below:

**Section 1 - Proposal Summary:** This section must include the highlights of the proposal, such as an overview of the vendor organization, most relevant experience of the proposing vendor, and summarized cost information.

**Section 2 - Vendor Information, Forms and Insurance Information:** Vendors must include the Vendor Information and Signature Form provided as Attachment A and the Bid sheet provided as Attachment B. The forms must be completed and signed by the person with authority to approve contracts with Chatham County. Evidence of all required insurance listed below (in the Insurance Requirements section) must be provided with the proposal.

**Section 3 - Description of Scope of Services for Collection Center Operations:** Vendors must include a description of recruitment and hiring procedures, new employee training, and on-going training of all personnel proposed. Be sure to include how bloodborne pathogen training will be provided, with what frequency and method, and how the tetanus vaccination will be provided, or made available, to employees.

Vendors must include a list of materials supplied by the vendor for the attendants and site supervisor to successfully complete their duties, including such items as uniforms, personal protective equipment (PPE), and paperwork.

Provide a description of the supervisor positions, such as how the work will be distributed, how weekends and holidays will be covered, etc. While the minimum responsibilities expected by Chatham County are provided in this RFP, include information on how those responsibilities will be met and what the supervisor's responsibilities will be to the vendor. Vendors must provide a description of any reports or paperwork that will be utilized and include samples of such documents.

Provide a description of any other relevant personnel policies and procedures, particularly disciplinary procedures, performance review, and termination rules. Discuss the role county staff will have in determining when discipline is warranted.

Vendors must include information on any benefits and/or incentives provided to employees.

Include a list of any reportable safety incidents for the last five (5) years.

**Section 4 - Project Personnel:** Vendors must provide a proposed organizational chart for services to be provided to the County. Include resumes of key professional staff anticipated to work on the contract, detailed information on the staff's experience on similar projects, and knowledge of the field of work should be included. Provide information regarding the current workload for the key professional staff to address the vendors' ability to supply adequate staffing for this contract. Include the resume for the position of supervisors if known at the time of submittal.

**Section 5 - Transitional Procedures:** Vendor must provide procedures for a transitional period with no interruption of service to the residents and Collection Centers. Provide written documentation that describes these procedures during the transitional period.

**Section 6 - Financial Stability:** Vendor must provide a copy of annual profit-loss statement, annual audit, and/or a Letter of Good Standing from the firm's primary financial institute which demonstrates the firm's current financial status. These pages may be marked "Confidential" should the vendor choose to designate as such.

**Section 7 - References:** Vendor must provide a list of clients currently serving and served within the last five (5) years that demonstrate the applicants' skills and capabilities with the type of service being requested. Please include the client name, location, current contact person, telephone number, and a brief description of the work.

**Section 8 - Pricing:** Vendors must include a completed price sheet (Attachment B) that lists the price for weekly and annual operation of the Collection Centers and the supervisor positions, as well as several alternative operational and pricing scenarios. Price list must show hourly rate of pay, bill rate, and hourly overtime bill rate for all positions. No overtime will be billed to the County unless additional service is requested over and above the standard schedule. Vendor must provide a list of company holidays and describe how workers will be paid for working on holidays observed by the vendor and not observed by the County.

## **General Requirements**

### **Insurance Requirement**

The Vendor shall be responsible for its work and every part thereof. The Vendor assumes all risks of direct and indirect damage or injury to the property of persons used or damage or injury to the property of persons used or employed on or in connection with the work contracted for, and all damage or injury to any person or property wherever located, resulting from any action, omission, commission or operation under the contract, or in connection in any way whatsoever with the contracted work.

Vendor shall at all times maintain the following minimum insurance protection:

#### **Coverage**

Worker's Compensation

Statutory Limits

General/Professional Liability

\$100,000 bodily injury per person (BI)

\$500,000 bodily injury per person (BI)

\$100,000 property damage (PD)

Automobile Liability

\$250,000 bodily injury per person (BI)

\$100,000 property damage (PD)

Excess Umbrella Liability

\$5,000,000 each occurrence

The County shall be named as an additional insured on both the professional liability and comprehensive general liability coverage. The vendor awarded the bid shall furnish copies of all such policies and all renewals, terminations, and alterations to the County on a current basis.

**Term of Service Agreement**

The term of the contract shall be for a one (1) year period beginning 07/01/2021. Chatham County will have the option to extend the contract for one (1) additional one-year term.

**E-Verify**

Effective September 4, 2013 North Carolina local government units are prohibited from entering into certain contracts unless the vendor and the vendor's subcontractors, if any, comply with the requirements of N.C. Gen. Stats. §64-26(a). Prior to providing any services hereunder, Vendor and Vendor's subcontractors, if any, are subject to the provisions of N.C. Gen. Stats. §64-26(a). Vendor agrees to fully comply with such statute and require Vendor's subcontractors, if any, to fully comply with such statute.

**Divestment From Companies That Boycott Israel:** Contractor certifies that (a) it is not identified on the Israel Boycott List or any other list created by the NC State Treasurer pursuant to NC G.S. 147-86.80 et al, and (b) it will not take any action causing it to appear on any such list during the term of the Contract Agreement.

**Iran Divestment Act**

Effective October 1, 2015 North Carolina local government units are prohibited from entering into certain contracts unless the vendor and the vendor's subcontractors, if any, comply with the requirements of §143C-6A-5. Vendor agrees to fully comply with such statute and require Vendors subcontractors, if any, to fully comply with such statute.

**Criminal Background Check**

The selected vendor must provide documentation showing a full criminal background check on all staff used in Chatham County. This is not required to be a search through the Private Protection Service Board, but must be sufficient to show all staff is free from conviction of criminal charges.



## **Review and Selection Process**

The following criteria will be the basis on which vendor will be selected:

1. Successful operation record and past experience with providing similar services.
2. Indication of financial stability for providing services.
3. Adequate staff for the project.
4. Pricing for providing services.
5. Appropriate insurance coverage.
6. Transitional plan.
7. Safety record.
8. References.
9. Other factors that may be appropriate for the project.

The above listing does not indicate the order of importance. The selection committee shall establish a priority ranking for the final list of criteria for the project.

## **Additional County Conditions**

- All proposing firms or individuals shall comply with all conditions, requirements, and specifications contained herein, with any departure constituting sufficient cause for rejection of the proposal. However, Chatham County reserves the right to change the conditions, requirements, and specifications as it deems necessary.
- The proposal must be signed by a duly authorized official of the proposing organization or individual submitting the proposal.
- No proposals will be accepted from any person or organization that is in arrears for any obligation to Chatham County, or that otherwise may be deemed irresponsible or unresponsive by county staff, the Chatham County Board of Commissioners, or the Chatham County Economic Development Corporation.
- Chatham County is not obligated to enter into any contract as a result of the RFP.
- All prices quoted must be firm through July 1, 2021.
- Chatham County reserves the right to reject any and all proposals or any part thereof and to select the most responsive proposal that is deemed in the best interest of Chatham County.
- Only one contract may be awarded as the result of the RFP.
- Chatham County may approve or disapprove the use of specific proposed subcontractors in any proposals.
- Chatham County reserves the right to enter into an agreement with another proposing vendor in the event that the originally selected vendor fails to execute a contract with the County or defaults on their contract.
- All proposals shall be prepared in a comprehensive manner as to content, but we do not require specific types of binders or promotional material for submissions. Promotional material will not be considered part of the proposal and will not affect the evaluation of proposals.
- Chatham County reserves the right to negotiate with any, none, or all of the proposing vendors.

- All costs, including travel and expenses, incurred in the preparation of this proposal will be borne solely by the proposing company.
- The County will not return proposal materials to those submitting proposals.
- The proposer shall complete and sign the Vendor Information & Signature Form – Attachment A.
- No agreements with any selected vendor shall be binding until a contract is approved by the Chatham County Board of Commissioners and signed and executed by the County Manager and authorized representatives of the vendor.
- Chatham County will follow all applicable local, state, and federal procurement requirements when expending federal funds and require all contractors to comply in full.
  - Details of all terms and conditions for purchase orders and contracts can be found at <https://www.chathamnc.org/government/departments-programs/county-manager-finance-office/finance/purchasing>.

***Chatham County is an Equal Opportunity Employer and does not discriminate on the basis of sex, marital status, race, color, creed, national origin, sexual orientation, gender identity, age or disability.***

**Attachment A:**

**Vendor Information & Signature Form**

<b>Name of Vendor:</b>	
<b>Trade License # (if applicable)</b>	
<b>Contact Person(s)</b>	
<b>Street Address with City, State &amp; Zip Code</b>	
<b>Mailing Address (if different than above)</b>	
<b>Phone #</b>	
<b>Fax #</b>	
<b>Email</b>	
<b>Proposer will do the work as:</b>	<input type="checkbox"/> Individual <input type="checkbox"/> Joint Venture <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation
<b>Date &amp; state of incorporation</b>	<b>Date</b> <b>State</b>
<b>Name of partnership or joint venture</b>	

By signing below, the submission of qualifications shall be deemed a representation and certification by the Proposing Consultant that it has investigated all aspects of the RFP, and it has read and understands the RFP.

<b>Bidder Signature:</b>
<b>Date Signed:</b>
<b>Title of Signatory:</b>

**Attachment B:  
Bid for Staffing and Operating Residential Chatham County  
Solid Waste and Recycling Collection Centers**

TO: The County of Chatham, North Carolina

Bid from (vendor name) \_\_\_\_\_

(an individual) (a partnership) or (a corporation duly organized under the laws of the State of North Carolina). **designate one**

The undersigned having carefully read and considered the terms and conditions of the Request for Proposal for the Staffing and Operating of twelve Collection Centers for the County of Chatham, North Carolina, does hereby offer to perform such services on behalf of the County, of the type and quality and in the manner described, and subject to and in accordance with the terms and conditions set forth in the Request for Proposal at the rates (expressed in words and figures) hereinafter set forth:

**TOTAL ANNUAL COST \$** \_\_\_\_\_

Written \$ \_\_\_\_\_

**COLLECTION CENTERS STAFFING**

**A. Staffing of Collection Centers (weekly cost)**

**1. Attendants:** One thousand fifty-one (1051) combined hours/week:     \$ \_\_\_\_\_  
(hours total from Attachment D)

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

**2. Supervisor 1:** Forty (40) hours/week:     \$ \_\_\_\_\_

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

**3. Supervisor 2:** Forty (40) hours/week:     \$ \_\_\_\_\_

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

**4. Vehicle Weekly Cost**     \$ \_\_\_\_\_

(Vehicle 1 weekly cost: \_\_\_\_\_ Vehicle 2 weekly cost (if applicable) \_\_\_\_\_)

**TOTAL WEEKLY COST (1 + 2 + 3+4) \$** \_\_\_\_\_

**Alternate Scenario 1:** All centers are closed on Tuesdays, but otherwise schedule remains the same. 876 combined hours per week.

ALTERNATE SCENARIO 1 TOTAL ANNUAL COST: \$ \_\_\_\_\_

**Alternate Scenario 2:** All centers are closed on Sundays, but otherwise schedule remains the same. 958 combined hours per week.

ALTERNATE SCENARIO 2 TOTAL ANNUAL COST: \$ \_\_\_\_\_

**Alternate Scenario 3:** Minimum employee hourly rate is the same as the minimum County employee pay grade of \$11.78 per hour. Schedule remains unchanged.

1. Attendants: One thousand fifty-one (1051) combined hours/week: \$ \_\_\_\_\_

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

2. Supervisor 1: Forty (40) hours/week: \$ \_\_\_\_\_

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

3. Supervisor 2: Forty (40) hours/week: \$ \_\_\_\_\_

(Hourly rate: \_\_\_\_\_ Hourly bill rate: \_\_\_\_\_ Hourly overtime rate \_\_\_\_\_)

ALTERNATE SCENARIO 3 TOTAL ANNUAL COST: \$ \_\_\_\_\_

Vendor

By: \_\_\_\_\_

Principal Office

Address: \_\_\_\_\_

\_\_\_\_\_

Telephone: \_\_\_\_\_

**Acknowledgment of receipt of Addendum No. 1 (If applicable)**

By \_\_\_\_\_

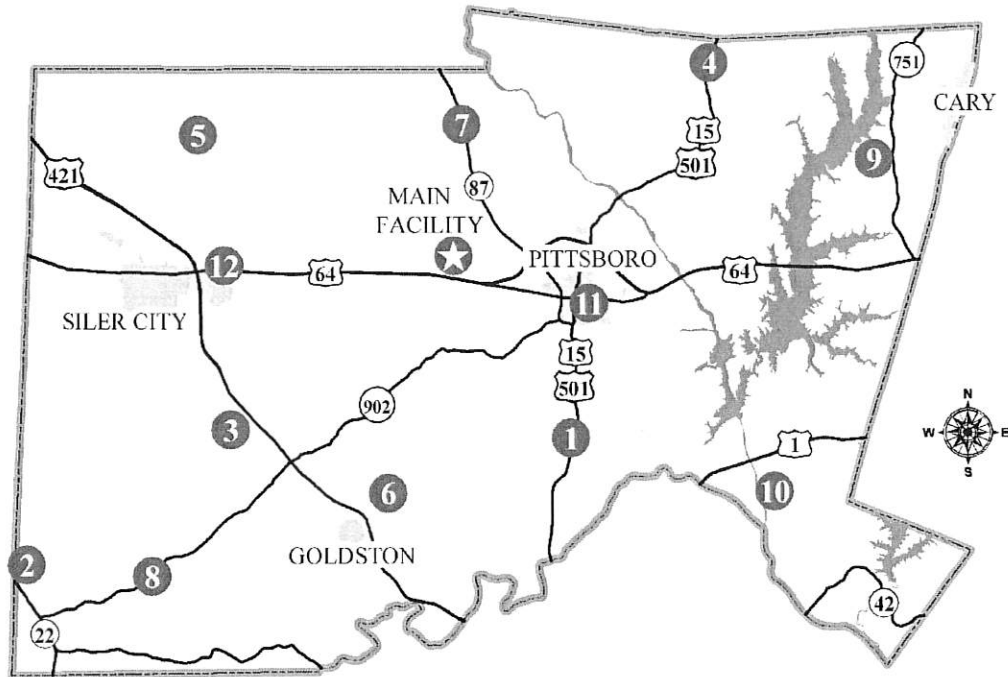
**Acknowledgment of receipt of Addendum No. 2 (If applicable)**

By \_\_\_\_\_

Other if needed: \_\_\_\_\_

Chatham County reserves the right to reject any and all bids.

**Attachment C:  
Chatham County Collection Centers Map and Addresses**



Collection Center	Address
Asbury	34 Mt View Church Road Moncure, NC 27599
Bennett	3142 Bennett-Siler City Road Bennett, NC 27208
Bonlee	1528 Elmer Moore Road Bonlee, NC 27344
Cole Park	11632 US 15/501 North Chapel Hill, NC 27517
Crutchfield Crossroads	4030 Silk Hope-Liberty Road Snow Camp, NC 27349
Goldston	7285 Pittsboro-Goldston Road Bear Creek, NC 27207
Hadley	65 East Perry Road Pittsboro, NC 27312
Harpers Crossroads	19921 NC Highway 902 Bear Creek, NC 27207
Martha's Chapel	24 Gardner Road Apex, NC 27523
Moncure	2855 Old US 1 Moncure, NC 27562
Pittsboro	180 Martin Luther King Jr. Road Pittsboro, NC 27312
Siler City	135 Silk Hope Road Siler City, NC 27344
Main Facility	28 County Services Road Pittsboro, NC 27312

Attachment D:  
Chatham County Collection Centers Weekly Schedule

	THURSDAY		FRIDAY		SATURDAY		SUNDAY		MONDAY		TUESDAY		WEDNESDAY		Hours per site
	COVERAGE	HRS	COVERAGE	HRS	COVERAGE	HRS	COVERAGE	HRS	COVERAGE	HRS	COVERAGE	HRS	COVERAGE	HRS	
COLE PARK*	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm - 7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	167.75
	7am-7pm	12	7am-7pm	12	7am-7pm	12	1pm - 7pm	6	7am-7pm	12	7am-7pm	12	7am-7pm	12	
PITTSBORO*	6:45am - 5pm	10.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	12:45pm - 7pm	6.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	131.75
	9am - 7pm	10	9am - 7pm	10	9am - 7pm	10	1pm - 5 pm	4	9am - 7pm	10	9am - 7pm	10	9am - 7pm	10	
SILER CITY*	6:45am - 5pm	10.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	12:45pm - 7pm	6.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	6:45am - 5pm	10.25	131.75
	9am - 7pm	10	9am - 7pm	10	9am - 7pm	10	1pm - 5 pm	4	9am - 7pm	10	9am - 7pm	10	9am - 7pm	10	
BONLEE	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	79.75
ASBURY	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
MONCURE	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
MARTHA'S CHAPEL	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
HADLEY	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
CRUTCHFIELD	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
BENNETT	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
HARPER'S	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
GOLDSTON	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	12:45pm-7pm	6.25	6:45am-7pm	12.25	6:45am-7pm	12.25	6:45am-7pm	12.25	67.5
Hours per day	175		175		181		93		175		175		77		1051





Weiser Security Services, Inc.

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Weiser Security Services, Inc.

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1110 Navaho Drive, Suite 308  
Raleigh, Durham, NC 27609  
Phone: 919-900-8246  
License #: BPN 000469P3



Chatham County Solid Waste & Recycling

---

Leanna Pontow, Area Sales Manager

---

04 Sep, 2020

**WEISERSECURITY.COM**

Weiser Security Services, Inc.



Weiser Security Services, Inc.

Chatham County Solid Waste and Recycling Division  
Ms. Kim Johnson  
P.O. Box 608  
Pittsboro, NC 27312

Dear Kim Johnson,

Thank you for the opportunity to present this proposal for contract security guard service. It is a comprehensive guide to how we will handle your security differently. We're confident that we can provide the level of service you require and expect. Weiser's plan to support Chatham County Solid Waste and Recycling with our local management Account Manager, Angela Murray and she will be supported by our Branch Office Manager, Alexis Green and our entire Raleigh/Durham Branch office. Angela will also act as another layer of supervision for training, support, client KPI reviews, scheduling, and overall health of your account.

You may find several items of special interest to you throughout the document. We would like to introduce you to our Building Block Approach on the following pages, the fundamentals of our operations.

We practice our Five R's of Employee Engagement in everyday operations, the Right Match, the Right Expectations, Relationship, Recognition, and Respect. This approach helps build people up. It is an alternative that allows us to stand above the rest.

We look forward to the opportunity to develop a long-lasting partnership with Chatham County Solid Waste & Recycling Division.

Sincerely,

A handwritten signature in black ink, appearing to read "Leanna Pontow". The signature is fluid and cursive, written over the printed name.

Leanna Pontow  
Area Sales Manager  
Weiser Security Services, Inc



## Background

- Weiser Security Services Inc., a family owned business, has been in business 50 years.
- Corporate Address: Weiser Security Services, 3939 Tulane Ave, New Orleans, LA 70119
- Without a focus on mergers and acquisitions, we are the 9th largest security company in the United States. Weiser has 26 Branch Offices in 22 States. (LA, MS, AL, KY, GA, NC, SC, VA, IL, IN, MI, PA, OH, TN, FL, AR, TX, OK, CO, ND, AZ, NV, CA)

## Hiring/Retention

- We utilize a proprietary security applicant profile screening program, InnerView™.
- Only 13% of applicants make the cut to become Weiser Security Officers.
- We have a robust training program that consists of pre-site, on-site and continual training.
- Our officers receive full benefits ranging from dental, vision, health, and paid vacation.

## Weiser Management

- With our “Span of Control” system we ensure that our Managers aren’t over-worked.
- Our Managers are bonused on service-related items not a P&L. This encourages them to put emphasis on the satisfaction of the site.

## Technology Integration

- The Weiser Virtual Guard can reduce annual security costs by 10-35% while increasing your total security coverage.
- Our Weis-Guard Tour Management system provides immediate communication with officers on site and an interactive way to manage the Officer patrols.
- The Weiser Web Portal comes free of charge with our services. This system provides legible and accurate reports, audits, live incident data, and historical metrics. Data can be viewed online and emailed directly to you as the client on a consistent basis.



SECURITY SERVICES, INC.

## How Weiser Security Services maintains a Competitive Edge in the market place

Weiser Security Services maintains a competitive edge over our competitors by these primary means:

**-InnerView-** (Our validated, proprietary profiling/screening test) see supporting documents in our proposal

**-Span of Control-** (Weiser's control of management workload and growth monitored by metrics quarterly and adjusted to provide a higher level of customer service to our clients and employees.)

**-Privately Held -** (Weiser's focus is not on mergers/acquisitions or shareholders, our focus is on our employees, clients and technology offerings), we are an employee centric company.

These items have propelled WSS from a local New Orleans company to the 9th security guard company in the United States.

Our Client retention is above 90 percent and this includes any reason to include, company moved or closed down, bankruptcy, or eliminated security guard services.

Attachment A:

Vendor Information & Signature Form

Name of Vendor:	WEISKER SECURITY SERVICES	
Trade License # (if applicable)	1982-6P	
Contact Person(s)	Leanna Pontow	
Street Address with City, State & Zip Code	1110 NAVAHO DRIVE Suite 306 Raleigh, NC 27609	
Mailing Address (if different than above)	Same	
Phone #	704-526-5745	
Fax #	919-900-8250	
Email	leanna.p@weiskersecurity.com	
Proposer will do the work as:	<input type="checkbox"/> Individual <input type="checkbox"/> Joint Venture <input type="checkbox"/> Partnership <input checked="" type="checkbox"/> Corporation	
Date & state of incorporation	Date	State LA
Name of partnership or joint venture		

By signing below, the submission of qualifications shall be deemed a representation and certification by the Proposing Consultant that it has investigated all aspects of the RFP, and it has read and understands the RFP.

Bidder Signature:	<i>Leanna Pontow</i>
Date Signed:	<i>3-3-2021</i>
Title of Signatory:	<i>Area Sales Manager</i>





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/27/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement.

PRODUCER: Stiel Insurance Services of New Orleans, Inc.
INSURED: Weiser Security Services, Inc.
CONTACT NAME: Gerald LeBlanc
PHONE: 504-832-5733
FAX: 504-831-3604
E-MAIL ADDRESS: gleblanc@stielinsurance.com
INSURER(S) AFFORDING COVERAGE: INSURER A: Crum & Forster Specialty, INSURER B: United States Fire Insur. Co., INSURER C: Crum & Forster Specialty, INSURER D: Travelers Service Center

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES.

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSD, SUBR IWVD, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Includes rows for Commercial General Liability, Professional Liab, Automobile Liability, Umbrella Liab, Workers Compensation and Employers' Liability, and Crime.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

CANCELLATION

Certificate holder information: SAMPL-1
Sample
Sample
Sample
Sample
Sample

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
Signature
6



SECURITY SERVICES, INC.

## **Special Training Topics for CHATHAM COUNTY SOLID WASTE AND RECYCLING DIVISION**

### **SECURITY HAZARDS**

Human Hazards

Pilferage and Theft

### **PERIMETER PROTECTION**

Chain Link Fence as a Barrier

Openings on the Perimeter Barrier

### **CONTROL OF PERSONNEL AND VEHICLES**

Dealing with Different Kinds of People

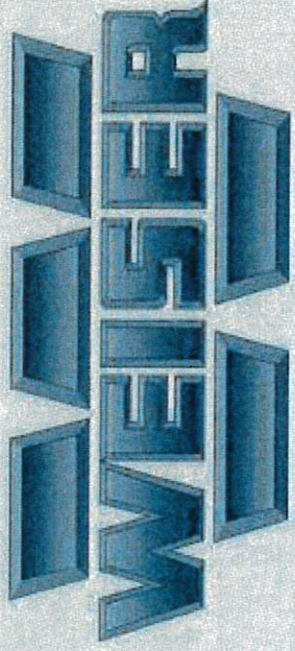
A Safe Place to Work

Handling Hazardous Materials

Customer service techniques

Well-groomed appearance

Operate electronic equipment



## Bloodborne Pathogen Training & Tetanus Vaccination

- \*"All officers will complete an OSHA-approved Bloodborne Pathogen Training Course and obtain an OSHA Bloodborne Pathogen Certification prior to being assigned to [Chatham County Solid Waste & Recycling]. All bloodborne pathogen certification will be renewed annually."
- \*Tetanus vaccines for Weiser Employee's will be mandated and monitored for all new employee's and current employees per recommended guidelines. Local Medical Clinics will be the method for receiving tetanus vaccination.

## 4 Types of Training

### Pre-Site

All state mandated training & Weiser Orientation sessions that cover procedural, legal and safety programs.

### On-Site Training

Individualized training & testing for specific site instructions.

### On-Going Training

Monthly general & site-specific, as well as tailored to an individual's needs.

### On-Line Training

Web-based modules covering numerous security related topics. The officers receive a certificate of appreciation and a \$100.00 bonus.



# Obtain, Measure, And Process Feedback Reporting Examples

Service Driven Management – In order to receive bonuses  
Account Owners must meet face to face with local client monthly (85% over rolling 12 months)  
Branch Managers must meet once every 3 months  
RVP must meet face to face 3 times per year  
COO must meet annually

Branch \_\_\_\_\_ WSS Rep \_\_\_\_\_ Address \_\_\_\_\_ Date \_\_\_\_\_

Client \_\_\_\_\_

WHSR Security Services, Inc.  
Client Service Call Report

Service Call Report Issued by: WSS \_\_\_\_\_

Response/Notes: (attach \_\_\_\_\_)

**Training Remarks:**

**Schedule Remarks:**

**Supervisor Remarks:**

**MANAGER/OWNER/CLIENT Remarks:**

Is support team (supervisor and/or WSS) \_\_\_\_\_

Please call us immediately in writing call high \_\_\_\_\_

Mail to our most respected representative \_\_\_\_\_

Using a name of your choice \_\_\_\_\_

What is our brand based direction of your \_\_\_\_\_

Using a name of your choice \_\_\_\_\_

WSS Rep \_\_\_\_\_

WHSR Security Services, Inc.  
Client Service Call Report

Account \_\_\_\_\_ WSS Member \_\_\_\_\_

Contact \_\_\_\_\_ (Name) \_\_\_\_\_

Title \_\_\_\_\_ (Title) \_\_\_\_\_

*Please rate on a scale of 1 to 4 where 1 = lowest and 4 = highest*

Category	Rating	Comments
Product	_____	_____
Price	_____	_____
Quality	_____	_____
Service	_____	_____
Staff	_____	_____
Training	_____	_____

Please call us immediately in writing call high \_\_\_\_\_

What is our most respected representative in your location? \_\_\_\_\_

Using a name of your choice \_\_\_\_\_

What is our brand based direction of your \_\_\_\_\_

Using a name of your choice \_\_\_\_\_

WSS Manager \_\_\_\_\_ Date \_\_\_\_\_

Client \_\_\_\_\_ Date \_\_\_\_\_

Tell us about something  
that someone did right?





SECURITY SERVICES, INC.

## TRAINING

Weiser officer training is conducted by a manager or supervisor only. Every officer goes through a comprehensive security and customer service training program consisting of four main types of training.

1. Pre-site training
2. On-the-job training
3. In service training
4. Online training

### PRE-SITE TRAINING

- Classroom training which takes place before officer assignment
- Integrates lectures and video in a classroom setting
- Sets employee expectations

### ON-THE-JOB TRAINING

- Introduces officer to his new work environment
- On-site training customized for each client
- Post orders test must be successfully completed before officers are allowed to work



SECURITY SERVICES, INC.

## IN-SERVICE TRAINING

- Officer evaluations and testing take place multiple times throughout the year
- Officers work with management to set quantifiable and attainable training goals

## ONLINE TRAINING

- Continuing education and officer training through proprietary multimedia web based training program
- On-line training can be tracked by management
- Certificates of completion are awarded to each officer upon successful completion of each session

## SCREENING

Standard screening doesn't detect unrevealed personality traits that may cause problems on the job. Many people can do a job, but don't because they do not possess the proper motivation. We developed a screening assessment tool that we call InnerView™. InnerView™ is an objective second opinion for selecting and placing security officers who have strong customer service skills. InnerView™ ranks individual personality and motivation and has the ability to determine suitability for particular assignments. Our goal is to match each officer with the particular needs of each post. Since 1991, we have had incredible success using this proprietary testing system which is the only officer performance and assignment profile tool in the industry.



- Screens in the best customer service skills and strongest work ethic.
- Screens out problems, absenteeism, and dishonesty.
- Determines ability for public contact, working alone, activity and attention to detail.
- Estimates turnover risk



## SELECTION

We are highly selective when choosing employees in order to ensure a greater chance of success. On average, only 9 out of 100 applications are selected to move forward in the hiring process. We are considered to be pioneers in the field of validated research and psychological profiling of security officers. Our scientific profiling is based on many areas of selectivity:

- Workplace problems
- Work ethics
- Reliability
- Dependability

Our aim is to improve employee performance and lower turnover risk. Every employee file is:

1. Investigated by the Branch Staff
2. Double checked for accuracy by the Corporate Selection Controller to ensure our standards are met.



SECURITY SERVICES, INC.

## SUPERVISION

Our management and supervision practices help us foster positive relationships with our officers. We employ stable, professional managers who create meaningful partnerships with officers in order to increase employee satisfaction and productivity. Each shift, each site is visited each week including weekends. Visits are frequent and meant to encourage communication and prevent a sense of isolation for officers in the field.

## REPORTING

Monthly Client Service Call Reports, done face to face, are created with the client and management staff. These reports are used as a tool to develop action plans that help address any issues or concerns.

Officer Contact Reports and Field Supervisor To Do Lists are completed daily to ensure constant communication between management and officers.



SECURITY SERVICES, INC.

## MANAGEMENT PRACTICES

Weiser account management is localized and service-driven. Unlike competitors, Weiser management is incentivized based on client retention and quality of service. All levels of our Operations Team are available to clients and officers 24/7. Our goal is to create quality face to face time with officers and clients. The lines of communication are kept open with each post for each shift, each week, weekdays and weekends. A description for management positions are outlined below.

### FIELD-SITE SUPERVISOR

- Daily client communication
- Trained on each position
- Available for emergencies and back-up
- Responsible for officer management and scheduling
- Liaison between Weiser Operations Team and field officers

### ACCOUNT MANAGER

- Face to face client communication every month
- Assists in development of site procedures
- Makes monthly service calls
- Responsible for officer selection, training and emergency response



SECURITY SERVICES, INC.

## BRANCH MANAGER

- Face to face communication with clients every four months (or three months depending on size)
- Responsible for all account operations
- Reviews client activities and creates action plans for monthly service calls
- Coordinates and develops procedures and site specific training
- Responsible for quarterly review of policies
- Available for emergency response
- Responsible for selection and training of employees

## REGIONAL VICE PRESIDENT

- Face to face communication with clients two times per year (or three months depending on size)
- Responsible for management of an average of six branches
- Reviews operational reports
- Implements and monitors action reports
- Evaluates performance of Operations Team and on-site security personnel



## EMPLOYEE HIRING

Recruiting and screening are the foundation of the Weiser building block approach. We focus on recruiting and screening people who are motivated similar to the most successful security officers.

### RECRUITING

Weiser Security has built the largest database in the world of psychometric and biographic data on security officers in the work place. Research shows that productive security officers don't work just because of the money. These qualified individuals are motivated by the need to be helpful and to be of service.

We don't rely on traditional recruiting methods to source potential employees. Instead, we have developed strategic sources of applicant flow. Listed below are just a few of the sources we tap into for successful officer candidates.

- Employee referrals
- Recruiting cards
- Military out placement
- AARP
- Catholic Charities
- Veterans Services



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## BENEFITS

Weiser Security is proud to provide employees a comprehensive benefits package. Providing employees with a work environment that supports their personal needs creates a sense of future and belonging. Weiser provides employees the following work place benefits.

- Uniforms and equipment furnished at no cost
- Holiday bonus
- 401 (k) plan
- Direct deposit
- Skylight™ debit card
- Employee referral incentive
- New business lead bonus
- Paid vacation
- Anniversary awards
- Holiday pay

## HEALTH BENEFITS OFFERED

- Medical/Health Insurance
- Dental
- Vision
- Life Insurance

## *Materials Supplied by Weiser*

*\*All uniforms are supplied free of charge to our officers including replacement uniforms*

*\*PPE will be supplied by Weiser to include masks, antibacterial hand sanitizer, disposable plastic gloves*

*\*Safety Vest, flashlights, and any administration items such as paper, pens, reporting items will be supplied by Weiser*

*\*A Cell Phone for Supervisor is provided by Weiser*

*\*Training Materials Supplied by Weiser*



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*\*Recognition Award pins, Award Certificates of Excellence, and Award Gift Cards are supplied by Weiser and given out per Account Manager and Branch Managers discretion.*





## DAR Detail

Client: Client Name Location (Post): Client Name  
Contact Name: Corey Klepper Contact Name: 704-490-3074  
Contact Email: jamesk@weisersecurity.com

Created By:	KLEPPER, COREY	Modified By:	KLEPPER, COREY
Start Date / Time:	05/27/2020 17:41:24	End Date / Time:	05/27/2020 17:43:00
Date Created:	05/27/2020 17:44:31	Date Modified:	05/27/2020 17:44:31
Key Received?:	No	List of Keys Received:	
Equipment Received?:	No	List of Equipment Received:	
Turnover Info Received?:	Yes	List of Turnover Information:	This is a sample DAR.
Injured on Shift?:	No	Injury Reported?:	No
Injury Reported To?:			
Unsafe Conditions / Misses?:	No		
Explanation of above:			

## SPAN OF CONTROL

Over-worked managers result in:

- poor customer service,
- officers not getting enough attention,
- disengaged employees,
- employee turnover,
- poor response,
- lost business down the line.

With the many major mergers and acquisitions, something we hear often from users of our national competitors is management is slow to respond, if they respond at all.

A new customer in Houston said, "I was shocked when I called Joe Hunter's (Account Manager) cell phone and he actually answered my first call".

Weiser has a unique scientific way to determine when account owners reach the tipping point.

Using 6 elements under management of 80 account owners, Weiser establishes a bell curve to determine those:

- (1) over-worked (yellow below), and
- (2) under-worked (blue below).

With this information, we can balance the work load and/or add management.



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### SPAN OF CONTROL

average	1,568	8	47	11	6	2
median	1,730	9	49	11	5	2
deviation	401	3	10	4	3	1
over worked >=	1,968	12	57	14	9	3
under worked <=	1,167	5	37	7	2	1

BRANCH OR							STRATEGIC
BRANCH	ACCOUNT MANAGR	HPW	ACCOUNTS	EMPLOYEES	SITES	COLD STARTS	ACCOUNTS
	Charles Ford	1563	12	46	12	5	3
	Walter Heger	1213	11	41	15	14	1
	Thomas Smith	136	2	4	2	2	0
	Thomas Smith Esq	1569	9	45	9	6	4
	Walter Heger	1170	11	43	11	9	3
	James Hertz	1069	9	36	11	7	3
	Charles Ford	1568	6	46	7	2	3
	Walter Heger	1736	2	52	3	0	1
	Walter Heger	1754	12	57	16	11	1
	Thomas Smith	773	7	32	7	5	2
	Stephen Hertz	1813	12	62	16	8	2
	Walter Heger	2031	1	58	9	1	1
	Walter Heger	1426	6	43	9	4	2

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## **Weiser's Supervision for Chatham County Solid Waste & Recycling**

**\*Weiser's Supervisors are selected by the Account Manager and Branch Manager specifically to meet each site and client's unique needs. Supervisors are identified through our profiling/hiring-screening process, (InnerView), as well as face to face interviews.**

**\*Specifically, for Chatham's site, we will select officers with high level customer service experience, former leadership, and similar vertical market experience.**

**\*Role of each Supervisor is to act as the daily support, overseeing scheduling, call-offs, reporting, patrolling, client communication of DAR's, incidents, sick or vacation request, and other day to day client's needs. Both our Supervisor's will report to our Account Manager, daily and weekly for ongoing performance evaluations of employee's, training and overall health of the account.**

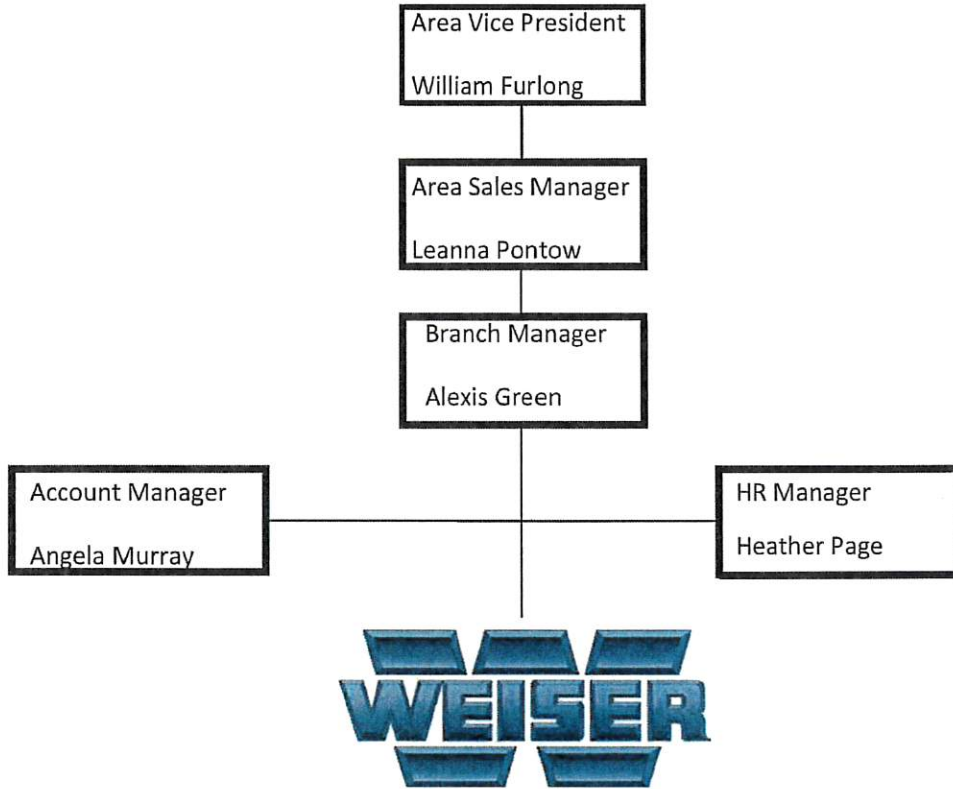


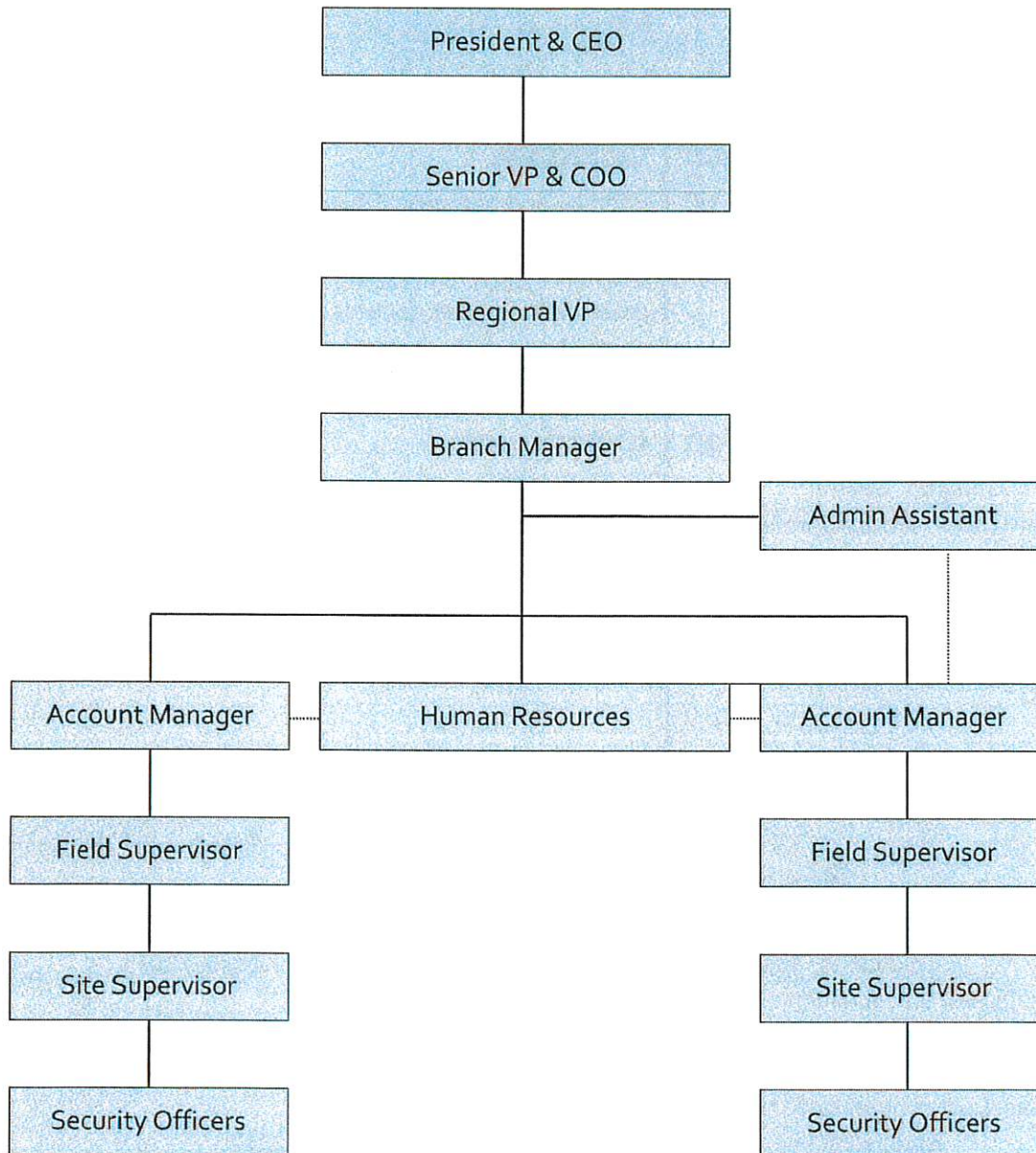
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Our Account Manager will delegate for each Supervisor processes, procedures, best practices, patrol schedules, and Admin. duties for each of the Collection Centers and totality of the account. Weiser's supervisors and Account Managers are also responsible for maintaining our culture of the 5'R's of employee Engagement.



### Weiser's Management Structure for Chatham County





# Angie Murray

## Contact

474 Buffalo Rd West Bennett, NC  
919-545-1552  
angiemurray25@yahoo.com

## Education

Chatham Central  
Bear Creek, North Carolina  
  
University of North Carolina of  
Greenboro, NC

## Key Skills

Child nutrition expert  
Emotionally supportive  
Self-sufficient and confident  
Positive and optimistic  
People-oriented  
Exceptional organizational skills  
Regulation compliance  
Parent communication  
Highly observant  
Classroom management  
Organized  
Nutrition knowledge  
Conflict resolution

## Objective

Friendly and energetic Educational Specialist with 17 years of experience in childcare and education. Motivated to help children become happy, healthy and well-behaved. Highly motivated, passionate teacher dedicated to serving developmentally delayed and other special needs children. Seeking an opportunity to work in an encouraging and positive environment.

## Experience

*June 28, 2016-present*  
Senior Accounts Manager • Weiser Security

*June 1998-2016*  
Chatham County School

## Certifications

Child Adult Care Food Program Training and Civil Rights  
Child Care Updates and Record Keeping 2011  
Lifting Voices 2014  
Nutrition for Children 2009  
NAP SACC: Childhood Overweight, Healthy Eating, Physical Activity, Personal Health  
Growing Healthy Kids Together 2012  
Motivating Yourself and Those Around You 2012



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References  
[Available upon request.]

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**E. Alexis Green**  
1110 Navaho Drive  
Raleigh, NC 27609  
(919) 841.2721 alexisg@weisersecurity.com

## **MANAGEMENT/OPERATIONS/SECURITY/LOGISTICS**

### **Overview**

Over 30 years of successful management and leadership experience with a reputation for meeting the most challenging organizational goals and objectives. A pragmatic and focused individual recognized for “making seemingly impossible situations work.” A proven and verifiable record for:

1. Producing higher performance standards and enhancing productivity.
2. Automating departments - As head of the Security Department increased the effectiveness of the staff resources in less than 12 months. This resulted in a major increase in customer satisfaction surveys, and reduction in overtime cost.
3. Controlling growth management – Responsible for motivating and maximizing productivity and employee morale without financial incentives. Took a division with a subpar performance level and improved performance and customer satisfaction in less than 12 months.

### **Professional Experience:**

#### **Weiser Security Services, 2017 - Present**

**Senior Branch Manager** - Responsible for daily oversight and operational management of Raleigh NC Branch, services in NC and VA. Oversight of operational budget, Profit and Loss, Accounts Receivable, and liaison for customer contact and Weiser corporate offices. Oversight of (5) Managers and (260) security personnel covering (9,500) service hours per week. Oversight of company policies and directives to ensure compliance. Works closely with Sales team assigned to region with participation in sales presentations, calls, and sales events to potential clients.

#### **Universal Protection Service, 2013-2017**

**Division Manager/Client Manager**- Responsible for the day to day operational management of an assigned client portfolio. Primary client contact person responsible for regular face to face client interaction and proactive resolution of any operational issues. Utilizing corporate resources, define, address and resolve all client service related issues and request. Assist with coaching, developing and training staff to meet client and company needs.

#### **The Budd Group, 2008-2013**

**Project Manager** – Supervision of 19 security personnel assigned to 24 hour physical security of 12 individual labs and chemical storage facilities. Responsible for scheduling, personnel evaluations, daily leadership and supervision, contractor and employee safety instruction, Liaison for The Budd Group and Client. Point of contact for all Budd Group 3<sup>rd</sup> party services encompassing Janitorial, Landscaping and Security personnel.

#### **SunGard Public Sector, 2006-2008**

**Project Manager** – Provide project management functions including leadership, planning, directing and assigning appropriated expectations to the company’s assigned team of resources. Lead internal and external project related implementations, to include cost analysis, budgetary reviews project plans, and project evaluations and project completion.

#### **Alcohol Law Enforcement, 1997-2006**

**Agent III** -Responsible for administrative inspections of over 500 licensed alcohol retail establishments to include in-depth criminal and financial investigations of persons and corporations applying for alcohol permits, enforcement of all NC Criminal Statutes. Conducted seminars for retail employees, industry members and local law enforcement agencies in identifying fraudulent identifications and documents. Tasked with enforcing North Carolina General Statutes and investigations of criminal activity. Specialized in Undercover drug and Vice Operations. Field Training Agent, SWAT 1.

#### **Havelock Public Safety, 1994-1997**

**Public Safety Officer II** -Responsible for enforcement of North Carolina General Statutes, and investigations of criminal activity. Member of Havelock Emergency Response & Tactical Team.

#### **United States Marine Corp, 1982-1995**

**SSGT (E-6) (E7) Select** – Desert Shield/Storm veteran awarded the Navy Achievement Medal with gold Star signifying (3) time recipient. Rifle and pistol expert awards

### **Education**

#### **Hammond High School, 1979-1982**

Graduated High School Diploma

#### **Carteret Community College, 1993-1994**

Basic Law Enforcement Training – Graduated Class President



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## William Furlong, Regional Vice President

William has been in the Security industry since 2010. He served as Area Vice President of Securitas where he managed 13 branches and increased revenue of over \$8 million. Before moving into the Security industry, William was District Manager of a financial institution for six years, where he was named District Manager of the Year twice, and a small business owner for three years.

William earned his Bachelor of Science in Management from University of Wisconsin-Stout and Masters of Business Administration from University of Minnesota.

William is an active member of AMA Management Association, ASIS, Building Owners and Managers Association. He is a National Honor Society Inductee, Public Notary, Licensed Project Manager and Certified Maritime Security Manager and Trainer.

## Transition Plan

A Transition Plan will help you understand what to expect as we begin to work together.

There are four parts to the Transition:

- New Job Worksheet
  - Checklist of 93 possible tasks to be completed and requirements to be met before an account is started. It ensures all the details are covered.
- Incumbent Employee Evaluation
- Morale Builder for Incumbent Personnel
  - Introduction and Welcome package puts an existing employee at ease. The package includes application, instructions and information about Weiser.
- Timetable

24 Mar, 2021

Confirm services.

20 Apr, 2021

- A. Weiser management walk-through of facility
- B. Orientation to Chatham County Solid Waste and Recycling Division
  - 1. Organizational structure
  - 2. Facility familiarity
  - 3. Tour duties
  - 4. Security center operations

- 5. Policies and procedures
- C. Review of existing post orders

03 May, 2021

Weiser management begins preparation of Post Orders.

17 May, 2021

Recruitment of officers

- A. Weiser Personnel Specialist briefed on Chatham County Solid Waste and Recycling Division's recruitment expectations.
- B. Interview/process/retention of any requested existing guards
- C. Transfer of existing Weiser officers to Chatham County Solid Waste and Recycling Division
- D. Recruitment of new officers that meet Chatham County Solid Waste and Recycling Division's and Weiser's standards

02 Jun, 2021

- A. Weiser management's second walk through of Chatham County Solid Waste and Recycling Division
- B. Refinement of Post Orders
  - 1. Chatham County Solid Waste and Recycling Division's review of rough draft
  - 2. Chatham County Solid Waste and Recycling Division's direction to move on to second draft

07 Jun, 2021

- A. Selection of guards
- B. Weiser's Personnel Specialist completes necessary employment information on all officers
- C. Branch Manager will:
  - 1. Assign retained officers, transfers and new hires to Chatham County Solid Waste and Recycling Division.
  - 2. Prepare brief biography of each officer for Chatham County Solid Waste and Recycling Division's review.
  - 3. Present Chatham County Solid Waste and Recycling Division with a list and biographies of all officers for Chatham County Solid Waste and Recycling Division's review.
  - 4. Obtain uniform sizes.

21 Jun, 2021

- A. Pre-Post Training (at Weiser's office or on-post for existing guards)
  - 1. Classroom instruction
  - 2. Audio-visual instruction
  - 3. Train all officers in Special Training Topics
- B. Post Orders
  - 1. State of Chatham County Solid Waste and Recycling Division's review
  - 2. State of Chatham County Solid Waste and Recycling Division's approval
- C. On-the Job Training
  - 1. Prior to assuming duty at Chatham County Solid Waste and Recycling Division



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2. Train all officers
  3. One four-hour session (preferably on a Saturday)
- D. Prepare hour-by-hour post instructions for first week

01 Jul, 2021

- A. Assume duty at Chatham County Solid Waste and Recycling Division at 12:01 a.m.
- B. Weiser management on site for transition
- C. Initial Supervision
  1. Weiser Supervision at every shift change, first 48 hours
  2. Ensure smooth transition of service

30 Jul, 2021

Weiser management briefing to Chatham County Solid Waste and Recycling Division on implementation of transition plan.



Weiser Security Services, Inc.

## Section 6: Financial Stability

\*Please see Part 2 proof of financial stability was sent separately and marked Confidential directly by Mickey Weiser.





## CLIENT REFERENCES

Client Name	Phone Number	Email	Address
Hanes Brands Bernie Sullivan Global Security Director	336-519-8080	bernie.sullivan@hanes.com	1000 Hanes Mill Road Winston Salem, NC 27105
Harris County Sandra Melancon Purchasing	713-274-4478	sandra.melancon@pur.hctx.net	2916 W. TC Jester Houston, TX 77018
Guilford County- NEW Transition Frank Giubileo Security Manager	336-641-6690	FGIUBIL@guilfordcountync.gov	301 Market Street Greensboro, NC 27401
ITG Brands=Multiple Sites Stefan Baran Purchasing	336-335-6888	stefan.baran@itgbrands.com	2525 Market Street Greensboro, NC 27420

**Attachment B:  
 Bid for Staffing and Operating Residential Chatham County  
 Solid Waste and Recycling Collection Centers**

TO: The County of Chatham, North Carolina  
 Bid from (vendor name) WEISKIE SECURITY SERVICES

(an individual) (a partnership) or (a corporation duly organized under the laws of the State of North Carolina). designate one

The undersigned having carefully read and considered the terms and conditions of the Request for Proposal for the Staffing and Operating of twelve Collection Centers for the County of Chatham, North Carolina, does hereby offer to perform such services on behalf of the County, of the type and quality and in the manner described, and subject to and in accordance with the terms and conditions set forth in the Request for Proposal at the rates (expressed in words and figures) hereinafter set forth:

TOTAL ANNUAL COST \$ 856,848.72

Written \$ Eighty hundred fifty six thousand eight hundred forty eight dollars and seventy two cents.

**COLLECTION CENTERS STAFFING**

**A. Staffing of Collection Centers (weekly cost)**

1. Attendants: One thousand fifty-one (1051) combined hours/week: \$ 13,761.18  
 (hours total from Attachment D)

(Hourly rate: \$10.00 Hourly bill rate: 14.18 Hourly overtime rate 20.54)

2. Supervisor 1: Forty (40) hours/week: \$ 640.40

(Hourly rate: \$12.00 Hourly bill rate: 17.01 Hourly overtime rate 24.66)

3. Supervisor 2: Forty (40) hours/week: \$ 640.40

(Hourly rate: \$12.00 Hourly bill rate: 17.01 Hourly overtime rate 24.66)

4. Vehicle Total Weekly Cost \$ 15,129.58

(Vehicle 1 weekly cost: 1348.28 Vehicle 2 weekly cost (if applicable) 1348.28)

\* This includes fuel annually.

Total is one vehicle. TOTAL WEEKLY COST (1 + 2 + 3 + 4) \$ 16,477.86

Alternate Scenario 1: All centers are closed on Tuesdays, but otherwise schedule remains the same. 876 combined hours per week.

ALTERNATE SCENARIO 1 TOTAL ANNUAL COST: \$ 680,837.<sup>12</sup>

\*Includes one vehicle + fuel annually.

Alternate Scenario 2: All centers are closed on Sundays, but otherwise schedule remains the same. 958 combined hours per week.

ALTERNATE SCENARIO 2 TOTAL ANNUAL COST: \$ 741,940.<sup>24</sup>

\*Includes one vehicle + fuel annually.

Alternate Scenario 3: Minimum employee hourly rate is the same as the minimum County employee pay grade of \$11.78 per hour. Schedule remains unchanged.

1. Attendants: One thousand fifty-one (1051) combined hours/week: \$ 17,453.<sup>83</sup>

(Hourly rate: 11.78 Hourly bill rate: 14.53 Hourly overtime rate 23.97)

2. Supervisor 1: Forty (40) hours/week: \$ 701.60

(Hourly rate: 18.50 Hourly bill rate: 17.54 Hourly overtime rate 25.43)

3. Supervisor 2: Forty (40) hours/week: \$ 701.60

(Hourly rate: 12.50 Hourly bill rate: 17.54 Hourly overtime rate 25.43)

ALTERNATE SCENARIO 3 TOTAL ANNUAL COST: \$ 983,778.<sup>52</sup>

\*Includes one vehicle + fuel annually.

Vendor

Principal Office Address:

By: WPC Security Services

3939 Tulane Ave.

Name: Leanna Pontau

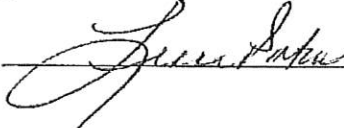
New Orleans, LA 70119

Title: Area Sales Manager

Telephone: 504-586-4781

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Acknowledgment of receipt of Addendum No. 1

By:  3-3-2021

Chatham County reserves the right to reject any and all bids.

## VEHICLE PRICING ITEMS

ITEM	RATE
Marked Patrol Vehicle - includes maintenance, tires, oil changes, insurance and fuel	\$1348.28 Monthly

We will provide a 2021 Nissan Kicks vehicle similar to that pictured below.



WEISER SECURITY CORRECTED PRICING SUBMITTED 3/18/21

SECNARIO 1

	HPW	PAY	BILL	WEEKLY
ATTENDANTS	1051	10	14.18	\$ 14,903.18
SUP 1	40	12	17.01	\$ 680.40
SUP 2	40	12	17.01	\$ 680.40
TOTAL	1131			\$ 16,263.98
VEHICLE WEEKLY COST				\$ 311.14
TOTAL WEEKLY COST (1+2+3+4)				\$ 16,575.12
TOTAL ANNUAL SCENARIO 1				\$ 861,906.24

ALTERNATE SECNARIO 1

	HPW	PAY	BILL	WEEKLY
ATTENDANTS	876	10	14.34	\$ 12,561.84
SUP 1	40	12	17.01	\$ 680.40
SUP 2	40	12	17.01	\$ 680.40
TOTAL	956			\$ 13,922.64
VEHICLE WEEKLY COST				\$ 311.14
TOTAL WEEKLY LABOR PLUS VEHICLE WEEKLY				\$ 14,233.78
TOTAL ANNUAL SCENARIO				\$ 740,156.56

TOTAL ANNUAL SCENARIO 2

	HPW	PAY	BILL	WEEKLY
ATTENDANTS	958	10	14.34	\$ 13,737.72
SUP 1	40	12	17.01	\$ 680.40
SUP 2	40	12	17.01	\$ 680.40
TOTAL	1038			\$ 15,098.52
VEHICLE WEEKLY COST				\$ 311.14
TOTAL WEEKLY LABOR PLUS VEHICLE WEEKLY				\$ 15,409.66
TOTAL ANNUAL SCENARIO				\$ 801,302.32

ALTERNATE SECENARIO 3

	HPW	PAY	BILL	WEEKLY
ATTENDANTS	1051	11.78	16.53	\$ 17,373.03
SUP 1	40	12.5	17.54	\$ 701.60
SUP 2	40	12	17.54	\$ 701.60
TOTAL	1131			\$ 18,776.23
VEHICLE WEEKLY COST				\$ 311.14
TOTAL WEEKLY COST				\$ 19,087.37
TOTAL ANNUAL SCENARIO 1				\$ 992,543.24

