Members of the public may address the City Council on any item shown on the agenda or matter of the Council's authority after completion of "Request to Address the Council Form" available in the lobby of the Council Chambers. This form must be completed 15 minutes prior to the scheduled meeting time. Pursuant to Section 54957.5 of the California Government Code, Any writings (Except for those writings which are exempt from disclosure) which are distributed to all or a majority of the members of the City Council are available for public inspection in the lobby of the City Council Chambers and in the office of the City Clerk during regular business hours.

COMPTON CITY COUNCIL
AGENDA
10/04/2022
5:30 PM

Closed Session 4:30 P.M.
Public Meeting 5:30 P.M.

CITY COUNCIL CHAMBERS
205 SOUTH WILLOWBROOK AVENUE
COMPTON, CALIFORNIA 90220

OPENING

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS ON CLOSED SESSION AGENDA ITEMS

(Persons wishing to address the City Council on the Closed Session items may do so at this time. Comments are limited to one (1) minute per speaker and shall be limited to Closed Session agenda items)

CLOSED SESSION – 4:30 p.m.

CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION
Durant v. City of Compton, LASC Case No. 22STCV09360
Pursuant to Government Code Section 54956.9(a)

CONFERENCE WITH LABOR NEGOTIATOR
Agency negotiators: Melanie L. Chaney, Thomas Thomas, Eric Perrodin
Employee organization: Compton Firefighters, Local 2216
Pursuant to Government Code Section 54957.6

RECESS TO CLOSED SESSION

OPENING

HEARINGS

5:45 P.M. - PUBLIC HEARING - TO ADOPT THE CITY'S 2020 URBAN WATER MANAGEMENT PLAN (REQUEST TO CONTINUE TO OCTOBER 11, 2022 AT 5:45 P.M.)

6:00 P.M. - PUBLIC HEARING - TO ADOPT THE CITY'S 2020 WATER SHORTAGE CONTINGENCY PLAN (REQUEST TO CONTINUE TO OCTOBER 11, 2022 AT 6:00 P.M.)

PUBLIC MEETING – 5:30 P.M.

REPORT ON CLOSED SESSION ACTION(S)

PUBLIC COMMENTS ON AGENDA ITEMS AND NON-AGENDA MATTERS

CONSENT AGENDA

Consent items are routine and expected to be non-controversial. They will be acted upon by the Council at one time without discussion unless a Council Member requests an item be removed or discussed.

APPROVAL OF MINUTES

1. JULY 26, 2022
   SEPTEMBER 6, 2022

REGULAR AGENDA

CITY MANAGER'S REPORT

2. A REQUEST TO SCHEDULE A PUBLIC HEARING - PROGRAM ENVIRONMENTAL IMPACT REPORT NO. 953, GENERAL PLAN AMENDMENT CASE NO. 2022-001 CHANGE OF ZONE/SPECIFIC PLAN CASE NO. 2022-001 (October 18, 2022 at 5:45 p.m.)

3. A REQUEST TO SCHEDULE A PUBLIC HEARING TO CONSIDER AND ADOPT AN ORDINANCE TO ENTER INTO A DEVELOPMENT AGREEMENT PURSUANT TO GOVERNMENT CODE SECTION 65864 ET SEQ. IN CONNECTION WITH A PROPOSED HOUSING PROJECT TO BE LOCATED AT 930 WEST COMPTON BOULEVARD, COMPTON, CA. (November 1, 2022 at 5:45 p.m.)

4. A REQUEST TO SCHEDULE A PUBLIC HEARING TO INCREASE FEES FOR SOLID WASTE SERVICES IN THE CITY OF COMPTON (November 22, 2022 at 5:45 p.m.)

NEW BUSINESS

5. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE FISCAL YEAR 2022-2023 BUDGET AND AUTHORIZE THE ACCEPTANCE AND APPROPRIATION OF THE OFFICE OF JUSTICE PROGRAMS GRANT AWARD FOR THE 2020 JUSTICE ASSISTANCE GRANT (JAG) FUNDS IN THE AMOUNT OF $74,408

6. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH HOLLYWOOD ELITE SECURITY TO PROVIDE PROFESSIONAL SECURITY SERVICES IN THE CITY OF COMPTON ($66,968)

7. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN ITS CAPACITY AS THE HOUSING SUCCESSOR AGENCY AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT TO A PROFESSIONAL SERVICES AGREEMENT WITH KEYSER MARSTON ASSOCIATES, INC.; TO AUTHORIZE A FISCAL YEAR 2022-2023 BUDGET AMENDMENT; AND TO ISSUE PURCHASE ORDERS IN THE AMOUNT OF FOURTEEN THOUSAND, FOUR HUNDRED DOLLARS ($14,400) TO PAY OUTSTANDING INVOICES AND SIXTY-FIVE THOUSAND, SIX HUNDRED DOLLARS ($65,600) TO CONTINUE TO PROVIDE FEASIBLITY ANALYSIS AND FINANCIAL ASSESSMENT SERVICES FOR LOCAL HOUSING DEVELOPMENT PROJECTS

COUNCIL COMMENTS

ADJOURNMENT

NEXT REGULAR MEETING: 10/11/2022 @ 5:30 PM

Visit our website at http://www.comptoncity.org

JULY 26, 2022

The Compton City Council meeting was called to order at 5:41 p.m. by Mayor Emma Sharif in the Council Chambers of City Hall. The Moment of Silence Ceremony and the Pledge of Allegiance was led by Mayor Sharif.

ROLL CALL

Council Members Present – D. Duhart, J. Bowers, L. Darden, Mayor E. Sharif
Council Members Absent – A. Spicer *(Joined the meeting at 6:10 p.m.)*

Other Officials Present: E. Perrodin, A. Godwin, B. Mims, T. Thomas

COMMENDATORY RESOLUTIONS/PRESENTATIONS

1. COMMENDATORY RESOLUTION PRESENTATION - Corvette of Choice - Outstanding Community Service (Councilwoman Duhart)

The Mayor and City Council presented a commendation to the Corvette of Choice Car Club organization honoring them for being motivators, inspirators, mentors and an essential component to enhance public and private partnerships. The Council recognized Corvette of Choice as valued stakeholders within the Compton community, and further thanked them for being an organization that the citizens of Compton can depend on for unwavering dedication and excellent unwavering volunteerism and valuable support to the community.

The Corvette of Choice Family organization thanked the City Council for this prestigious award and pledged to continue their valuable relationship with the City of Compton.

5:35 P.M. - PUBLIC HEARING - REQUEST TO APPROVE PROPOSED TENTATIVE TRACT MAP 83696 TO CREATE FIVE AFFORDABLE HOMES (Item #11)

On motion by Duhart, seconded by Darden, the public hearing was opened at 5:52 p.m. by the following vote on roll call:

AYES: Council Members – Duhart, Bowers, Darden, Sharif
NOES: Council Members – None
ABSENT: Council Members – Spicer

Robert Delgadillo, Planning Department, reported that the WIN Project is requesting approval of Tentative Tract Map 83696 to create five reduced sized Low Density Residential lots from two existing Successor Agency owned lots totaling 15,863 square feet (.364-acre). On June 8, 2022, the Planning Commission held a public hearing on the above-listed request. After due consideration, the Planning Commission did not recommend approval to the City Council for Tentative Tract Map No. 83696. Tentative Tract Maps, (subdivisions) are approved or denied by the City Council; however, the Planning Commission must first hold a public hearing. However, the Planning Commission does not approve or deny subdivisions, but only issues a recommendation to the City Council to approve or deny the Tentative Tract Map.

Mr. Delgadillo then indicated that the subject site on Rosecrans Avenue is a vacant successor agency owned property, which has been unused for decades. The applicant is proposing to create five Low Density Residential lots for five affordable single-family detached homes. The lots range in size from 3,020 square feet to 3,746 square feet. The proposed lot widths range from 25 to 37.56 feet and have a lot depth of 110 feet. The zoning code required minimum size for single-family lots is 5,000 square feet with a width of 50 feet and depth of 100 feet, however, the applicant is invoking the provisions of AB 1763 and therefore does not require any Variances for the reduced size lots. AB1763 allows projects that are proposing 100% affordable housing to have administrative review, an 80% density bonus and four concessions (variances). The applicant is utilizing two of the concessions for reduced lot width and lot area. Therefore, the proposed five lots can be smaller than the typical Low Density Residential lot.

Mr. Delgadillo then stated that the applicant has already submitted an ARB application to develop five affordable detached single-family homes, which has been reviewed by staff and received

preliminary approval pending approval of the subdivision (Tentative Tract Map 83696). The homes proposed are all two story with contemporary materials, architecture, five-foot front yard fences and two-car detached garages.

Mr. Delgadillo submitted that no City funds will be used for this project. The project will result in the sale of two Successor Agency lots for private development. Staff recommends approval of Subdivision Case No. 2021-003 (Tentative Tract Map No. 83696) subject to the conditions of approval.

PUBLIC COMMENTS REGARDING THE HEARING

Regina Young, Applicant with the Win project, commented that the Win Project exists to create strong communities with quality affordable homes that improve the quality of life for residents in the community. The housing is inclusive and sustainable contributing positively to communities free from discrimination. Ms. Young indicated that the company's mission is to:

- Provide families access to decent, safe, substantial and affordable housing
- Promote healthy communities through home ownership and rental
- Encourage resident empowerment and leadership
- Promote reinvestment in declining neighborhoods
- Restore confidence in neighborhoods

Ms. Young noted that through government programs, grants, and donations from individuals, the Win Project purchases the properties and develops permanent housing using local contracted trade associates who are licensed, tenured, and insured with years of experience. Ms. Young noted that this method is the company's way of doing their part to fuel the economy and give families a sense of home ownership and pride.

Lynn Boone spoke in opposition to this project and noted that the proposed homes would not withstand ten years as they are substandard. She further indicated that the homes will not be built with quality materials.

Mark Smith commented that the Planning Commission rejected the proposed project. Mr. Smith spoke in opposition to the proposed development and raised concerns that there would not be sufficient parking provided for the project.

Daniel Salazar, Union Representative for Compton Fire Fighters, referenced the ongoing approval for construction of buildings on the east side of the City and questioned the availability of safety supplies and materials used for the construction of the proposed developments. Mr. Salazar requested that the City Council consider the crucial need to work with the Fire Department to improve their working and living conditions and additional personnel and adequate equipment, which will allow the Fire Department personnel to continue to provide fire protection and emergency medical services to the residents.

Unknown Speaker questioned if the proposed units are one or two stories and also raised concerns regarding the spacing for the homes.

Kate Carlson commented that she has been working as part of the architecture team and responded that each room does maintain average size with the bedroom sizes of 10 feet by 12 feet. She also stated that each home will have a two-car garage and two additional uncovered parking spaces behind the garage for families that have multiple cars. She further noted that the land use will not be changed, and the company will be maintaining adequate building separation for fire safety. Ms. Carlson further noted that the building materials will be of high-quality and there will not be much impact to local businesses operating at the location.

There being no further comments, it was moved by Duhart, seconded by Spicer the public hearing was closed at 6:14 p.m. by the following vote on roll call:

AYES: Council Members – Duhart, Spicer, Bowers, Darden, Sharif
NOES: Council Members – None
ABSENT: Council Members – None

Councilman Bowers questioned whether the property development is Americans with Disability Act (ADA) compliant.

Ms. Carlson indicated that the project is ADA compliant.

Councilman Spicer indicated that he has spoken with several block clubs, and they did approve of the proposed project.

Councilmember Duhart suggested that the developer consider placing 4 units instead of 5 at the location, which will provide for additional space for the residents.

Ms. Young indicated that she would have to go back to their funding sources to work out the logistics for 4 units, as this would cause for a complete plan change and changes to the subdivisions.

Councilmember Darden questioned if there will be fencing between each of the homes, and further asked if the project would have to be re-submitted to the Planning Commission for approval.

Ms. Young indicated that there would indeed be fencing between each of the residences.

Mr. Delgadillo stated that he was not certain if the development would have to be returned back to the Planning Commission to consider the changes, since the proposal was for 5 houses.

Councilman Bowers stated that this project is putting the 'cart before the horse' so to speak, emphasizing that the City must first improve its infrastructure and upgrade the City before admitting any new housing projects.

5:45 P.M. - PUBLIC HEARING - TO RECEIVE COMMENTS ON THE PROPOSED 2022-2023 ANNUAL ACTION PLAN (Item #12)

On motion by Darden, seconded by Spicer, the public hearing was opened at 6:27 pm. by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

Dr. Aubrey Relf, Grants Division, commented that this hearing is being conducted regarding the City Council authorizing the City Manager to submit to the U.S. Department of Housing and Urban Development (HUD), the FY 2022-2023 Annual Action Plan which includes use of funds for the Community Development Block Grant (CDBG) and HOME Federal Fund applications and execute all documents as required, and appropriate Ten Thousand Dollars ($10,000) to amend the FY 2022-2023 Budget for an additional subrecipient (Southern California Cricket Program), per Resolution 25,673.

HUD's fiscal year 2022-2023 federal grant allocation for Compton's Community Development Block Grant (CDBG) is $1,375,145 for programming. Compton's HOME program allocation for fiscal year 2022-2023 is $656,322, with program income received in the amount of $148,632.55 for a total available of $804,954 for programming.

In accordance with HUD requirements staff prepared the draft FY2022-2023 Annual Action Plan. As part of the planning process, a notice of Availability of Funds was published in the Compton Bulletin Newspaper and funding proposals were accepted by the City for two concurrent years.

The Grants Division had to advertise both FY 2021 – 2022 and FY 2022 – 2023 together due to a severe delay in FY 2021-2022 programming. The delay resulted after the Grants Division did not receive full approval from Council to administer Community Development Block Grant Funding. The Council did not approve of partnerships with Non-profit organizations and requested Staff to conduct a second Request for Proposal Process to allow more organizations in the City time to partner. After, conducting community workshops, council workshops, placing more ads, and

promoting another Request for Proposal the City received an additional Non-profit agency proposal.

Dr. Relf further explained that the Grants Division held another Public Hearing, but the proposals were denied again. After several revisits to Council, the City ultimately gained authorization to enter into an agreement with Non-profit agencies in June of 2021. Subsequently, programming has been delayed and the Grants Division is attempting to administer FY 2022–2023 programming on time while concurrently administering funds for last Fiscal Year. The FY 2022-2023 Budget did not include an appropriation for the Southern California Junior Cricket Program. The Sub-recipient was approved in Resolution 25,673, for Ten Thousand Dollars ($10,000) and is now being requested as a budget amendment for this amount in the FY 2022-2023 Budget.

Dr. Relf then explained that the primary objective of the Community Development Block Grant (CDBG) program is to develop viable urban communities by providing decent housing and a suitable living environment, principally for persons of low and moderate income. Listed below are the eligible CDBG activities proposed for fiscal year 2022-2023.

FY 2022-2023 CDBG PROGRAM/ACTIVITY	**AMOUNT**
1. CDBG Program Administration	**$275,029**
2. Fair Housing Foundation - Contribution to Other Agencies Account	**$10,000**
3. Champions of Caring - Contribution to Other Agencies Account	**$22,600**
4. Compton Youth Build - Contribution to Other Agencies Account	**$25,000**
5. Southern Cali. Junior Cricket - Contribution to Other Agencies Account 2800-780-L05-4289	**$10,000**
6. The Children's Clinic - Contribution to Other Agencies Account	**$60,000**
7. Residential Street Improvements – Capital Outlay	**$972,516**
TOTAL	**$1,375,145**

Dr. Relf highlighted the HOME Program and explained that the program is to preserve and increase the supply of decent, safe, and sanitary affordable rental and owner-occupied housing principally for persons of low and moderate income. Per HUD guidelines, 10% of total HOME funding is allowed for admin cost and 15% for Community Housing Development Organizations (CHDO) of the total amount allotted for HOME, ($656,322). Adding the program income, $148,632 to the amount allotted $656,322 gives the City a total of $804.954.55 to spend on the HOME program.

PUBLIC COMMENTS REGARDING THE HEARING

Lynn Boone questioned whether Staff is requesting any additional funds and stated that City administration should own up to their mistakes. Ms. Boone then stated that these same organizations are provided with funding over and over, while other worthy nonprofit organizations which have been assisting the residents for years, are not given funding from the City.

Dr. Relf commented that the City advertised the availability of grant funding and provided workshops addressing the grants and added that the organizations which applied for funding are before the City Council and the community.

Dr. Tankersley stated that these are federal funds which must be monitored closely by the City Manager.

Mr. Rodolpho commented that the City should have checks and balances relative to this grant program.

There being no further comments it was moved by Spicer, seconded by Duhart, and the public hearing was closed at 6:43 p.m. by the following vote on roll call:

AYES: Council Members – Duhart, Spicer, Bowers, Darden, Sharif
NOES: Council Members – None
ABSENT: Council Members – None

Councilmember Duhart indicated that there were clerical errors in the resolution and submitted the corrections to Dr. Relf.

PUBLIC COMMENTS ON AGENDA ITEMS AND NON-AGENDA MATTERS

Marcus Jackson stated that for the past 3 years he has served as Chaplain for the Compton Fire Department and indicated that it has come to his attention that the Department is severely understaffed, and the employees do not have a contract. Mr. Jackson added that the Department is extremely under resourced, and they must answer calls, but they need adequate equipment. Mr. Jackson highlighted that the Fire Fighters want to be the best Fire Department in the State.

Benjamin Holifield, Founder/President of the Compton Business Chamber of Commerce stated that the community must be provided with reports from the City Controller and City Treasurer at least once a month. Mr. Holifield spoke in opposition to agenda item Number 20 and stated that the City Charter should not be changed and further urged the Council to improve the City.

Mr. Yusef Muhammad, Compton Muslim Preservation Society, 2226 E. Compton Blvd., commented that his religious organization purchased a building in 2006 and refurbished it and received all the necessary permits to do the repairs on the facility. Mr. Muhammed stated that city Staff cited him for various violations after 14 years of praying at the location and is requiring that the Mosque obtain a business license and certificate of occupancy. He further stated that he was also told by City administration that he must wait six months for these documents and then requested assistance from the City Council in resolving this matter.

Victor Robbins informed the City Council that there was an error in a claim he submitted to the City, and further requested assistance in resolving a $4500 error.

Brother Zaafir, Muslim Historical Preservation Society, stated that he was encouraged by the level of civil discourse which takes place in the City and further commended everyone for their civility. Brother Zaafir addressed the issues concerning their prayer location on Compton Boulevard and requested that the City Council assist the Muslims with their issue and expedite a reconciliation relative to their Mosque.

Rodolpho Ruvol offered his opinion that the primary elections should not be eliminated and further stated that he is not in favor of changing the Compton City Charter. He indicated that his brother, who was a resident of Compton, died in prison in the State of Colorado. Mr. Ruvol indicated that he has submitted correspondence to the City requesting the City Council's assistance in retrieving his brother's remains.

Twyla Horsley thanked and commended Councilmember Duhart for visiting her neighborhood and addressing the concerns of the residents and providing for improvements relative to the vehicle street calming measures. Ms. Horsley then indicated that the trees in her neighborhood are causing the concrete sidewalks to buckle, therefore, the trees must be cut down and the sidewalks repaired.
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Zandra Carruthers also thanked Councilmember Duhart for addressing the dangerous potholes, as well as the inadequate street lighting and missing or faded street signage in the neighborhood where her Mother resides. Ms. Carruthers also spoke in support of the Corvette of Choice Car Club which has positively changed the lives of many children in the community.

Mark Smith spoke regarding an active shooter incident which took place in the City and thanked the Compton Fire Fighters for putting themselves at risk and in harm's way as they continued to do their job. Mr. Smith then commented that the City is at risk because the Fire Department is undermanned and inadequately equipped and urged the City Council to consider providing the Department with everything that they need to address emergency situations in the City. Mr. Smith then commended the Fire Department and the leadership they display every day to the Compton residents despite their limited resources.

Daniel Salazar, Vice President of Compton Fire Department Union, thanked Captain Smith and Chaplain Jackson for supporting the Compton Fire Fighters and the residents of Compton. Mr. Salazar indicated that the Compton Fire Fighters have been without a contract for over three years, however, he is looking forward to a productive outcome as they meet in the future. He then indicated that the Fire Fighters have serious concerns regarding the ongoing development and stated that the Fire Department must be upgraded and improved. Mr. Salazar concluded that it is

crucial for the health and safety of the community that the Fire Department and the City Council build a fruitful relationship and improve the City and the Fire Department.

Paul Scott, Fire Fighter, indicated that he has been a part of the Compton Fire Department system since he was 14 and further related that in the 20 years, he has been with the Fire Department, there have been no improvements at any of the fire stations. Mr. Scott indicated that there is ongoing development in the City, however, the fire stations are substandard and have not been upgraded. He also noted that the Fire Fighters did not receive Heroes pay from the City as the City did not choose to apply for these funds and added that the Fire Fighter Training Tower cannot be used because there are no funds allocated for its repair and maintenance. Mr. Scott requested that the City take care of its Fire Fighters, who have continued to diligently provide critical services to the residents.

Duane Bonner, Corvette of Choice Car Club**,** commented that many of their members were born and raised in the City of Compton and have been operating out of the Dollarhide Community Center to provide services and positive programs to the Compton community. Mr. Bonner raised concerns that the organization was abruptly pushed out of the Dollarhide Center and further questioned why this happened. He indicated that the organization would like to meet with Staff to resolve any outstanding issues and return to the Dollarhide Community Center.

Wade Ray Bonner, Corvette of Choice Car Club, thanked the Council for the Commendatory Plaque. Mr. Bonner noted that they are a nonprofit organization which receive their funding through membership dues and the annual dance event they host. This year, the organization was forced to cancel an event which was scheduled to be held in Compton. He then indicated that the group had to scramble to find another location and was also required to expend all funding as a result of the change of venue for the event. Mr. Bonner expressed his disappointment at the treatment that the club has received by the City.

Renee Bowen referenced the City of Torrance's use of the Permanent Local Housing Allocation (PLHA) funds toward assisting persons experiencing homelessness. The Torrance City Council approved a 40-unit temporary housing program located on civic center grounds and adopted the comprehensive Plan to Prevent and Combat Homelessness. The use of the PLHA funds for a temporary housing program is a strategy to assist persons experiencing homelessness. Ms. Bowen then stated that she provided documentation to the City Council highlighting information to address this issue.

Cristina Rangel, Program Manager with VOA, commented that her organization provides services to the residents, and they are looking to continue their work in the City to address the needs of the community. Ms. Rangel informed the City Council of the substandard working quarters at 700 N. Bullis Road and requested that the building be improved and upgraded and further thanked the City Council for their continued support.

Shirley Bonner informed the City Council that the Corvette of Choice Club had been meeting in Dollarhide prior to the pandemic and up until a few months when they were rudely and abruptly prohibited from meeting at the location. Ms. Bonner indicated that their organization has 130 members including lawyers, physicians, and professionals from the City and they would like to be able to return to the Dollarhide Center to continue to provide services to the community.

Joyce Kelly spoke in support of Corvette of Choice and stated that they should return to the Dollarhide Senior Community Center, along with the other organizations. Ms. Kelly further commented that there is too much housing development taking place in the City, and added that the residents would rather see amenities such as a movie theater, bowling alley and other places for recreation. Ms. Kelly urged the Council to provide whatever the Fire Department requires, as they are the City's Heroes.

Unidentified Speaker requested that the City Council allow Corvette of Choice to use Dollarhide as their home, or they will find someplace else.

Charles Jackson, Publisher and Editor of City Pride Magazine and the Hub City Reporter, spoke in opposition to the Council's resolution to engage with the company Elevate in the amount of $100,000. Mr. Jackson indicated that City Pride has been in Compton since 2006 doing the work of a media firm providing for stories and documentaries. He further indicated that the mission of

City Pride is to spread quality media and promote positive community growth and give the people an opportunity to use their most powerful tool: their voice. Mr. Jackson requested that the City Council give City Pride the opportunity to submit a presentation to the City Council.

Sandra Lightener commented that she has been working with Charles Jackson for ten years and she has seen what fine work that he has done in the City of Compton. Ms. Lightener urged the City Council to allow City Pride Magazine to continue to shine a positive light on Compton and support the enhancement and improvement of the City.

Emon Johnson commented that he has been working with City Pride Magazine for 4 years and has had the privilege of interviewing many wonderful people in Compton. Mr. Johnson requested that the City Council consider City Pride Magazine as a media company to report on the positive events taking place in the City and enhance the upward development of Compton.

Shenna Hutchinson, Editor and Reporter for City Pride Magazine for 3 years, stated that she and her staff members have been covering the news of Compton for quite some time now and they really love what they do. Miss. Hutchinson indicated that they have established a large audience and are working on many new and exciting projects. She requested that the City Council allow them the opportunity to make a presentation about their plans to uplift and assist with the improvements in the City of Compton.

Vanessa spoke in support of Corvette of Choice Car Club returning to the Dollarhide Community Center. Ms. Vanessa also spoke out against changing the Compton City Charter and also commented that the Fire Department must be given Heroes' Pay.

Lance Gardner, City Pride Magazine, spoke in support of providing service to the City of Compton to promote positivity and improve the City.

Lynn Boone thanked Corvette of Choice for their service to the Compton community. Ms. Boone suggested that agenda item Numbers 19 (Elevate contract), 20 through 25 (calling for election to be held to amend the Compton City Charter), be pulled from consideration and alleged that certain Councilmembers were only appointed to obtain a "Yes" vote. Ms. Boone then commented that the City Council is attempting to approve agenda items 20 through 25 in an effort to keep the present City Council in office.

Fidel Marquez requested an update regarding the medians and Olson Company and stated that large trucks are traveling through his neighborhood and tearing up the streets. Mr. Marquez informed the City Council that he has spent a great deal of money repairing his vehicles which were damaged as a result of driving the pothole ridden streets of Compton. He then stated that it is ridiculous that the Fire Department personnel must come before the City and 'beg' for a contract. Mr. Marquez concluded that the City must first address the needs of the Fire Department and the residents of the community prior to bringing in more housing developments which will severely impact an already overcrowded City of Compton.

Compton Sheriff's Lt. Craig Walker invited the Compton community to participate in the 2022 *National Night Out* event on August 2, 2022, from 5:00 p.m. to 8:00 p.m. at the Home Depot Center located at 101 Town Center Drive, Compton. Lt. Walker commented that National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make neighborhoods safer. National Night Out enhances the relationship between neighbors and law enforcement while bringing back a true sense of community. Furthermore, it provides a great opportunity to bring police and neighbors together under positive circumstances. There will be pizza and hot dogs, games, prizes and giveaways and fun for the entire community.

CONSENT AGENDA

APPROVAL OF MINUTES

2. JUNE 21, 2022 ***(Approved)***

CITY CLERK

3. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR DEBRA DUNCAN FOR TRANSCRIPTION AND PREPARATION OF MEETING MINUTES OF THE CITY'S LEGISLATIVE BODIES AND SPECIALIZED ELECTRONIC SERVICES FOR FISCAL YEAR 2022-2023 ($43,200) ***(Approved Resolution Number 25,700)***

4. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH ALL STAR INTERPRETING SERVICE FOR PROVISION OF SPANISH LANGUAGE INTERPRETATION AND TRANSLATION SERVICES FOR CITY'S LEGISLATIVE BODIES FOR FISCAL YEAR 2022-2023 ($35,000) ***(Approved Resolution Number 25,701)***

HUMAN RESOURCES

5. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO ADJUST SEASONAL, HOURLY AND MISCELLANEOUS CLASSIFICATIONS WAGES AS A RESULT OF THE INCREASE TO THE 2019, 2020, 2021 AND 2022 STATE OF CALIFORNIA MINIMUM WAGE ***(Approved Resolution Number 25,702)***

6. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING AN AMENDMENT TO THE SALARY PLAN FOR THE CLASSIFICATION OF WATER DEPARTMENT GENERAL MANAGER CORRECTING THE SALARY RANGE FROM 192 TO 220 ***(Approved Resolution Number 25,703)***

PUBLIC WORKS DEPARTMENT

7. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ADOPTING CURB MARKING POLICIES AND PROCEDURES FOR RED, GREEN, YELLOW AND WHITE CURBS IN THE CITY OF COMPTON ***(Approved Resolution Number 25,704)***

8. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ADOPTING THE ACCESSIBLE PARKING FOR DISABLED PERSONS (BLUE CURB) POLICY AND PROCEDURES IN THE CITY OF COMPTON ***(Approved Resolution Number 25,705)***

9. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A TEMPORARY LICENSE AGREEMENT WITH ALL AMERICAN ASPHALT FOR USE OF CERTAIN HOUSING SUCCESSOR AGENCY-OWNED REAL PROPERTY LOCATED AT 1434 WEST COMPTON BOULEVARD IN THE AMOUNT OF FOUR THOUSAND DOLLARS PER MONTH ($4,000) NOT TO EXCEED ONE HUNDRED AND EIGHTY (180) WORKING DAYS ***(Approved Resolution Number 25,706)***

10. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ACCEPTING THE PROPOSAL FROM MAJOR LEAGUE INFIELDS, INC. TO PROVIDE ANNUAL MAINTENANCE SERVICES FOR THE DODGERS DREAMFIELD AT GONZALES PARK AND AUTHORIZING THE CITY MANAGER TO ESTABLISH A PURCHASE ORDER IN AN AMOUNT NOT TO EXCEED FORTY-NINE THOUSAND TWO HUNDRED DOLLARS ($49,200) ***(Approved Resolution Number 25,707)***

On motion by Spicer, seconded by Duhart, the consent agenda was approved by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

REGULAR AGENDA

CITY MANAGER'S REPORT

11. A REQUEST TO AUTHORIZE TRAVEL FOR ELECTED OFFICIALS - LEAGUE OF CALIFORNIA CITIES ANNUAL CONFERENCE (September 7-9, 2022, Long Beach California) - $650 per attendee

It was moved by Spicer, seconded by Duhart, that the request be approved. Councilmember Duhart indicated that she would not attend the conference. The remainder of the Councilmembers indicated that they would be in attendance and the request was approved by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

NEW BUSINESS

12. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING TENTATIVE TRACT MAP NO. 83696 (SUB 21-003) A REQUEST BY THE WIN PROJECT TO CREATE FIVE REDUCED SIZED LOW DENSITY RESIDENTIAL LOTS ON A 15,863 SQUARE FOOT SITE LOCATED AT 1716 EAST ROSECRANS AVENUE

On motion by Spicer, seconded by Duhart, the resolution entitled 'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING TENTATIVE TRACT MAP NO. 83696 (SUB 21-003) A REQUEST BY THE WIN PROJECT TO CREATE FIVE REDUCED SIZED LOW DENSITY RESIDENTIAL LOTS ON A 15,863 SQUARE FOOT SITE LOCATED AT 1716 EAST ROSECRANS AVENUE' failed by the following vote on roll call:

AYES: **Council Members – Spicer**
NOES: **Council Members – Bowers, Sharif**
ABSTAIN: **Council Members – Duhart, Darden**
ABSENT: **Council Members – None**

13. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ADOPTING AND AUTHORIZING THE SUBMISSION OF THE HOUSING AND URBAN DEVELOPMENT (HUD) FISCAL YEAR 2022-2023 ANNUAL ACTION PLAN AND USE OF FUNDS FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) HOME INVESTMENT PARTNERSHIP GRANT (HOME) PROGRAMS AND AUTHORIZING A BUDGET AMENDMENT IN THE AMOUNT OF TEN THOUSAND DOLLARS ($10,000)

On motion by Duhart, seconded by Spicer, **Resolution Number 25,708** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ADOPTING AND AUTHORIZING THE SUBMISSION OF THE HOUSING AND URBAN DEVELOPMENT (HUD) FISCAL YEAR 2022-2023 ANNUAL ACTION PLAN AND USE OF FUNDS FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) HOME INVESTMENT PARTNERSHIP GRANT (HOME) PROGRAMS AND AUTHORIZING A BUDGET AMENDMENT IN THE AMOUNT OF TEN THOUSAND DOLLARS'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

14. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING CHARGES FOR SOLID WASTE AND RECYCLABLE MATERIALS HANDLING SERVICES AND DELINQUENCIES TO BE COLLECTED ON THE LOS ANGELES COUNTY PROPERTY TAX ROLL FOR FISCAL YEAR 2022-2023 AND COMBINED OUTSTANDING BALANCES FOR TAX ROLL BILLING FOR FISCAL YEAR 2021-2022

On motion by Darden, seconded by Duhart, **Resolution Number 25,709** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING CHARGES FOR SOLID WASTE AND RECYCLABLE MATERIALS HANDLING SERVICES AND DELINQUENCIES TO BE COLLECTED ON THE LOS ANGELES COUNTY PROPERTY TAX ROLL FOR FISCAL YEAR 2022-2023 AND COMBINED OUTSTANDING BALANCES FOR TAX ROLL BILLING FOR FISCAL YEAR 2021-2022'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

15. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ESTABLISH PURCHASE ORDERS TO CITY-WIDE VENDORS LISTED IN "APPENDIX A" FOR THE PROCUREMENT OF SUPPLIES AND SERVICES FOR FISCAL YEAR 2022-2023 ($1,017,727) ***(Removed from Council consideration)***

16. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN THE CAPACITY AS THE HOUSING SUCCESSOR TO THE FORMER COMMUNITY REDEVELOPMENT AGENCY OF THE CITY OF COMPTON, AUTHORIZING THE CITY MANAGER TO ACCEPT LOAN REPAYMENT FROM ALAMEDA COURT, LLC., AND RELEASING LIEN RESTRICTIONS PLACED ON THE ALAMEDA COURT TOWNHOMES LOCATED AT SOUTHWEST CORNER OF ALAMEDA BOULEVARD AND MYRRH AVENUE

On motion by Duhart, seconded by Spicer, **Resolution Number 25,710** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN THE CAPACITY AS THE HOUSING SUCCESSOR TO THE FORMER COMMUNITY REDEVELOPMENT AGENCY OF THE CITY OF COMPTON, AUTHORIZING THE CITY MANAGER TO ACCEPT LOAN REPAYMENT FROM ALAMEDA COURT, LLC., AND RELEASING LIEN RESTRICTIONS PLACED ON THE ALAMEDA COURT TOWNHOMES LOCATED AT SOUTHWEST CORNER OF ALAMEDA BOULEVARD AND MYRRH AVENUE**' was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

17. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS ENGINEERING DEPARTMENT 2022-2023 FISCAL YEAR BUDGET AND AUTHORIZING THE CITY MANAGER TO AMEND THE PROFESSIONAL SERVICES AGREEMENT WITH JOHN L. HUNTER AND ASSOCIATES, INC. TO EXPAND THE SCOPE OF SERVICES FOR THE NATIONAL POLLUTANT DISCHARGE SYSTEM PROGRAM COMPLIANCE SERVICES AND PROVIDE ADDITIONAL COMPENSATION ($399,774)

It was moved by Spicer, seconded by Duhart, that the resolution be adopted.

Councilman Bowers questioned the necessity for the item and indicated that the City has multiple lighting outages that have not been addressed.

John Strickland indicated that this item is amending the agreement, and further noted that this agreement will allow the contractor to perform different types of services.

Resolution Number 25,711 entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS ENGINEERING DEPARTMENT 2022-2023 FISCAL YEAR BUDGET AND AUTHORIZING THE CITY MANAGER TO AMEND THE PROFESSIONAL SERVICES AGREEMENT WITH JOHN L. HUNTER AND ASSOCIATES, INC. TO EXPAND THE SCOPE OF SERVICES FOR THE NATIONAL POLLUTANT DISCHARGE SYSTEM PROGRAM COMPLIANCE SERVICES AND PROVIDE ADDITIONAL COMPENSATION'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – None**

18. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE ESTABLISHMENT OF A PURCHASE ORDER FOR THE CITY OF DOWNEY FOR FIRE AND EMERGENCY MEDICAL DISPATCHING SERVICES ($800,000)

On motion by Darden, seconded by Duhart, **Resolution Number 25,712** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE ESTABLISHMENT OF A PURCHASE ORDER FOR THE CITY OF DOWNEY FOR FIRE AND EMERGENCY MEDICAL DISPATCHING SERVICES'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

19. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR ELEVATE PUBLIC AFFAIRS TO PROVIDE PUBLIC RELATIONS SERVICES ($103,800)

It was moved by Duhart, seconded by Spicer, that the resolution be adopted.

Councilman Spicer questioned whether City Pride Magazine submitted a proposal.

City Manager Thomas indicated that City Pride did not submit a proposal.

Adriana Fernandez Clark, Elevate Magazine, commented that the company is thankful for the opportunity to continue to work with the City of Compton.

Councilman Bowers spoke in favor of allowing City Pride to offer a presentation to the City Council in light of how much the magazine has done for the City of Compton.

After further discussion, the City Council agreed to advertise for an additional Request for Proposals for this service.

Councilmembers Duhart and Spicer withdrew their motion and second, respectively.

20. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING THAT TWO MEASURES BE SUBMITTED TO THE VOTERS OF THE CITY AT THE SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS, ELIMINATING PRIMARY NOMINATING ELECTIONS AND CHANGING THE DATE OF GENERAL MUNICIPAL ELECTIONS, AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS OF THE MEASURES

It was moved by Spicer, seconded by Darden, that the resolution be adopted.

Councilman Bowers commented that City business would grind to a halt if there were only two Council meetings per month.

After further discussion, the resolution entitled 'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING THAT TWO MEASURES BE SUBMITTED TO THE VOTERS OF THE CITY AT THE SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS, ELIMINATING PRIMARY NOMINATING ELECTIONS AND CHANGING THE DATE OF GENERAL MUNICIPAL ELECTIONS, AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS OF THE MEASURES' failed by the following vote on roll call:

AYES: **Council Members – None**
NOES: **Council Members – Duhart, Spicer, Bowers, Sharif**
ABSTAIN: **Council Members – Darden**
ABSENT: **Council Members – None**

21. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON CALLING AND PROVIDING FOR A SPECIAL MUNICIPAL ELECTION TO BE HELD IN THE CITY OF COMPTON ON NOVEMBER 8, 2022, FOR THE SUBMISSION TO THE VOTERS OF THE CITY TWO MEASURES TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQURIED MONTHLY REGULAR CITY COUNCIL MEETINGS, AND ELIMINATING PRIMARY NOMINATING ELECTION AND CHANGING THE DATE OF GENERAL MUNICIPAL ELECTION ***(Item not considered by the City Council)***

22. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON REQUESTING THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES TO CONSOLIDATE A SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, WITH THE ELECTION TO BE CONDUCTED BY THE COUNTY OF LOS ANGELES ON THE SAME DATE PURSUANT TO SECTION 10403 OF THE CALIFORNNIA ELECTIONS CODE ***(Item removed from City Council consideration)***

23. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING THAT TWO MEASURES BE SUBMITTED TO THE VOTERS OF THE CITY AT THE SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS AND CHANGING THE DATE OF PRIMARY NOMINATING ELECTIONS AND GENERAL MUNICIPAL ELECTIONS, AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS OF THE MEASURES

On motion by Duhart, seconded by Spicer, **Resolution Number 25,713** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ORDERING THAT TWO MEASURES BE SUBMITTED TO THE VOTERS OF THE CITY AT THE SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS AND CHANGING THE DATE OF PRIMARY NOMINATING ELECTIONS AND GENERAL MUNICIPAL ELECTIONS, AND DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS OF THE MEASURES'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – None**

24. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON CALLING AND PROVIDING FOR A SPECIAL MUNICIPAL ELECTION TO BE HELD IN THE CITY OF COMPTON ON NOVEMBER 8, 2022, FOR THE SUBMISSION TO THE VOTERS OF THE CITY TWO MEASURES TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS AND CHANGING THE DATE OF THE PRIMARY NOMINATING ELECTION AND GENERAL MUNICIPAL ELECTION

On motion by Darden, seconded by Spicer, the reading of the ordinance in full was waived by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – None**

On motion by Duhart, seconded by Darden, **Ordinance Number 2,346** entitled **'AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON CALLING AND PROVIDING FOR A SPECIAL MUNICIPAL ELECTION TO BE HELD IN THE CITY OF COMPTON ON NOVEMBER 8, 2022, FOR THE SUBMISSION TO THE VOTERS OF THE CITY TWO MEASURES TO AMEND THE CITY OF COMPTON CHARTER IN CONNECTION WITH REDUCING THE NUMBER OF REQUIRED MONTHLY REGULAR CITY COUNCIL MEETINGS AND CHANGING THE DATE OF THE PRIMARY NOMINATING ELECTION AND GENERAL MUNICIPAL ELECTION'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – None**

25. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON REQUESTING THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES TO CONSOLIDATE A SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, WITH THE ELECTION TO BE CONDUCTED BY THE COUNTY OF LOS ANGELES ON THE SAME DATE PURSUANT TO SECTION 10403 OF THE CALIFORNIA ELECTIONS CODE

On motion by Duhart, seconded by Spicer, **Resolution Number 25,714** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON REQUESTING THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES TO CONSOLIDATE A SPECIAL MUNICIPAL ELECTION TO BE HELD ON NOVEMBER 8, 2022, WITH THE ELECTION TO BE CONDUCTED BY THE COUNTY OF LOS ANGELES ON THE SAME DATE PURSUANT TO SECTION 10403 OF THE CALIFORNIA ELECTIONS CODE'** was adopted by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – None**

COUNCIL COMMENTS

Councilmember Duhart offered the following communications/announcements:

- Commented on the success of her First District Townhall meeting and commended and thanked City Staff and everyone who sponsored and assisted with the meeting which featured positive open dialog with the residents.

- Announced that Republic Services is looking to fill a number of job positions at their Gardena work site and invited those interested in obtaining additional information to contact Jamal Lane at 480-414-7801.

- Wished her husband, **Hartsell Duhart**, a very **Happy Birthday!**

Councilmember Spicer offered the following communications/announcements:

- Announced that the District 2 Movie in the Park event featuring the movie *Tom and Jerry*---in Spanish on August 12, 2022, beginning at 7:30 p.m. at Cesar Chavez Park, 1812 N. Santa Fe Avenue, Compton—bring blankets, lawn chairs and the entire family for a fun evening.

- Announced that the Compton Black Exchange will host events every third Saturday of the month in the parking lot of the Grocery Outlet at 2175 Rosecrans Avenue, Compton.

- Invited the residents to attend the annual Back-2-School Veteran and Military Family Wellness Day at the VPAN-VOALA Rally Point at 700 N. Bullis Road, Compton on August 13, 2022, from 10:00 a.m. to 2:00 p.m.

Councilmember Bowers offered the following communications/announcements:

- Thanked City Staff for the clean-up and improvement of the old Campfire Girls site.

- Commended Karen Harris and her colleagues for the clean-up and revitalization of the Sunny Cove community and the surrounding neighborhood.

- Commented that the City's parks and facilities are not operating at full capacity and further requested that the City adequately staff all of the parks.

- Requested that the City consider utilizing traffic calming devices that have been successfully applied in other cities.

- Requested that the City Council meeting be adjourned in memory of **Michael Harvey.**

Councilmember Darden offered the following communications/announcements:

- Invited the community to attend the next Movies in the Park event featuring *Space Jam* at Kelly Park, from 6:00 p.m. to 9:00 p.m.

- Invited the residents to participate in the 2022 National Night Out on August 2, 2022, at the Gateway Town Center.

- Announced that Senator Steve Bradford will be hosting a Back-to-School Resource Fair at Cal State University Dominguez Hills, 1000 East Victoria Street, Carson, from 11:00 a.m. to 3:00 p.m. – there will be a Backpack Giveaway, Blood Pressure Monitoring, Immunizations, Housing Assistance, Dental Screenings, Haircuts, Vision Screenings, Covid-19 Testing & Vaccines along with other critical resources.

- Requested that the City Council meeting be adjourned in memory of **Zelma Louise Parks** and **Emma Jean Boyer.**

Mayor Sharif offered the following communications/announcements:

- Mayor Sharif expressed her gratitude to all the wonderful sponsors and volunteers, and everyone involved with the hugely successful Compton Initiative to improve the City.

- Mayor Sharif thanked Councilman Bowers for hosting the recent *Movies in the Park* event and further announced that the next movie will feature the movie *Space Jam* on August 5, 2022, at Kelly Park, 2319 E. Caldwell Street, Compton, beginning at 6:00 p.m.

- Mayor Sharif invited the residents to attend the Art Walk event on July 30, 2022, at the Dollarhide Community Center featuring an art-filled afternoon of music, food and fun. Please email Mariela Gonzales at: mgonzales@comptoncity.org or call (323) 877-2174 or visit: www.comptonartwalk.com for additional details and information.

ADJOURNMENT

On motion by Duhart, seconded by Darden, the meeting was adjourned in memory of **Zelma Louise Sparks, Emma Jean Boyer, Louis Brooks, Jr.** and **Michael Harvey** at 9:33 p.m. by the following vote on roll call:

AYES: **Council Members – Duhart, Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – None**

_____ _____

CITY CLERK OF THE CITY OF COMPTON **MAYOR OF THE CITY OF COMPTON**

SEPTEMBER 6, 2022

The Compton City Council meeting was called to order at 5:48 p.m. by Mayor Emma Sharif in the Council Chambers of City Hall. The Moment of Silence Ceremony and the Pledge of Allegiance was led by Mayor Sharif.

ROLL CALL

Council Members Present – A. Spicer, J. Bowers, L. Darden, Mayor E. Sharif
Council Members Absent – D. Duhart

Other Officials Present: E. Perrodin, A. Godwin, B. Mims, T. Thomas

PUBLIC COMMENTS ON AGENDA ITEMS AND NON-AGENDA MATTERS

City Manager Thomas explained that he held a meeting with the Compton Firefighter's Union and will continue to meet and negotiate in the coming days.

Juanita Wilson, Compton Chamber of Commerce, invited the community to attend Compton's 19th Annual Veterans Standdown on September 17, 18 and 19, 2022 at 700 N. Bullis Road. Ms. Wilson noted that this is a great opportunity to provide critical services to our Veterans and show them the overwhelming love, respect and appreciation and thanks for their service and sacrifices. Ms. Wilson thanked City Clerk Alita Godwin, City Attorney Eric Perrodin and Councilmember Duhart for their generous monetary donations, and further encouraged everyone to donate time, money, goods or services to the Veterans.

Marcus Jackson, Compton Fire Department, appealed to the City Council's sense of fairness and encouraged the City to provide equity and justice and equip the Fire Department with whatever they need, adding that First Responders are critical to the overall safety and health of the City.

Mary Martin, Director of the ECO Multi-Purpose Center at 403 S. Santa Fe Avenue, raised serious concerns regarding the high volume of speeding vehicles near the area of her school and further indicated there are 3 other schools nearby. Ms. Martin further noted that there have been several vehicle accidents in the area since the closure of the Artesia Bridge. Ms. Martin suggested that the Council consider placing flashing red lights or caution signs as well as speed limitation signs at the locations encouraging drivers to slow down and concluded that safety must be increased at the location.

Albert Dela Mora expressed that his concern that the City has not progressed but has only gotten worse since he moved to Compton in 2019. Mr. Dela Mora highlighted that he has seen several abandoned vehicles near his residence on Elm Street, which must be cited and towed and concluded by encouraging the City Council to help the residents beautify the City.

Rex Pritchard, President of the Long Beach Firefighters Association, spoke in support of the Compton Firefighters and encouraged the City Council and City Manager to work with the Department and the Union for the benefit of the City of Compton.

Daniel Salazar, President of Compton Firefighters Local 2216, read a letter from a Compton resident detailing a medical emergency with their Mother, wherein the Compton Firefighters saved her life. The letter praised the Compton Firefighters and emphasized that the family would not have their Mother if not for the life-saving efforts of the Compton Fire Department. Mr. Salazar encouraged the City Council to improve the working and living conditions for the Fire Department and bring the dilapidated fire stations up to the proper standard.

Antonio Chavez, Vice President of Firefighter Local 2216, addressed the severe Fire Department personnel staffing shortage, and indicated that many of the City's Firefighters have continued to work eight, 24-hour shifts with a 12-to-24-hour break and return to work another 8 days. Mr. Chavez indicated that many Firefighters are retiring and leaving Compton to work for other cities which creates significant vacancies. He requested that the City Council show support for the Fire Department, improve the fire stations, provide the proper equipment and fair compensation to keep experienced personnel within the City of Compton.

Kasie Hervey, Representative for Congresswoman Nanette Barragan, read a statement from the Congresswoman which stated that she is proud to stand in solidarity with the Compton Firefighters as they call for a contract, equipment upgrades and improved working and living conditions within the Fire Department.

Brittany McReynolds wife of a Compton Firefighter addressed that complacency and negligence of the City in relation to its Firefighters. Ms. McReynolds informed the Council of the dilapidated fire stations and inadequate PPE supplies and equipment of the Compton Fire Department. She further indicated that these issues create anxiety and stress within the Department and add a higher risk of accidents. Ms. McReynolds urged the City Council to fully support the Fire Department by hiring additional personnel, upgrading the fire stations, and providing the Department with everything they require to continue to protect and serve the Compton community.

Dion Evans commented that he is a 20-year employee of the City and lives in District 3 and is disgusted at the deplorable condition of the City's fire stations. Mr. Evans further raised concerns that the Department's Ladder Truck is uncertified, and further urged the City Council to take action and make public safety a top priority.

Paul Scott commented that he was born and raised in the City of Compton in District 4 and added that he began his fighter fighting career at the age of 14. Mr. Scott raised concerns that the City's fire stations have never been updated and retrofitted and the Department does not have updated industry equipment nor emergency vehicles. Mr. Scott then stated that the residents in Compton pay the highest taxes in the County and urged the City Council to make public safety a priority in the City of Compton.

Geovanni Galvan compared the many positive improvements that the City of Downey has made compared to Compton which is of comparable size. Mr. Galvan then questioned when the Fire Department's Ladder Truck will be certified and further encouraged the City Council to provide the Fire Department with funding for training and modernized equipment. Mr. Galvan urged the Council to replace the faded street signs, particularly at the fire stations.

Oscar Oliva spoke in support of the Compton Fire Department, and further questioned the City's contingency plans as they relate to flood emergencies.

Donna Hefflin, Executive at the Key of Knowledge Community Development Corporation, stated that their organization has provided services to the Compton community for the past six years and has been attempting to obtain information regarding the reopening of the parks. Ms. Hefflin commented on an incident, wherein, a Councilmember ordered the removal of the locks at Tucker Park and added that this action caused her confidential documents and files to be left unattended and exposed. Ms. Hefflin then stated that the situation was handled inappropriately, as she should have been contacted to provide the entry key, rather than breaking the locks.

Councilman Bowers commented that the parks belong to every citizen in this community, furthermore, General Services did not have a key to the facility.

Mary Edwards Administrator for Key of Knowledge, explained that the City provided her nonprofit organization with the keys to Tucker Park, noting that the City determined that it would be advantageous to allow nonprofit organizations to operate the local parks rather than hiring additional recreational personnel. Ms. Edwards further indicated that her organization was actually given a key to the office at Tucker Park by City personnel and had important documents stored at the location. Ms. Edwards affirmed that Key of Knowledge should have received a telephone call prior to breaking the locks to access the building whereby they could have provided an entry key upon request.

Barbara Calhoun, former City Councilmember, raised concerns of what she observed to be 'selective enforcement' of the Compton Municipal Code by the Parking Enforcement Division on Compton Avenue from El Segundo Boulevard and Stockwell. Ms. Calhoun stated that there were vehicles stored on the street which was addressed by Code Enforcement. Ms. Calhoun then stated that she and other residents filed a complaint regarding the number of motor vehicles parked near the same vicinity, however, the calls for service to remove the vehicles were not addressed by Parking Enforcement. Ms. Calhoun then informed the City Council that she spoke with someone in Parking Enforcement, and they incorrectly informed her that there was 'nothing on the books'

requiring that motor homes be moved. Ms. Calhoun provided the Code violation to the Council and requested that action be taken to cite/remove the motor homes.

Esmeralda Sanchez announced that September is Suicide Prevention Month and then shared a story regarding a life and death situation, whereby the Compton Fire Department responded and saved her Mother's life. Ms. Sanchez urged the City Council to assist the Firefighters as they put their lives on the line every day and further requested that the City supply the Firefighters with whatever they need to continue to provide outstanding service to the community.

Umberto Espeleta spoke in support of the Firefighters who are heroes to the community and deserve to be treated fairly.

Jacqueline Venters commented that the City is deteriorating and must be improved immediately. Ms. Venters urged the City Council to support the Fire Department, noting that new developments are coming into the City that must be approved by someone. Ms. Venters further requested that the Dollarhide Community Center be reopened as a cooling station for the Seniors.

N. McReynolds, Mother of Compton Fire Firefighter, urged the City Council to fully support the Compton Firefighters. Ms. McReynolds also informed the City Council that the fire stations are uninhabitable and must be improved as soon as possible for the health and safety of the entire community. Ms. Reynolds urged the City Council to help the Firefighters do their job by providing them with the necessary equipment and additional personnel.

Leroy J. Guillory spoke in support of the Compton Fire Department which is an important component to the Compton community family.

Miller Martin raised concerns regarding the problems he has experienced with Code Enforcement and further urged the Council to fully support the Fire Department.

Sheila Smith spoke in support of the Compton Fire Department and urged the City to upgrade the dilapidated fire stations as they contain dangerous and hazardous asbestos. Ms. Smith also requested that the City bring the emergency ambulance service back to the Fire Department.

Yolanda Gomez advocated for the Compton Fire Department, and further stated that she visited some of the fire stations and was appalled to see the deplorable condition in which the Firefighters are required to work and live. Ms. Gomez urged the Council to take more pride in the City and treat the first responders fairly.

Fatima Iqbal-Zubair spoke in support of the Compton Firefighters and indicated that we must protect our Frontline workers and provide the equipment and manpower they require to do their jobs.

Anthony Perry, Vice President of the National Association for Equal Justice in America (NAEJA) invited everyone to their next meeting scheduled for September 17, 2022, at Holy Chapel Missionary Baptist Church located at 1016 E. Rosecrans Avenue, Compton, CA 90220. Mr. Perry then indicated that the Black community is experiencing racism, which will be the topic of discussion at the upcoming meeting.

Royce Esters, President of NAEJA, advocated for the Compton Fire Department and further commented that by not providing for the needs of the Department, the City is violating the civil rights and guidelines pertaining to public safety for the Fire Department and the total Compton community.

Joyce Kelly spoke in full support of the Compton Firefighters and stated that they must be given a contract. Ms. Kelly then raised concerns that Code Enforcement trucks were attempting to block access of the Fire Department during their demonstration.

Brook McDuffy stated that last December, she reported that a resident had fallen out of his wheelchair due to a lifted-up and cracked sidewalk on the 2300 block of Compton Boulevard. Ms. McDuffy noted that the sidewalk is still in disrepair and encouraged the City Council to act as quickly as possible to repair the sidewalk. Ms. McDuffy also reminded the City Council that 152nd Street still does not have street sweeping signs.

Mark Smith, Retired Firefighter, spoke in support of the Fire Department and the courageous men and women of the Department. Mr. Smith also commented that the City Council should continue to hold 4 meetings a month rather than two. He also requested that the City Manager do a forensic audit and address fiscal issues. Mr. Smith concluded by inviting the Councilmembers to visit the fire stations to see first-hand the poor condition of the stations and further urged the City Council to properly staff and equip the Fire Department.

Benjamin Holifield, Founder/President Compton Business Chamber of Commerce, requested a City Treasurer and City Controller's financial report on a regular basis. Mr. Holifield raised concerns regarding the dangerous illegal street takeovers and concluded that we must make Compton safe, clean and friendly.

Missy spoke in support of the Fire Department and requested that the City Council provided the Department with what they need. Missy also stated that she has submitted several issues of concern to the City, however, none of the problems have been addressed. She urged the City Council to implement a plan to combat the illegal street takeover's and consider Councilman Bowers' strategy.

Richard Earl, President of the Concerned Citizens of Compton, commented that he worked as a Firefighter at an oil refinery for over 40 years, and recognized that this is a very demanding and important job. Mr. Earl encouraged the City Council to address the needs of the Fire Department, which is the backbone of the City.

Vanessa spoke in support of the Compton Firefighters and urged the City to give them a contract.

Lynn Boone commented on the absence of the City Attorney during the meeting and further suggested that he not be paid for this meeting. Ms. Boone stated that the Fire Department is the most important entity in the City and further urged the City Council to fully support the Fire Department and provide them with a contract.

Fidel Marquez spoke in support of the Fire Department and also requested that the City Council upgrade and improve the overall community.

CONSENT AGENDA

APPROVAL OF MINUTES

1. JUNE 28, 2022 ***(Approved)***
   JUNE 30, 2022 (Recessed) ***(Approved)***
   JULY 5, 2022 ***(Approved)***

CITY FIRE DEPARTMENT

2. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE PURCHASE ORDERS TO SOUTH COAST EMERGENCY VEHICLE SERVICE (PIERCE) AND WILLIAM KALVIKOV DBA FIRE APPARTATUS SOLUTIONS FOR MAINTENANCE AND REPAIRS OF EMERGENCY FIRE APPARATUS ($100,000.00) ***(Approved Resolution Number 25,715)***

3. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A THREE (3) YEAR AGREEMENT WITH INSPIRON LOGISTICS, LLC FOR AN EMERGENCY TELEPHONE MASS NOTIFICATION SYSTEM FOR THE CITY ($12,590.00) ***(Approved Resolution Number 25,716)***

4. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE ESTABLISHMENT OF A PURCHASE ORDER FOR LIFE ASSIST MEDICAL SUPPLIES, INC. FOR THE PURCHASE OF MEDICAL SUPPLIES AND RELATED EQUIPMENT FOR THE CITY OF COMPTON FIRE DEPARTMENT ($90,000.00) ***(Approved Resolution Number 25,717)***

5. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A THREE (3) YEAR PROFESSIONAL SERVICES AGREEMENT WITH LORNA MENDOZA, RN TO PROVIDE NURSE EDUCATOR SERVICES FOR THE COMPTON FIRE DEPARMENT AND ESTABLISH A PURCHASE ORDER ($39,990) ***(Approved Resolution Number 25,718)***

CITY MANAGER

6. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER FOR PAYMENT OF THE CITY'S MEMBERSHIP DUES TO GATEWAY CITIES COUNCIL OF GOVERNMENTS ($28,350) ***(Approved Resolution Number 25,719)***

HUMAN RESOURCES

7. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING THE AMENDMENT TO THE CLASSIFICATION PLAN BY ADOPTING AMENDED CLASSIFICATION SPECIFICATIONS FOR OFFICE ASSISTANT III ***(Approved Resolution Number 25,720)***

PUBLIC WORKS DEPARTMENT

8. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE A PURCHASE ORDER TO GATEWAY CITIES COUNCIL OF GOVERNMENTS (GCCOG) FOR THE PURPOSE OF PAYING THE FEES TO PARTICIPATE IN THE I-710 CORRIDOR ENVIRONMENTAL IMPACT REPORT/ENVIRONMENTAL IMPACT STATEMENT (EIR/EIS), THE 91/605/405 MAJOR CORRIDOR STUDY AND THE ATLANTIC AVENUE/BOULEVARD CORRIDOR STUDY FOR FISCAL YEAR 2022-2023 IN AN AMOUNT NOT TO EXCEED FIFTY ONE THOUSAND FIVE HUNDRED FIFTY ONE DOLLARS AND SEVENTY NINE CENTS ($51,551.79) ***(Approved Resolution Number 25,721)***

On motion by Bowers, seconded by Darden, the consent agenda was approved by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

REGULAR AGENDA

CITY MANAGER'S REPORT

9. A REQUEST TO SCHEDULE A PUBLIC HEARING TO ADOPT THE CITY'S 2020 URBAN WATER MANAGEMENT PLAN (UWMP) (October 4, 2022, at 5:45 p.m.)

On motion by Darden, seconded by Spicer, the public hearing was scheduled for **October 4, 2022**, **at 5:45 p.m.** by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

10. A REQUEST TO SCHEDULE A PUBLIC HEARING TO ADOPT THE CITY'S 2020 WATER SHORTAGE CONTINGENCY PLAN (WSCP) (October 4, 2022, at 6:00 p.m.)

On motion by Darden, seconded by Spicer, the public hearing was scheduled for **October 4, 2022,** at **6:00 p.m**. by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

11. REQUEST TO AUTHORIZE TRAVEL FOR ELECTED OFFICIALS - CONGRESSIONAL BLACK CAUCUS, WASHINGTON DC - SEPTEMBER 28 - OCTOBER 2, 2022 (APPROXIMATELY $2,273.95 per person, excluding per diem)

It was moved by Spicer, seconded by Darden, that the request be approved. Councilman Bowers indicated that he would not be attending the caucus session.

The travel request was approved by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

NEW BUSINESS

12. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS 2022-2023 FISCAL YEAR BUDGET TO ACCEPT AND APPROPRIATE $122,445.00 IN FUNDS FROM THE LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY NATIONAL TRANSIT DATA FUNDS AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A MEMORANDUM OF UNDERSTANDING FOR SUCCESSFULLY REPORTING TO THE NATIONAL TRANSIT DATABASE FOR FISCAL YEAR 2019-2020

On motion by Bowers, seconded by Darden, **Resolution Number 25,722** entitled '**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS 2022-2023 FISCAL YEAR BUDGET TO ACCEPT AND APPROPRIATE $122,445.00 IN FUNDS FROM THE LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY NATIONAL TRANSIT DATA FUNDS AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A MEMORANDUM OF UNDERSTANDING FOR SUCCESSFULLY REPORTING TO THE NATIONAL TRANSIT DATABASE FOR FISCAL YEAR 2019-2020'** was adopted by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

13. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO AMEND THE PUBLIC WORKS DEPARTMENT 2022-2023 FISCAL YEAR BUDGET TO DELETE ONE SENIOR CIVIL ENGINEER AND ADD ONE ASSOCIATE CIVIL ENGINEER, ONE PUBLIC WORKS INSPECTOR AND ONE ADMINISTRATIVE ANALYST I POSITION AND TRANSFER FUNDS BETWEEN VARIOUS ACCOUNTS

On motion by Spicer, seconded by Darden, **Resolution Number 25,723** entitled '**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO AMEND THE PUBLIC WORKS DEPARTMENT 2022-2023 FISCAL YEAR BUDGET TO DELETE ONE SENIOR CIVIL ENGINEER AND ADD ONE ASSOCIATE CIVIL ENGINEER, ONE PUBLIC WORKS INSPECTOR AND ONE ADMINISTRATIVE ANALYST I POSITION AND TRANSFER FUNDS BETWEEN VARIOUS ACCOUNTS'** was adopted by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

14. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING MITIGATED NEGATIVE DECLARATION NO. 949 AND MITIGATION MONITORING REPORTING PROGRAM, CHANGE OF ZONE CASE NO. 2020-004, A REQUEST TO CHANGE THE ZONING OF 501-545 EAST COMPTON BOULEVARD, 601-625 EAST COMPTON BOULEVARD, 112 NORTH WILLOW AVENUE AND 107 NORTH SANTA FE AVENUE FROM LIMITED COMMERCIAL (CL) AND PARKING/HIGH DENSITY RESIDENTIAL (PRH) TO SPECIFIC PLAN (SP) AND ADOPT THE 501-601 EAST COMPTON BOULEVARD SPECIFIC PLAN (First Reading) ***(Ordinance removed from consideration)***

15. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING MITIGATED NEGATIVE DECLARATION NO. 949 AND MITIGATION MONITORING REPORTING PROGRAM AND ORDERING THE VACATION OF A SECTION OF NORTH WILLOW AVENUE, 40 FEET BY 135 FEET, LOCATED ON THE NORTH SIDE OF EAST COMPTON BOULEVARD (STREET VACATION NO. 2020-03) ***(Resolution removed from consideration)***

16. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE A PURCHASE ORDER TO THE WATER REPLENISHMENT DISTRICT OF SOUTHERN CALIFORNIA FOR GROUNDWATER PRODUCTION ASSESSMENT FEES FOR FISCAL YEAR 2022-2023 FOR TWO MILLION SIX HUNDRED FORTY THOUSAND DOLLARS ($2,640,000)

On motion by Darden, seconded by Spicer, **Resolution Number 25,724** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE A PURCHASE ORDER TO THE WATER REPLENISHMENT DISTRICT OF SOUTHERN CALIFORNIA FOR GROUNDWATER PRODUCTION ASSESSMENT FEES FOR FISCAL YEAR 2022-2023 FOR TWO MILLION SIX HUNDRED FORTY THOUSAND DOLLARS ($2,640,000)'** was adopted by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

17. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH OHC PROPERTY ADVISORS FOR A FIXED ASSETS VALUATION AND AUTHORIZING A PURCHASE ORDER IN THE AMOUNT OF NINETY-TWO THOUSAND THREE HUNDRED ($92,300)

On motion by Spicer, seconded by Bowers, **Resolution Number 25,725** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH OHC PROPERTY ADVISORS FOR A FIXED ASSETS VALUATION AND AUTHORIZING A PURCHASE ORDER IN THE AMOUNT OF NINETY-TWO THOUSAND THREE HUNDRED'** was adopted by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

18. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH EADIE PAYNE LLP FOR IRS PAYROLL TAX AUDIT REPRESENTATION AND TAX POSITION RISK ASSESSMENT, AUTHORIZE A PURCHASE ORDER IN THE AMOUNT OF $60,000, AND TO AUTHORIZE THE CITY MANAGER TO EXECUTE IRS FORM 2848 APPOINTING POWER OF ATTORNEY AND DECLARATION OF REPRESENTATIVE TO ROMA L. SCOTT AND FRANK ZABALETA OF EADIE AND PAYNE LLP ONLY FOR REPRESENTATION BEFORE THE IRS

On motion by Spicer, seconded by Darden, **Resolution Number 25,726** entitled **'A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH EADIE PAYNE LLP FOR IRS PAYROLL TAX AUDIT REPRESENTATION AND TAX POSITION RISK ASSESSMENT, AUTHORIZE A PURCHASE ORDER IN THE AMOUNT OF $60,000, AND TO AUTHORIZE THE CITY MANAGER TO EXECUTE IRS FORM 2848 APPOINTING POWER OF ATTORNEY AND DECLARATION OF REPRESENTATIVE TO ROMA L. SCOTT AND FRANK ZABALETA OF EADIE AND PAYNE LLP ONLY FOR REPRESENTATION BEFORE THE IRS'** was adopted by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – Bowers**
ABSENT: **Council Members – Duhart**

COUNCIL COMMENTS

City Clerk Alita Godwin requested that the meeting be adjourned in memory of **Emma Jean Moody**, sister of Dr. Lestean Johnson and **Sondra Harvey.**

Councilmember Spicer offered the following communications/announcements:

- Invited the residents to attend the Resources Hub Event featuring workshops for record expungement, 2nd chance job opportunity and Covid-19 testing on Wednesday, September 21, 2022, from 10:00 am to 2:00 p.m. at the Dollarhide Community Center.

Councilmember Bowers offered the following communications/announcements:

- Commented that moving towards only two City Council meetings per month would not be beneficial to the City.

- Provided a power point presentation identifying the lack of proper street signage and the dilapidated and substandard conditions of the City's Fire Stations and also presented pictures of the deplorable condition of other City buildings.

- Commented that the City Council has previously approved the purchase of new emergency vehicles for the Fire Department and further commented that the City Council is in full support of the Compton Fire Department—and further emphasized that Fire Department jobs should be offered to the Compton residents first.

Councilmember Darden offered the following communications/announcements:

- Thanked the various community members and the City Council for the wonderful community outreach programs and also for addressing the needs of the residents.

- Invited the residents to attend her District 4 Townhall meeting scheduled for Saturday, September 10, 2022, at Kelly Park, 2319 East Caldwell Street, Compton.

- Requested that the City Manager place the appointments for the various boards, committees and commissions on the City Council agenda.

- Requested that the City Council meeting be adjourned in memory of **Marilyn Foster.**

Mayor Sharif offered the following communications/announcements:

- Mayor Sharif expressed her gratitude to all the wonderful sponsors and volunteers, and everyone involved with the hugely successful Compton Initiative to improve the City.

- Mayor Sharif invited the community to attend the Latino Heritage Month Celebration—"Fiestas Patrias" on September 17, 2022 at the Dollarhide Community Center. There will be a special celebration of the history, culture and independence of Mexico, and other Latin American countries through music, dance performances, folklore, artwork and special cuisine! Bring your family and friends to experience 'El Grito' and other highlights of Mexican heritage!

- Mayor Sharif announced that Governor Gavin Newsom signed AB179 which will provide $12 million for the repair of the Artesia Bridge. Mayor Sharif detailed that the Artesia Bridge is vital to the community as it is a major thoroughfare through the City and must be reopened at soon as possible.

ADJOURNMENT

On motion by Spicer, seconded by Darden, the meeting was adjourned in memory of **Emma Jean Moody, Sondra Harvey, Marilyn Foster, Steve Smith** and **Elizabeth Murphy** at 8:17 p.m. by the following vote on roll call:

AYES: **Council Members – Spicer, Bowers, Darden, Sharif**
NOES: **Council Members – None**
ABSENT: **Council Members – Duhart**

_____ _____

CITY CLERK OF THE CITY OF COMPTON **MAYOR OF THE CITY OF COMPTON**

October 4, 2022

TO: **MAYOR AND COUNCIL MEMBERS**

FROM: **CITY MANAGER**

SUBJECT: **A REQUEST TO SCHEDULE PUBLIC HEARING - PROGRAM ENVIRONMENTAL IMPACT REPORT NO. 953 GENERAL PLAN AMENDMENT CASE NO. 2022-001 CHANGE OF ZONE/SPECIFIC PLAN CASE NO. 2022-001**

The Community Development Department is requesting the City Council hold a public hearing to consider approving the Compton Station Transit Oriented Development Specific Plan. The Compton Station Transit Oriented Development Specific Plan encompasses 575.5 acres and during the proposed 2022-2042, planning period is projected to accommodate up to:

- 2,178 new residential units (1,444 market-rate and 734 affordable)
- 97,000 square feet of new office/institutional space
- 150 new hotel rooms

The Compton Station Specific Plan Study Area is roughly a one half-mile area around the MTA "A" line Compton Station platform. The project plan area is bordered by Matthisen Avenue to the west, Cressey Street, Douglas Street, and Peck Street to the north, Santa Fe Avenue to the east, and Myrrh Street, Indigo Street, and Laurel Street to the south. The attached image shows the project area.

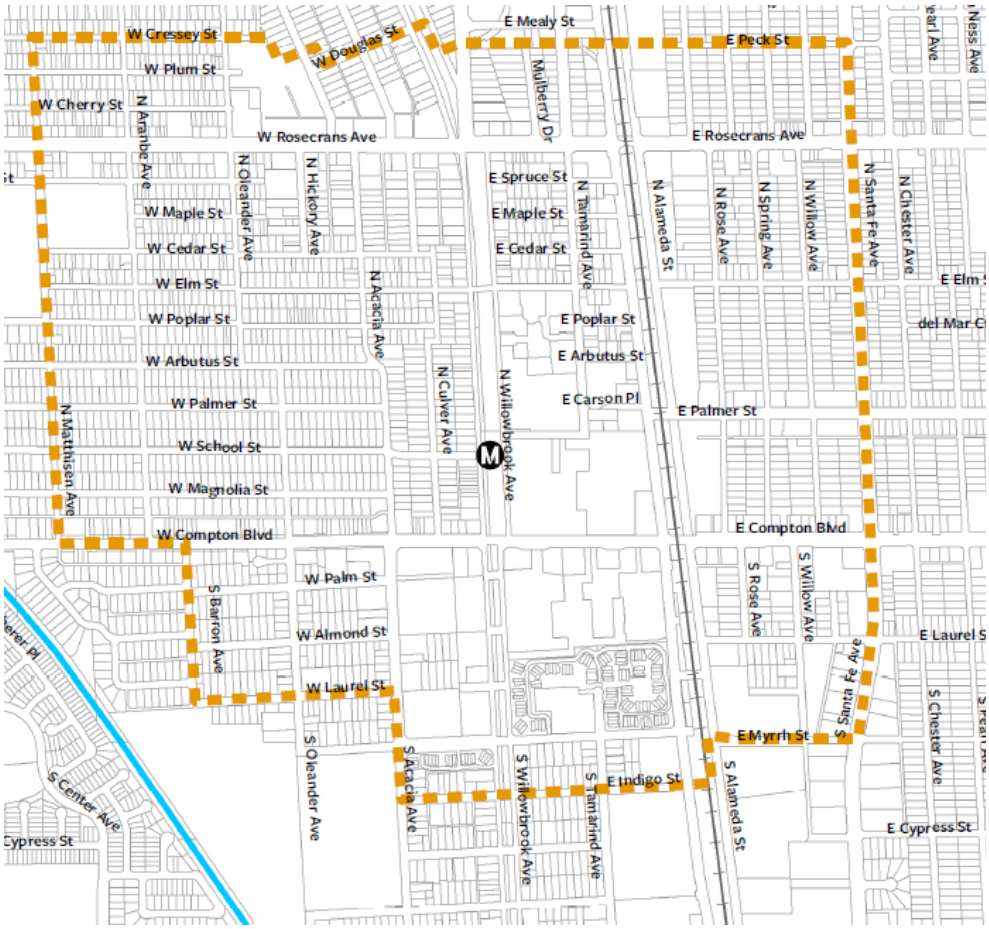
Staff requests that the City Council schedule a public hearing on this matter for **Tuesday, October 18, 2022** at **5:45 p.m**.

ROBERT DELGADILLO, SENIOR PLANNER
COMMUNITY DEVELOPMENT DEPARTMENT

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

PROJECT AREA



October 4, 2022

TO: HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: COMMUNITY DEVELOPMENT DIRECTOR

SUBJECT: A REQUEST TO SCHEDULE A PUBLIC HEARING TO CONSIDER AND ADOPT AN ORDINANCE TO ENTER INTO A DEVELOPMENT AGREEMENT PURSUANT TO GOVERNMENT CODE SECTION 65864 ET SEQ. IN CONNECTION WITH A PROPOSED HOUSING PROJECT TO BE LOCATED AT 930 WEST COMPTON BOULEVARD, COMPTON, CA. (November 1, 2022 at 5:45 p.m.)

SUMMARY

The proposed project will be developed on an approximately 2.45 acre site located at 930 W. Compton Boulevard in the City of Compton (bounded by West Compton Boulevard to the north, West 151 street to the south, South Kemp Avenue to the east, and South Dwight Avenue to the west) and consists of the development of a gated 60-unit housing project composed of single-family attached condominiums, with ten of the condominiums restricted for sale to moderate income households at affordable sales prices ("Project"). Approvals received in connection with the Project include General Plan Map Amendment Case No. GPA 21-001, Conditional Use Permit Case No. CUP 21-008, Change of Zone Case No. COZ 21-003, and Tentative Tract Map No. 82807.

In order to finalize the sale of the property to the City, a development agreement proposed between the City of Compton and the applicant, City Ventures Homebuilding, LLC, is required to vest the applicant's rights to develop in accord with any approvals of the project that have been or may be granted for a specific period of time, along with other terms.

Staff requests a public hearing be set on Tuesday, November 1, 2022 at 5:45pm.

THOMAS THOMAS
CITY MANAGER

October 4, 2022

TO: **MAYOR AND COUNCIL MEMBERS**

FROM: **CITY MANAGER**

SUBJECT: **A REQUEST TO SCHEDULE A PUBLIC HEARING TO INCREASE FEES FOR SOLID WASTE SERVICES IN THE CITY OF COMPTON (November 22, 2022 at 5:45 p.m.)**

SUMMARY

Staff is requesting a Public Hearing to increase rates for solid waste services in the City of Compton.

Staff requests a public hearing be set for **Tuesday, November 22, 2022 at 5:45 p.m.**

The public hearing will be held in the City of Compton Council Chambers at 205 South Willowbrook Avenue, Compton, CA 90220.

VICTOR MEZA
MUNICIPAL WATER DEPARMENT MANAGER

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

City of Compton

Notice of Public Hearing Regarding Consideration of Proposed Adjustments, Including Increases to the Rates for Solid Waste Collection Services (Trash, Recycling and Organic Waste)

NOTICE IS HEREBY GIVEN that pursuant to Article XIIID of the California Constitution, the City Council of the City of Compton will hold a **PUBLIC HEARING** to consider the adoption of proposed adjustments, including increases, to the rates for solid waste collection services (trash, recycling and organic waste), effective commencing on January 1, 2023. In addition, the City Council will consider a proposed amendments to the existing solid waste collection services agreement at the public hearing. The **PUBLIC HEARING** will be held on **Tuesday, November 22, 2022 at 5:45 p.m**., or as soon as possible thereafter, in the Council Chambers, **205 S. WIllowbrook Avenue, Compton, CA 90220**. At the public hearing, all interested persons will have the opportunity to appear before the City Council and be heard. The City of Compton welcomes your participation and input throughout the process as the City Council considers the proposed new rates and that are explained in this notice.

WHY RATE ADJUSTMENTS ARE NECESSARY

In September 2016, then Governor Jerry Brown signed into law SB 1383, which established statewide targets to reduce disposal of organic waste (including green waste and food waste) by 75% of the 2014 level and recover at least 20% of edible food currently sent to landfills by 2025. Pursuant to SB 1383, organic waste will be collected in green waste containers, which will be subjected to mandatory processing that significantly increases the cost of handling that material. SB 1383 also requires jurisdictions to undertake new measures, including taking steps to reduce contamination. As a result of this state-imposed, **unfunded** regulation, the City must require residents and businesses to separate organic waste from other trash to be managed at a facility other than a landfill. To accomplish this, generators will be required to subscribe to and participate in the City's organic waste collection service.

PROPOSED ADJUSTMENTS TO SOLID WASTE RATES

The City contracts for residential and commercial solid waste collection services with a private waste hauler, Republic Services, Inc. At the public hearing, the City Council will consider the approval of amendments to the existing agreement with Republic Services, Inc. The amendments include new organics recycling services to be provided by Republic to assist the City to comply with the SB 1383 State mandates.

The City is proposing the increases to the solid waste collection services rates to cover the cost of the services provided under the amended agreement. Single family and multi-family dwellings with cart service are charged a monthly base rate, which includes a refuse cart, a recycling cart, and a greenwaste cart, which will now include food waste. Customers may choose to take additional carts for an additional charge. Multi-family dwellings and Commercial properties with bin service are charged a monthly base rate based on the number, size of bin(s), and the number of weekly pick-ups.

The City's solid waste rates were last adjusted effective July 1, 2022. If approved, the proposed increases will take effect on January 1, 2023. In addition, **the rates will be automatically adjusted to account for inflation on July 1, 2024, July 1, 2025, July 1, 2026 and July 1, 2027.** The annual inflation adjustment is based on the Consumer Price Index (CPI) for All Urban Consumers, Water, Sewer and Trash collection services (SERIES ID: CUSR0000SEHG) for the twelve month period ending in April, prior to the July 1 rate increase. However, the annual inflation adjustment rate increase will not exceed 5% in any given year.

The table below compares the current monthly base rates for typical residential cart and bin services with those proposed for January 1, 2023.

CURRENT AND PROPOSED MONTHLY SOLID WASTE SERVICE RATES

	Residential	**Bin Service***
Current Rate	$26.85	$231.31
Proposed Rate	$27.66**	$283.35**
Increase Amount	**$0.81**	**$52.04**

*** Price for 1 3YD 1Xwk Refuse Service**

**** Amount will automatically be increased July 1, 2024, July 1, 2025, July 1, 2026, and July 1, 2027 for the annual inflation adjustment, not to exceed 5% in any given year.**

The entire proposed rate schedule can be viewed on the City's website at http://www.comptoncity.org/depts/mu/waste/default.asp

PUBLIC HEARING AND PROTEST PROCEEDINGS

At the public hearing, the City Council will hear and consider all protests and objections to the proposed rate increases. Property owners and tenants directly responsible for the payment of the rates (each a "customer") may protest the proposed rate increases in writing prior to or during the public hearing. Written protests can be mailed or personally delivered to the City Clerk, but must be received no later than the close of the public hearing on November 22, 2022. Written protests may be submitted to the City Clerk at the public hearing, delivered in person or mailed to:

City Clerk
City of Compton
205 S Willowbrook Ave.
Compton, CA 90220

A valid written protest must include the following:

1. The name of the customer submitting the protest; and,
2. Identification of the parcel by either the assessor's parcel number or street address; and,
3. A statement of protest against the proposed rate increases ("I/we protest" will suffice); and,
4. The original signature of the customer submitting the protest (photocopies, electronic mail, electronic copies, e-comments, or faxes will not be accepted).

If a parcel has more than one customer, only one written protest against the proposed increases will be counted. A majority protest against the proposed increases will exist if, at the end of the public hearing, there are written protests submitted (and not withdrawn) by a majority of the customers subject to the proposed rate increases. The City Council may not adopt the proposed rate increases if there is a majority protest exists (50% plus one). The City Clerk will determine the validity of all protests submitted and exclude any invalid protest from the final tabulation.

For more information regarding the State unfunded mandates, please visit CalRecycle's website at https://calrecycle.ca.gov/organics/slcp/

If you have any questions regarding this Notice, the proposed rate adjustments, or you would like more information, please email Dominique Stewart at dstewart@comptoncity.org, or Tracey Zenaye at tzenaye@comptoncity.org

October 4, 2022

TO: **HONORABLE MAYOR AND CITY COUNCIL**

FROM: **CITY MANAGER**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE FISCAL YEAR 2022-2023 BUDGET AND AUTHORIZE THE ACCEPTANCE AND APPROPRIATION OF THE OFFICE OF JUSTICE PROGRAMS GRANT AWARD FOR THE 2020 JUSTICE ASSISTANCE GRANT (JAG) FUNDS IN THE AMOUNT OF $74,408**

SUMMARY

This resolution authorizes the City of Compton to amend the Fiscal Year 2022-2023 Budget and accept and appropriate Seventy-Four Thousand, Four Hundred Eight ($74,408) Dollars in 2020 JAG grant funding from the Department of Justice (DOJ).

BACKGROUND

The Justice Assistance Grant (JAG) Program, administered by the Bureau of Justice Assistance (BJA), is the leading source of federal justice funding to state and local jurisdictions. The JAG Program provides states, tribes, and local governments with critical funding necessary to support a range of program areas including law enforcement, prosecution and court, prevention and education, graffiti abatement, corrections and community corrections, drug treatment and enforcement, planning, evaluation, technology improvement, and crime victim and witness initiatives.

The City of Compton plans to utilize JAG funds to augment its current efforts of combatting crime by increasing security services. The City of Compton has seen a significant decrease in violent crimes over the past several years; however, there is still a significant need to further improve the safety, health and well-being of the residents of the community from experiencing violent crimes and reducing violent criminal activity that occurs in public spaces.

The residents of the City have experienced violent crimes and incidents at City parks and facilities due to increased gang violence. The City contracts with the Los Angeles County Sheriff's Department to provide Public Safety services to the residents and businesses within the City. However, the cost of stationing a police officer at each City park would be costs prohibitive and negatively impact the City's annual budget. Similarly, the City does not receive a sufficient allocation of JAG funds to cover the costs of a full-time police officer for each City park or City facility. Consequently, the City is strategically soliciting

grantors and other agencies to assist the City with fiscal resources to supplement public safety services in City parks and facilities.

STATEMENT OF THE ISSUE

The City of Compton is committed to increase safety throughout the City. As a part of this effort, the City has identified the JAG grant program as a strategic fiscal resource that would assist the City's efforts to reduce crime throughout the City. To that effect, the Grants Division prepared and submitted an application for a JAG 2020 Grant and was awarded $74,408 from the Department of Justice to continue to enhance its efforts to increase public safety.

JAG Program
The City Manager is recommending that 2020 JAG grant funds are utilized to hire security during park programming hours and large-scale special events that take place within the City. Staff believes the presence of a stationed security officer may prevent and create a deterrent for criminal activity and allow for more expedient and immediate response from law enforcement at city parks and facilities. Thus creating a safe and friendly environment for the community to enjoy. Additionally, the security staff assigned to the park will work peak and seasonal hours. For example, a security presence at the park will be extremely useful during afterschool program hours, skate park hours, or special event hours, etc.

The City Manager's Office conducted an RFP process to identify the best company necessary to assist the City with its safety concerns. The City of Compton will closely monitor the performance of the company and perform annual inspections and performance review of the JAG funding in accordance with the grant requirements.

ALTERNATIVES

If the City Council chooses not to accept the grant funds, the City cannot implement the proposed activities unless General Funds or other funding sources were provided.

FISCAL IMPACT

The City of Compton was awarded JAG 2020 funding in the amount of $74,408. The JAG 2020 Award allows 10% of the total award for Grant Administration. The cost of the proposed activities and administrative staff support will be paid directly from the JAG grant.

The Fiscal Year 2022-23 Budget shall be amended as follows:

INCREASE REVENUE:

Account No.	Account Description	Amount
1083-780-020-3565	Other Federal Grants	**$74,408**

INCREASE EXPENDITURES:

Account No.	Account Description	Amount
1083-780-020-4101	Salaries	$6,011
1083-780-020-4190	Worker's Compensation	$1,066
1083-780-020-4197	Unemployment Insurance	$204
1083-780-020-4198	SDI	$72
1083-780-020-4199	Medicare	$87
1083-780-020-4269	Other Contract Services	$66,968
	TOTAL	**$74,408**

RECOMMENDATION

Staff recommends the City Council approved this resolution accepting the JAG 2020 funding from the Department of Justice and adopt the attached resolution which approves the proposed activities.

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE FISCAL YEAR 2022-2023 BUDGET AND AUTHORIZE THE ACCEPTANCE AND APPROPRIATION OF THE OFFICE OF JUSTICE PROGRAMS GRANT AWARD FOR THE 2020 JUSTICE ASSISTANCE GRANT (JAG) FUNDS IN THE AMOUNT OF $74,408

WHEREAS, the Justice Assistance Grant (JAG Program) administered by the Bureau of Justice Assistance (BJA) is the leading source of federal justice funding to state and local jurisdictions; and

WHEREAS, the JAG program provides states, tribes, and local governments with critical funding necessary to support a range of program areas including law enforcement prosecution and court, prevention, and education, corrections and community corrections, drug treatment and enforcement, planning, evaluation and technology improvement, and crime victim and witness initiatives; and

WHEREAS, the cost of the proposed activities as well as grant oversight will be paid directly from the grant; and

WHEREAS, the City of Compton was awarded of the JAG 2020 funds in the amount of $74,408; and

WHEREAS, the City has a project period of three years for the JAG 2020 funds; and

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF COMPTON DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City Council shall accept and appropriate Seventy-Four Thousand, Four Hundred and Eight ($74,408) Dollars in 2020 JAG grant funding from the Department of Justice (DOJ).

SECTION 2. That the Fiscal Year 2022-2023 Budget shall be amended as follows:

INCREASE REVENUE:

Account No.	Account Description	Amount
1083-780-020-3565	Other Federal Grants	**$74,408**

INCREASE EXPENDITURES:

Account No.	Account Description		Amount
1083-780-020-4101	Salaries		$6,011
1083-780-020-4190	Worker's Compensation		$1,066
1083-780-020-4197	Unemployment Insurance		$204
1083-780-020-4198	SDI		$72
1083-780-020-4199	Medicare		$87
1083-780-020-4269	Other Contract Services		$66,968
		TOTAL	**$74,408.**

SECTION 3. That a certified copy of this resolution shall be filed in the offices of the City Clerk, City Manager, Grants Division of the Community Development Department, City Attorney, and City Controller's Office.

RESOLUTION NO. _____

SECTION 4. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2022.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON: ss

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the forgoing Resolution was adopted by the City Council, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2022.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

October 4, 2022

TO: **HONORABLE MAYOR AND CITY COUNCIL MEMBERS**

FROM: **CITY MANAGER**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH HOLLYWOOD ELITE SECURITY TO PROVIDE PROFESSIONAL SECURITY SERVICES IN THE CITY OF COMPTON ($66,968)**

SUMMARY

The attached resolution authorizes the City Manager allocate $66,968 to Hollywood Elite to provide professional security services in the City of Compton utilizing Justice Assistance Grant (JAG) Funds.

BACKGROUND

The Justice Assistance Grant (JAG) Program, administered The Bureau of Justice Assistance (BJA), is the leading source of federal justice funding to state and local jurisdictions. The JAG Program provides states, tribes, and local governments with critical funding necessary to support a range of program areas, including law enforcement, prosecution and court, prevention and education, graffiti abatement, corrections, and community corrections, drug treatment and enforcement, planning, evaluation, technology improvement, and crime victim and witness initiatives.

The City of Compton has seen a significant decrease in violent crimes over the past decade; however, there is still a considerable need to improve safety further. Recently, the residents of the City have experienced violent crimes and incidents at City parks and facilities due to increased gang violence. The City of Compton plans to utilize JAG funds to augment its current efforts to combat crime by increasing security services.

STATEMENT OF THE ISSUE

The Grants Division is requesting that the City enter into an agreement with Hollywood Elite Security in order to provide security services and fulfill duties related to the Justice Assistance Grant program. If approved, the City will prioritize places and times that require the greatest need for supplemental security services and partner with Hollywood Elite Security to provide professional security guard services. For example, the City may begin afterschool programs at a specific park and request additional security do remain stationed at that park for the duration of the program. Additionally, the City may request security services during special events. The selected organization will agree to report to posts as directed by the City, will respond immediately with patrol vehicles upon emergencies if called upon, and will provide reports to City Staff.

The Company will work directly with the City staff and will provide detailed reports to Community Improvement, Recreation Staff, and the Grants Division. The Grants Division will require timecards, work conducted at City Facilities, GPS tracking reports, and invoicing as source documentation to fulfill grant requirements. The City will utilize their services on an hourly basis not to exceed the $66,968. Hollywood Elite will also utilize City of Compton Identifiers on their vehicles to symbolize this partnership with the City and our combined effort to ensure safety in City Parks.

The City conducted an RFP process to select a professional security company to help enhance safety at parks and events. After reviewing proposals, staff deemed Hollywood Elite the most responsible bidder with the least expensive rate for Skilled Armed Guards. Although one company, "Steps Above Security," offered new-hire guards at the least costly rate of $17, they provided Armed guards at the same rate as Hollywood Elite at $25.

New-hire guards at $17 dollars was not deemed the most effective service to meet the need for professional security services at our City Parks and Facilities. In addition to New-hire guards, "Steps Above Security" offered one Armed Guard at $25 but only from 6 am to 11 am. The City requires more flexible shifts as afterschool hours and evening programs will be times when security support is prioritized.

On the other hand, Hollywood Elite offered full-time Armed guards at the same hourly rate as Steps Above Security at $25. Hollywood Elite also provides free supervisor management services, which made their overall proposal the most cost-effective among other benefits. Subsequently, the City is recommending entering into an agreement with Hollywood Elite company based on their experience, rates, flexibility, reporting system, and overall proposal. (All bids received and rates are listed in the table below and attached to the Agenda Packet).

TABLE A: List of Proposals Received

#	Organization	Type of Service	Rate	OT	Comments
1	**Allied Protection**	Unarmed Guard	$37.75		
		Armed Guard	$44.37		
2	**American Guard Services**	Unarmed Guard	$34.55	$50.10	
		Unarmed Guard with experience (2yrs	$36.02	$52.23	
		Basic Armed	$38.96	$56.50	
		Armed Guard with experience (2yrs	$40.43	$58.63	
3	**Extended Watch Security**	Unarmed Security	$27.00		
		Unarmed Security with Patrol vehicle	$57.00		
		Armed Security	$45.00		
		Unarmed Security with Patrol vehicle	$75.00		

4	**GSG Protective Services**	Unarmed	$31.26	$46.89	Only 2 guards
		Armed	$37.54	$56.31	Only 3 guards
					Limited shifts
5	**Hollywood Elite**	Basic Unarmed	$23.00		
		Basic Armed	$25.00		
		Unarmed w/ Patrol Vehicle	$35.00		
		Advanced unarmed	$30.00		
		Armed with Patrol	$40.00		
		Supervisor with Patrol	$45.00		
		Exec Protection Bodyguard	$75.00		
		Off-duty / LEO	$65.00		
6	**Citiguard**	Unarmed w/ Patrol Vehicle	$25.00		
		Armed	$29.00		
		Vehicle	$2,000.00		
7	**Power Security Guard**	Basic Unarmed	$25.00	$37.50	
		Armed	$30.00	$45.00	
		unarmed with advanced skill	$27.00	$40.50	
		Armed with advanced skill	$32.00	$48.00	
8	**R&B Security**	Security Professional	$30.00	$45.00	
9	**Servexo**	Unarmed	$24.00		
		Armed	$28.00		
		Unarmed Advanced	$26.45		
		Armed Advanced	$33.00		
		Vehicle	$1,100.00		Per month
		Guard Tour Management Cost	$28.00		Per month
10	**Steps Above Security**	New Hire Unarmed	$17.00		
		1 - Armed	$30.00		24/7
		2 - Armed	$25.00		6am - 11am

FISCAL IMPACT

Upon approval of the JAG 2020 allocation resolution, there will be funds available in the amount of $66,968 in account 1083-780-020-4269 to issue a purchase order to Hollywood Elite to provide professional security services in the City of Compton.

RECOMMENDATION

Management recommends that the Mayor and City Council adopt and approve the attached resolution authorizing City Management to enter into an agreement with Hollywood Elite to provide professional security services not to exceed $66,968.

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH HOLLYWOOD ELITE SECURITY TO PROVIDE PROFESSIONAL SECURITY SERVICES IN THE CITY OF COMPTON ($66,968)

WHEREAS, the Justice Assistance Grant (JAG Program) administered by the Bureau of Justice Assistance (BJA) is the leading source of federal justice funding to state and local jurisdictions; and

WHEREAS, the JAG program provides states, tribes, and local governments with critical funding necessary to support a range of program areas including law enforcement prosecution and court, prevention, and education, corrections and community corrections, drug treatment and enforcement, planning, evaluation and technology improvement, and crime victim and witness initiatives; and

WHEREAS, the cost of the proposed activities as well as grant oversight will be paid directly from the grant; and

WHEREAS, the City of Compton was awarded of the JAG 2020 funds in the amount of $74,408; and

WHEREAS, the Grants Division placed an RFP to select a security company to assist provide supplemental professional security services to maximize safety within our City Parks; and

WHEREAS, the staff deemed that Hollywood Elite Security company submitted the most responsible bid to provide professional security services in the City;

WHEREAS, the Hollywood Elite Company will provide, unarmed guards at $23 per hour, Armed guards at $25 per hour, advanced unarmed guards at $26 per hour, advanced armed guards at $30 per hour, and armed patrol guard at $40 per hour not to exceed $66,968; and

WHEREAS, the City will utilize 2020 JAG funding to cover the cost of the security services and administrative cost for staff support. Currently there are funds available in account 1083-780-020-4269 for security services.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF COMPTON DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City Manager is hereby authorized to enter into an agreement and issue a purchase order in the amount of One Hundred Thirty Thousand Dollars ($66,968) to Hollywood Elite for Professional Security Services.

SECTION 2. That the funds for this expenditure will be allocated in the Community Development Department, Grants Division Fiscal Year Budget 2022-2023 in account 1083-780-020-4269 in the amount of $66,968.

SECTION 3. That a certified copy of this Resolution shall be filed with the Offices of the City Manager, City Controller, Grants Division of the Community Development Department, Community Improvement Department, and City Clerk.

SECTION 4. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2022.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON: ss

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council, signed by the Mayor, and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2022.

That said Resolution was adopted by the following vote:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND
Hollywood Elite Security Guard Services

This **AGREEMENT** is entered by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as **"CITY"**) located at 205 South Willowbrook Avenue, Compton, California 90220, and **HOLLYWOOD ELITE SECURITY** (hereinafter referred to as **"CONSULTANT"**), located at 1800 Century Park E. FL 6, Los Angeles, California, (each a "Party" and collectively, the "Parties").

RECITALS:

WHEREAS, the City has received funding from the Unites States Department of Housing and Urban Development ("HUD") for the Community Development Block Grant ("CDBG"), HOME Investment Partnership ("HOME") and Neighborhood Stabilization Program ("NSP") Grant Programs; and

WHEREAS, the City has determined that there is a need to employ the services of an experienced consultant to provide excellent security services to the City;

WHEREAS, Hollyowod Elite represents that it is specifically trained, experienced, competent, and has the resources to provide such services which will be required by this Agreement; and

WHEREAS, the Hollywood Elite Company will provide, unarmed guards at $23 per hour, Armed guards at $25 per hour, advanced unarmed guards at $26 per hour, advanced armed guards at $30 per hour, and armed patrol guard at $40 per hour not to exceed $66,968; and

WHEREAS, by Resolution No. _____, adopted on the __ day of _____ 2022, the City Council authorized the City Manager to enter into an agreement with the Consultant to provide the necessary services; and

WHEREAS, Consultant is willing to render such professional services subject to the terms and conditions set forth in this Agreement.

AGREEMENT:

NOW, THEREFORE, Consultant and City, for the consideration, terms, and conditions herein described, mutually agree as follows:

1. **Services to be rendered by Consultant.** It is the mutual understanding of the parties that the Consultant shall perform and be responsible for administrating and implementing Services for the First Time Homebuyer Program (FTHB) and Home Rehabilitation Program (HRP). More specifically, Consultant shall provide and perform the services explained in Appendix A:

Consultant acknowledges that in entering into this Agreement that the City is relying on Consultant's special skills and experience to do and perform the services in accordance with best standards of professional practice. While performing the services, Consultant agrees to perform all the said services and to the extent not furnished by the City, furnish all the necessary materials at its own cost and expense necessary to complete said services in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances and to the reasonable satisfaction of the City**.**

Consultant's services hereunder shall be performed in good, workmanlike and professional manner. Consultant shall be responsible for correcting and completing all errors and omissions related to the services provided by the Consultant for this Agreement at no additional cost to the City**.** "Errors" and "Omissions" for purposes of this paragraph are defined to mean a failure by the Consultant to meet the standards of its profession as set forth in the preceding paragraph. The acceptance of the services by City does not release Consultant from these obligations.

Consultant will be responsible for employing or engaging all persons necessary to perform the services. All of Consultant's staff will be qualified by training and experience to perform their assigned tasks. Consultant will give its personal attention to the fulfillment of the provisions of this Agreement by all of its employees and subcontractors, if any, and will keep the services under its control.

Hollywood Elite shall be primarily responsible for representing Consultant in performance of this Agreement.

2. **Term of Contract.** The term of this Agreement shall be effective as of October 5, 2022 and shall expire when the below-specified total compensation has been exhausted unless this Agreement is terminated as provided herein.

Consultant acknowledges the importance to City of City's project schedule and agrees to put forth its best professional efforts to perform the services in a manner consistent with that schedule. City understands, however, that Consultant's performance must be governed by sound practices. Consultant will work such overtime or engage such personnel and equipment as necessary to maintain the schedule, without additional compensation.

3. **Compensation.** The method of payment for the services will be based on a time and material basis, based on the rate schedule reflected in Consultant's **"Proposal,"** which is incorporated herein. It is understood and agreed between the parties that the maximum compensation payable for the performance of all services to be provided by the Consultant pursuant to the terms of this Agreement shall be limited to a not-to-exceed amount of **Sixty-Six Thousand Nine Hundred and Sixty-Eight Dollars ($66,968.00).**

The total price paid the Consultant includes compensation for all work, including travel, materials, supplies, vendor services, expenses and subcontracted work. No additional compensation will be paid to the Consultant, unless there is a change in the

scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total compensation will be negotiated between the Consultant and the City. Adjustment in the total compensation will not be effective until authorized and approved in writing by the City**.**

Progress payments may be made in arrears based on the percentage of work and deliverables completed by the Consultant. If Consultant fails to submit the required deliverable items according to schedule or as required by the Agreement, except for those amounts that are due and not reasonably in dispute, the City shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions noted herein.

Consultant shall be reimbursed within thirty (30) days, or as promptly as fiscal procedures may permit, upon receipt by the City of itemized invoices for services completed. Invoices shall be submitted no later than 45 calendar days after the performance of work for which the Consultant is billing. Invoices shall detail the work performed on each task as applicable. Invoices shall be delivered or mailed to the **Grants Compliance Manager** at the following address: **City of Compton, 205 South Willowbrook Avenue, Compton, California 90220.**

In the event of termination, the Consultant shall be entitled to compensation for the undisputed reasonable value of services performed to the effective date of termination, including any noncancellable obligations incurred prior to termination; provided, however, that the City may condition payment of such compensation upon the Consultant's delivery to the City of any and all City property, documents, reports, records, materials and work product associated with the performance of this Agreement.

4. Ownership of Materials. Consultant agrees that all of its customized reports, recommendations, plans, copyrightable materials and other Work Product created or assembled by it in the course of performing the services ("Work Product") hereunder are works for hire for the benefit of the City and as such is the sole property of the City. To the extent that such materials and Work Product do not constitute work for hire, in consideration of the payments and other covenants of the City, as set forth or called for herein, Consultant hereby sells, transfers, conveys and assigns any and all of its rights therein to the City. In the event this Agreement is terminated, all Work Product produced by Consultant or its agents, employees and subcontractors pursuant to this Agreement will be delivered to City pursuant to the termination clause of this Agreement.

The Work Product may be used by City and its agents, employees, representatives, and assigns, in whole or in part, or in modified form, for all purposes City may deem advisable, without further employment of or payment of any compensation to Consultant; provided, however, that if this Agreement is terminated for any reason prior to completion of the Project and if under such circumstances City uses, or engages the services of and directs another consultant to use, the Work Product, City agrees to hold Consultant harmless from any and all liability, costs, and expenses relative to claims arising out of matters and/or events which occur subsequent to the termination of this Agreement as a result of causes other than the fault or negligence of Consultant, or anyone for whose acts it is responsible, in preparation of the Work Product. Consultant will not be responsible for deficiencies solely attributable to modifications of the Work Product performed by others, or that arise from use of the

Documents in connection with a project or site other than that shown in the Work Product.

5. Independent Contractor Status. Consultant, its officers, employees, subconsultants, subcontractors, agents and volunteers (collectively hereinafter the "Consultant"), will perform the services in Consultant's own way and pursuant to this Agreement as an independent contractor and in pursuit of Consultant's independent calling, and not as an employee of City. The persons used by Consultant to provide the services under this Agreement will not be considered employees of City for any purposes. Neither the City nor any of its officers, employees, agents or volunteers shall have any control over the conduct of the Consultant, except as expressly set forth in this Agreement. Consultant expressly warrants that while engaged in carrying out and complying with any terms and conditions of this Agreement that Consultant shall not at any time or in any manner, represent that Consultant is in any manner officers, employees, agents or volunteers of the City. Consultant shall obtain no rights to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Consultant expressly waives any claim to such rights.

The payment(s) made to Consultant pursuant to the Agreement will be the full and complete compensation to which Consultant is entitled. City will not make any federal or state tax withholdings on behalf of Consultant or its agents, employees or subcontractors. City will not pay any workers' compensation insurance, retirement contributions or unemployment contributions on behalf of Consultant or its employees or subcontractors. Consultant agrees to indemnify and pay City within thirty (30) days for any tax, retirement contribution, social security, overtime payment, unemployment payment or workers' compensation payment which City may be required to make on behalf of Consultant or any agent, employee, or contractor of Consultant for work done under this Agreement. At the City's election, City may deduct the amounts paid pursuant to this Section, from any balance owing to Consultant.

6. Successors, Assignment and Delegation. City and the Consultant each binds themselves, their partners, successors, assigns and legal representatives to the other hereto and to partners, successors, assigns and legal representatives of such other party in respect to all covenants, agreements and obligations contained in this Agreement.

The expertise and experience of Consultant are material considerations for this Agreement. Consultant shall not assign or transfer any interest in this Agreement or the performance of any of Consultant's obligations under this Agreement without the prior written consent of the City. Any attempted assignment or transfer of any of Consultant's rights, duties or obligations arising under this Agreement shall be null and void.

7. Nondiscriminatory Employment Practices. During the performance of this Agreement, the Consultant agrees not to discriminate against any employee or applicant for employment because of race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Consultant will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations.

Such actions shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoffs or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Consultant agrees to post in conspicuous places, available to employees, applicants and subcontractors for employment, notices setting forth the provisions of this non-discrimination clause.

In the event of the Consultant's non-compliance with the non-discrimination clause of this Agreement, this Agreement may be immediately canceled, terminated or suspended in whole or in part.

8. Subcontracting. Consultant's services are unique and personal. Except as may be specified in Consultant's Proposal and agreed to by the City, Consultant will not subcontract any portion of the services without prior written approval of the City. If Consultant subcontracts any of the services, Consultant will be fully responsible to City for the acts, errors and omissions of Consultant's subcontractor and of the persons either directly or indirectly employed by the subcontractor, as Consultant is for the acts and omissions of persons directly employed by Consultant. Nothing contained in this Agreement will create any contractual relationship between any subcontractor of Consultant and City. Consultant will be responsible for payment of subcontractors. Consultant will bind every subcontractor and every subcontractor of a subcontractor by the terms of this Agreement applicable to Consultant's work unless specifically noted to the contrary in the subcontract and approved in writing by City.

9. Other Consultants. The City reserves the right to employ other consultants in connection with the services.

10. Indemnification. Consultant shall indemnify and save harmless the City, its officials, officers, employees, agents and designated volunteers (collectively hereinafter the "City"), against any and all damages to property or injuries to or death of any person or persons, including property and employees or agents of the City and shall indemnify and save the City from any and all liability and expense including reimbursement of reasonable defense costs and legal fees, and claims, demands, suits, actions or proceedings of any kind or nature, including Workers' Compensation claims, of or by anyone whomsoever to the extent caused by the negligent, reckless or willful misconduct for the Consultant, its officers, employees, subconsultants, subcontractors or agents in the performance of the duties undertaken by Consultant pursuant to this Agreement.

This indemnification and hold harmless obligation does not extend to claims arising out of the negligence or willful misconduct of the City, its officials, officers, employees, agents and volunteers.

11. Insurance. Without limiting the Consultant's indemnification of the City, Consultant shall obtain and maintain, at its cost and expense, for the duration of the Agreement and any and all amendments, insurance against claims for injuries to persons or damage to property which may arise out of or in connection with performance of the services by Consultant or Consultant's agents, representatives, employees or subcontractors. The insurance will be obtained from an insurance carrier admitted and authorized to do business in the State of California. Such evidence shall specifically

identify this Agreement and shall contain express conditions that the City is to be given written notice at least thirty (30) days in advance of any termination or implementation of a reduction of limits or material change of insurance coverage as specified herein. Consultant shall be responsible for providing any advance notification to the City which would otherwise not be provided by the policies insurance carrier(s). ***Failure on the part of the Consultant to procure or maintain insurance shall constitute a material breach upon which the City may immediately terminate this Agreement.*** All insurance required hereunder shall be primary with respect to any insurance maintained by the City**.**

Coverages and Limits. Consultant will maintain the types of coverages and minimum limits indicated below, unless the Risk Manager or City Manager, in consultation with the City Attorney approves a lower amount. These minimum amounts of coverage will not constitute any limitations or cap on Consultant's indemnification obligations under this Agreement. City, its officers, agents, volunteers and employees make no representation that the limits of the insurance specified to be carried by Consultant pursuant to this Agreement are adequate to protect Consultant. The coverage will contain no special limitations on the scope of its protection to the below-indicated insured's except for Workers Compensation and errors and omissions insurance. Consultant will obtain occurrence coverage, excluding Professional Liability, which will be written as claims-made coverage. If Consultant believes that any required insurance coverage is inadequate, Consultant will obtain such additional insurance coverage, as Consultant deems adequate, at Consultant's sole expense.

11.1 Commercial General Liability Insurance. $1,000,000 combined single-limit per occurrence for bodily injury, personal injury and property damage. If the submitted policies contain aggregate limits, general aggregate limits will apply separately to the work under this Agreement or the general aggregate will be twice the required per occurrence limit.

11.2 Workers' Compensation and Employer's Liability. Workers' Compensation limits as required by the California Labor Code and Employer's Liability limits of $1,000,000 per accident for bodily injury. Workers' Compensation and Employer's Liability insurance will not be required if Consultant has no employees and provides, to City's satisfaction, a declaration stating this.

11.3 Professional Liability. Errors and omissions liability appropriate to Consultant's profession with limits of not less than $1,000,000 per claim. The coverage shall also provide an extended two (2) year reporting period commencing upon termination or cancellation of this Agreement.

Endorsements. For Commercial General Liability Insurance, Consultant will ensure that the policies are endorsed to name the City of Compton and its respective elected and appointed officers, officials, employees, agents and volunteers as **"additional insured's"** with respect to liability arising out of the activities of the Consultant. Any failure to comply with reporting provisions of the policies shall not affect coverage provided to the City. ***Prior to City's execution of this Agreement, Consultant will furnish certificates of insurance and endorsements to City.***

Waiver of Subrogation. The policies shall contain a waiver of subrogation for the benefit of City.

12. Permits and Licenses. Consultant, at its own expense, during the term of this Agreement, shall obtain and maintain all appropriate business and professional permits, licenses and certificates that may be required in connection with the performance of services by the Consultant. Upon execution of this Agreement, the Consultant shall show evidence of a business license permit in conformance with *Section 9-1.2* of the *Compton Municipal Code*.

13. Maintenance of Records. Consultant will maintain complete and accurate records with respect to costs incurred under this Agreement. All records will be clearly identifiable. Consultant will allow a representative of City during normal business hours to examine, audit, and make transcripts or copies of records and any other documents created pursuant to this Agreement. Consultant will allow inspection of all work, data, documents, proceedings, and activities related to the Agreement for a period of three (3) years, or longer if required by law, from the date of final payment under this Agreement.

14. Warranties. Consultant represents and warrants (i) that Consultant has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Consultant's undertaking this relationship with City, (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party, (iii) that Consultant will not use in the performance of his responsibilities under this Agreement any confidential information or trade secrets of any other person or entity and (iv) that Consultant has not knowingly entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.

15. General Compliance with Laws. Consultant will keep fully informed of federal, state and local laws and ordinances and regulations which in any manner affect those employed by Consultant, or in any way affect the performance of the services by Consultant. Consultant will at all times observe and comply with these laws, ordinances, and regulations and will be responsible for the compliance of the services with all applicable laws, ordinances and regulations. In the event the Consultant encounters any conflict between such laws and ordinances, Consultant shall notify the City in writing and the parties agree to work cooperatively to resolve the conflict.

16. Disadvantaged Business Enterprise (DBE) Participation. DBE and other small businesses (SB), as defined in Title 49 CFR, Part 26, are encouraged to participate in the performance of agreements financed in whole or in part with federal funds. The Consultant shall not discriminate on the basis of race, color, national origin, or sex in the performance of this Agreement.

17. Termination. In the event of the Consultant's failure to prosecute, deliver, or perform the services, after giving written notice of default and two (2) days to correct the same, then, in addition to any other remedies, City may terminate this Agreement for nonperformance by notifying Consultant in writing. Consultant has five (5) business

days to deliver any documents owned by City and all work in progress to City address contained in this Agreement. City will make a determination of fact based upon the Work Product delivered to City and of the percentage of work that Consultant has performed which is usable and of worth to City in having the Agreement completed. Based upon that finding City will determine the final payment of the Agreement. In the event City elects to terminate, City will have the right to immediate possession of all Work Product and work in progress prepared by Consultant, whether located at the project site, at Consultant's place of business, or at the offices of a subconsultant.

The City's obligation is payable only from funds appropriated for the purpose of this Agreement. All funds for payments after the end of the current fiscal year are subject to the City's legislative appropriation for this purpose. In the event this Agreement extends into succeeding fiscal year periods and the City Council does not allocate sufficient funds for the next succeeding fiscal year payments, this Agreement shall terminate immediately upon written notice from the City.

Either Party, upon tendering ten (10) calendar days written notice to the other Party, may terminate this Agreement for convenience. In this event and upon request of City, Consultant will assemble the Work Product without charge and put it in order for proper filing and closing and deliver it to City. Consultant will be paid for work performed to the termination date; however, the total will not exceed the lump sum fee payable under this Agreement. City will make the final determination as to the portions of tasks completed and the compensation to be made.

18. Force Majeure. In the event that performance by either party is rendered impossible (permanently or temporarily) due to acts of war, acts of terrorism, fires, floods, epidemics, quarantine restrictions, or other natural occurrences, strikes, work slowdowns, lockouts (other than lockout by Consultant), or other similar acts to those described above or other causes beyond the reasonable control of such party, and without fault or negligence, said event shall excuse performance by such party, or in the case of temporary impossibility, shall excuse performance only for a period commensurate with the period of impossibility. Notwithstanding the foregoing, City shall have the right to terminate this Agreement upon any event that renders performance impossible. In such case, City shall be responsible for payment of compensation for the reasonable value of services rendered to the point at which this Agreement is terminated, but in no event to exceed the total lump sum fee payable under this Agreement.

19. Covenants Against Contingent Fees. Consultant warrants that Consultant has not employed or retained any company or person, other than a bona fide employee working for Consultant, to solicit or secure this Agreement, and that Consultant has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon, or resulting from, the award or making of this Agreement. For breach or violation of this warranty, City will have the right to terminate this Agreement for nonperformance, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of the fee, commission, percentage, brokerage fees, gift, or contingent fee.

20. Jurisdiction, Venue and Governing Law. Any action at law or in equity brought by either of the Parties for the purpose of enforcing a right or rights provided for

by this Agreement will be tried in a court of competent jurisdiction in the County of Los Angeles, State of California, and the Parties waive all provisions of law providing for a change of venue in these proceedings to any other county. This agreement will be governed by the laws of the State of California.

21. Testimony. Consultant will testify at City's request if litigation is brought against City in connection with Consultant's services under this agreement. Unless the action is brought by Consultant, or is based upon Consultant's actual or alleged negligence or other wrongdoing, City, upon prior written agreement with Consultant will compensate Consultant for time spent in preparation for testimony, testimony, and travel at Consultant's standard hourly rates at the time of actual testimony.

22. Waivers. The waiver by either Party of any breach or violation of any term, covenant, or condition of this Agreement or of any applicable law will not be deemed to be a waiver of such term, covenant, condition or law or of any subsequent breach or violation of same or of any other term, covenant, condition or law. The acceptance by either Party of any fee or other payment which may become due under this Agreement will not be deemed to be a waiver of any preceding breach or violation by the other Party of any term, covenant, or condition of this Agreement or any applicable law.

23. Authority. The individuals executing this Agreement and the instruments referenced in it on behalf of Consultant each represent and warrant that they have the legal power, right and actual authority to bind Consultant to the terms and conditions of this Agreement.

24. Severability. If any term, provision, condition or covenant of this Agreement or its application to any party or circumstances shall be held, to any extent, invalid or unenforceable, the remainder of this Agreement, or the application of the term, provision, condition or covenant to persons or circumstances other than those as to whom or which it is held invalid or unenforceable, shall not be affected, and shall be valid and enforceable to the fullest extent permitted by law.

25. Amendments. This Agreement may be modified or amended only be written document executed by both Consultant and City's City Manager and approved as to form by the City Attorney. Such document shall expressly state that it is intended by the parties to amend the terms and conditions of this Agreement.

26. Confidentiality. All documents, reports, information, data, and exhibits prepared or assembled by Consultant in connection with the performance of the Services pursuant to the Agreement are confidential until released by the City to the public, and the Consultant will not make any of these documents or information available to any individual or organization not employed by the Consultant or the City without the written consent of the City before any such release.

27. Entire Agreement. This Agreement, together with any other written document referred to or contemplated by it embody the entire Agreement and understanding between the parties relating to the subject matter of it. The City Manager is authorized, in consultation with the City Attorney, to agree to non-material amendments to this

Agreement. Neither this Agreement nor any of its provisions may be amended, modified, waived or discharged except in a writing signed by both parties.

28. Notices. Any notices required or permitted under this Agreement shall be effective when delivered in person; and effective one (1) business day after delivery by facsimile transmission; and effective five (5) days after mailing by U.S. Mail, postage prepaid and properly addressed as follows:

To Consultant:	**Hollywood Elite Security** 1800 Century Park E. FL 6, Los Angeles, California 90067 **Attn: Berzelius Baker, CEO** **(888) 858-7361**
To City:	**City of Compton** **205 South Willowbrook Avenue** **Compton, California 90220** **Attn: Grants Manager** **(310) 761-1406** **(310) 761-1464 – fax.**
With copy to:	**City of Compton** **205 South Willowbrook Avenue** **Compton, California 90220** **Attn: City Manager**

In the event of any change of address, the moving party is obligated to notify the other party of the change of address in writing. Each party may amend, supplement and update the notice list to add, delete or replace any listed individuals; however, the amendment must be in writing.

29. Certifications.

Certifications of Consultant

I, Salvador Lopez, **HEREBY CERTIFY** that I am the Owner, and duly authorized representative of the **Consultant** firm of B-Adair Consulting and Administrative Services, and that, except as hereby expressly stated, neither I nor the above firm that I represent have:

(a) employed or retained for a commission, percentage, brokerage, contingent fee, or other consideration, any firm or person (other than a bona fide employee working solely for me or the above Consultant) to solicit or secure this agreement; nor

(b) agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the agreement; nor

(c) paid, or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me or the above Consultant) any fee, contribution,

donation, or consideration of any kind, for or in connection with, procuring or carrying out this agreement.

Debarment and Suspension Certification

The **Consultant**, under penalty of perjury, certifies that, except as noted below, he/she or any other person associated therewith in the capacity of owner, partner, director, officer, manager:

- is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any Federal, State or local;
- has not been suspended, debarred, voluntarily excluded or determined ineligible by any Federal, State or local within the past 3 years;
- does not have a proposed debarment pending; and
- has not been indicted, convicted, or had a civil judgment rendered against him/her by a court of competent jurisdiction in any matter involving fraud or official misconduct in connection with obtaining, attempting to obtain, or performing a public (Federal, state or local) transaction or contract under a public transaction; violation of Federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property within the past 3 years; and
- are not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in the preceding paragraph; and
- have not had one or more public transactions (Federal, State or local) terminated for cause or default within the past 3 years.

If there are any exceptions to this certification, insert the exceptions in the following space.

[Supply exceptions on separate page]

For any exception noted above, indicate below to whom it applies, initiating and dates of action.

[Attach separate page]

The above certifications are part of this Contract. Signing this Agreement on the signature portion thereof shall also constitute signature of the above Certifications.

_____ _____

Willdan, Owner **(Date)**

30. Miscellaneous. No provision of this Agreement is to be interpreted for or against either party because that party or that party's legal representative drafted such provision.

Should either party hereto, or any representative, successor or assign of either party hereto, resort to litigation to enforce the provisions of this Agreement, the party or

parties prevailing in such litigation shall be entitled, in addition to such other relief as may be granted, to recover its or their reasonable attorney's fees and costs in such litigation from the party or parties against whom enforcement is sought.

IN WITNESS WHEREOF, Consultant has executed this Agreement, and the **City**, by its City Manager, who is authorized to do so, has executed this Agreement.

B-ADAIR CONSULTING AND
WILLDAN ADMINISTRATIVE /CONSULTANT

By _____ Dated: _____
Salvador Lopez, Jr, Director of Planning

CITY OF COMPTON
Recommended for Approval:

By _____ Dated: _____
Dr. Aubrey Relf, Grants Compliance Manager

Approved by:

Dated: _____ By_____
Craig J. Cornwell., City Manager

Approved as to form:

By _____ Dated: _____
Damon Brown, City Attorney

ATTEST:

Dated: _____ By _____
Alita Godwin, City Clerk

OFFICE OF THE CITY MANAGER
205 South Willowbrook Avenue, Compton, CA 90220

REQUEST FOR PROPOSAL:
ARMED AND/OR UNARMED SECURITY GUARD SERVICES

Emma Sharif
Mayor

MICHELLE CHAMBERS
Councilmember – District 1

Jonathan Bowers
Councilmember – District 3

ISAAC GALVAN
Councilmember – District 2

Lillie Darden
Councilmember – District 4

October 6, 2021

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October 6, 2021

CITY OF COMPTON
REQUEST FOR PROPOSALS (RFP) – ARMED AND/OR UNARMED SECURITY GUARD SERVICES

I. INTRODUCTION

The City of Compton ("City"), California invites experienced and qualified security firms to submit written proposals to provide ARMED AND/OR UNARMED SECURITY GUARD SERVICES—CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS. A formal Request for Proposal (RFP) is accessible from the City's website at http://www.comptoncity.org/officials/clerk/bids/.

—Please, submit responses in accordance with the instructions set forth in this RFP—

II. PROPOSAL DUE DATE AND LOCATION

All proposals are due on or before **5:00 p.m., Thursday, October 28, 2021**. Written proposal responses must submit one (1) original unbound and three (3) copies of your proposal. There is absolutely no consideration for responses received after the specified date and time. The City accepts all written proposals to provide the services described for a period of ninety-(90)days from the time of submittal.

Please address proposals in a sealed envelope to the;

Office of the City Clerk
City of Compton
205 South Willowbrook Avenue
Compton CA 90220
Attention: PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

III. POINT OF CONTACT

All inquiries relating to this RFP process shall be submitted to Aubrey Relf, Grant Compliance Manger, Grants Department, City of Compton, 205 South Willowbrook Avenue, Compton, CA 90220. For telephone inquiries, call (310) 605-5580, and/or e-mail inquiries to ARelf@comptoncity.org.

IV. BACKGROUND AND OBJECTIVE

A. BACKGROUND

The City of Compton, hereinafter referred to as "City", is requesting proposals from **Security Guard Service Firms**, hereinafter referred to as "Contractor", with qualified personnel having previous experience with municipal agencies in providing **Armed and/or Unarmed** security guard services to the City's parks and public facilities.

B. OBJECTIVE

The City objective is to select a professional security service firm with armed and unarmed personnel to patrol secure and protect the employees, guests, visitors, facilities, equipment, supplies and structures from vandalism, theft, and harm.

Prior to entering into a contractual agreement for project implementation, an agreed upon scope of work and project pricing will require separate City Council approval.

V. SCOPE OF WORK

The scope of work will be carried out in various locations throughout the City. The primary focus is to reduce illegal activity throughout the City. Prime sites will be Parks, businesses where illegal products may be sold, special events and other City facilities. The City views the contract security services as an extension of the City's public safety services. The table below shows some of the parks and facilities throughout the City as an example of locations.

The City anticipates the contract security company to provide professional and high-quality service at a reasonable cost. The contracted services require high visibility, significant public relations skills, effective communication, alertness and strong problem-solving abilities. The following summarizes the City parks and facilities described by this scope of work.

Burrell-Macdonald Park	Par 3 Golf Course	Gonzales Park
• 5.0 acres • 217,800 sq. ft. • Community Banquet Room with Stage • Baseball Diamond • Multipurpose Field • Picnic Area • Recreation Rooms • Outdoor Basketball Court • Kids & Toddler Playground	• 13.4 acres • 587,186.83 sq. ft. • Par-3 Golf Course • Fully Stocked Pro Shop • Snack Bar w/food, beer & other beverages • Small Parking lot & Off-street	• 14.06 acres • 609,840 sq. ft. • Community Banquet Room • Baseball Diamond • Jackie Robinson Baseball Stadium • Multipurpose Field • Picnic Area • Recreation Rooms • Gymnasium • Aquatic Center • Kids & Toddler Playground
Kelly Park	**Lueders Park**	**Wilson Park**
• 3.8 acres • 165,528 sq. ft. • Community Banquet Room with Stage • Baseball Diamond • Multipurpose Field • Picnic Area • Recreation Rooms • Outdoor Basketball Courts • Kids & Toddler Playground	• 6.0 acres • 261,360 sq. ft. • Community Banquet Room • Picnic Area • Gymnasium • Aquatic Center • Tennis Courts • Kids & Toddler Playground	• 3.9 acres • 169,884 sq. ft. • Community Banquet Room with Stage • Picnic Area • Recreation Rooms • Gymnasium • Skate Park • Kids & Toddler Playground • Street Parking • Open Area, No Fencing

Neighborhood Parks			
Ellerman Park	*Fig Oleander Park*	*Oaks Parks*	*Raymond St. Park*
• 1.8 acres • 78,408 sq. ft.· • Kids & Toddler Playground • Multipurpose Field	• 0.8 acres • Children's Playground Apparatus	• 2.4 acres • 104,544 sq. ft. • Kids & Toddler Playground • Multipurpose Field Outdoor • Basketball Court	• 2.5 acres • 108,900 sq. ft. • Kids & Toddler Playground • Baseball Diamond
Sibrie Park	*South Park*	*Tragniew Park*	*Walter Tucker Park*
• 3.8 acres • 165,528 sq. ft. • Kids & Toddler Playground • Baseball Diamond • Multipurpose Field	• 4.83 acres • 210,395 sq. ft. • Baseball Diamond • Multipurpose Field	• 4.5 acres • 196,020 sq. ft. • Outdoor Basketball Court • Multipurpose Field • Tennis Courts • Kids & Toddler Playground	• 4.9 acres • 213,222 sq. ft. • Kids & Toddler Playground • Multipurpose Field Recreation • Meeting Rooms

A. MINIMUM QUALIFICATIONS

Please note that responses to this RFP are encouraged to come from interested firms in providing armed and unarmed security guard services who meet the following minimum requirements:

1. Provide an hourly rate schedule on the attached quote sheet for Security Officer(s), including an overtime/holiday/emergency rate. Contract Security Company shall provide all labor, equipment, vehicle(s), and supplies for the assigned Security Officers for their performance of security services to the City. The costs for said labor—equipment, vehicles and supplies—are included in the hourly fee charged by the Company for the various services.
2. All personnel assigned by the contractor to perform work for the City of Compton shall:
    i. Must be a minimum of 21 years of age,
    ii. Must <u>not</u> have an <u>active</u> probation record (other than minor traffic violations),
    iii. Must be physically capable of performing all duties as assigned,
    iv. Must present a professional appearance acceptable to the City, and
    v. Must have a current, State-issued guard card and California State Driver's License, as well as authorization to carry fire arms, where required.

3. Security officer(s) shall perform their duties in an efficient, conscientious manner, and shall be courteous and helpful to all persons on City of Compton property. Discourtesy, rudeness, or the use of profanity will constitute grounds for immediate removal of the offending employee(s).
4. All assigned Security Guards will serve as a visual and physical deterrent to crime and respond to calls for assistance to support the Sheriff or other emergency response as circumstances warrant. Security Guards are required to adhere to the applicable sections of the Los Angeles County Sheriff Department's Rules and Regulations.
5. All assigned Security Guards will serve as the eyes and ears of the City and ambassadors of goodwill to all people in the City. Primary responsibilities of Security Guards are observing and reporting suspicious or unusual incidents to the appropriate authorities and documented by written Incident Reports (i.e. burglary, robbery).
6. The contract Security Company shall provide a daily activity log and have Security Guards complete incident reports, in a form approved by the City.
7. Security Guards shall have a standard uniform provided by the security company and approved by the City. The City expects well fitting, clean and pressed uniforms that have no rips or tears. The City specifically reserves the right to remove any individual due to unsatisfactory appearance.
8. The City reserved the right to approve the contracted Security Company's vehicle(s) used to patrol City facilities, including;
    i. Vehicle(s) are to be in good working order and appearance,
    ii. Vehicle(s) must have current registration,
    iii. Vehicle(s) must have proof of insurance,
    iv. Vehicle(s) must have an amber light installed on its roof,
    v. Vehicle(s) must be clearly marked as a security patrol vehicle with Security Company's name and/or logo.
9. The City staff members shall have direct access to a contractor manager or shift supervisor, on duty, 24-hours a day, and seven-days per week. Contract Security Company shall provide emergency phone numbers to City staff.
10. Contractor is responsible to train, counsel, inspect and evaluate Security Guards. The Contract Security Company supervisor shall make frequent unscheduled inspections of personnel, and report monthly written reports to the City.
11. Security Guards shall receive training from contract Security Company's trainers until they are proficient in the performance of their duties. Contract Security Company's staff including shift supervisor shall receive an orientation from City staff.
12. City staff shall communicate with and work through contract security company's managers and shift supervisors for any service needed.

13. Each Security Guard/Officer shall be required to have active certification to carry a baton, pepper spray, and handcuffs (firearm where required). Contract Security Company shall be responsible for training their officers in arrest and control tactics and self-defense. Security officer(s) must have successfully completed PC 832 Training, CPR and First Aid Training.
14. Security Company shall provide assigned personnel with cellular phones with “direct connect” type capabilities.

VI. Period of Performance

The City expects the prescribed services is scheduled for a one-year period.

A. Compensation

The City expects that the Contract’s proposed compensation will follow the Preliminary Scope of Work for this project. For this project, the City will be compensating the selected Contract through a federal grants program.

B. Personnel

Any change in staff persons identified in the contract is subject to the approval of the City Manager. Removal by the contractors’ assigned employees without written consent of the City Manager are subject to a material breach of contract.

C. Security Service Schedule

The City is requesting services of both armed and unarmed security officers to provide coverage as deemed appropriate.

- Basic unarmed guard per hour.
- Basic armed guard per hour.
- Unarmed guard with advanced skills and experience per hour.
- Armed guard with advanced skills and experience per hour.

A sample schedule is as follows.

Officer	Hours Per Week	Shift
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
(1) Officer – Armed / Unarmed		
Total Hours Per Week	/hours	

VII. PROPOSAL SUBMISSION DATE AND FORMAT

This Request for Proposals represents the requirements for an open, competitive, and timely process. Interested firms must submit one (1) original unbound and three (3) copies of your proposal to the City Clerk's office no later than **5:00 p.m., Thursday, October 28, 2021**. Anyproposal received after this date and time disqualifies the proposal fromconsideration.

An official agent or representative of the company submitting the proposal must sign all proposals. Postmarks and copies sent via facsimile disqualifies the proposal from consideration.

All proposed pricing must be all-inclusive thereby identifying any outsourced or contracted work or other costs. Any proposals, which call for outsourcing or contracting work, must include a name and description of the proposed contracted organizations.

All proposed pricing should have an itemized table that explains the fees and costs. All contractual terms and conditions will be subject to review by the Office of the City Manager and will include scope, budget, schedule, and other necessary items pertaining to the project.

If you have any questions regarding this RFP, please contact Aubrey Relf, (310)605-5580, or by email at ARelf@comptoncity.org. Please send two copies of your firm's Proposals (one unbound) to:

Office of the City Clerk
City of Compton
205 South Willowbrook Avenue
Compton CA 90220
Attention: PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

Proposal content and completeness are most important. Clarity is essential consideration in the review process in assessing the proposing company's capabilities.

Written responses should be one sided, not exceed 25 pages (not including table of contents, cover letter, or sample contracts/agreements). Please provide the following:

A. TRANSMITTAL LETTER

Proposals must include a transmittal letter signed by an official authorized employee to solicit business and enter into contracts for the firm and the name and telephone number of a contact person, if different from the signature.

B. TITLE PAGE

Proposals must include a title page that includes the RFP subject, the name of the contractor's firm, local address, telephone number, name of contact person, and the date.

C. TABLE OF CONTENTS

Proposals must include a table of contents that includes a clear identification of the material by section and page number.

D. COMPANY/FIRM INFORMATION

Proposals must provide the name of the business entity (including any fictitious business names), details of the entity's business structure (i.e. corporation, partnership, LLC), organization chart for the business entity, statement(s) on financial integrity of all entities related to the company/firm or joint venture that will be involved in the contract, the location of offices located within the counties identified, and the number of licensed contractors and agents/salespersons employed by company/firm in this region.

E. QUALIFICATIONS AND REFERENCES

QUALIFYING EXPERIENCE:

i. Professionals - Provide the name and title of the Managing Principal representative for the coordination and execution of the described work, and any other professionals that will be assigned to this contract including résumés (not exceeding 2 pages) of education, experience and qualifications related to experience.

REFERENCES:

i. Business References - Provide detailed projects for any two (2) California public agencies for which the responding firm provided related work.
ii. Litigation - Provide a list of any outstanding litigation in which the proposed respondent is a named party for a related study or audit.

F. CONFLICT OF INTEREST

Full disclosure of any potential conflicts of interest as they relate to any/specific transactions must be identified to the City.

G. PROPOSAL EVALUATION

i. The City will coordinate a review panel and conduct an initial review of the proposals for general responsiveness and inclusion of the items requested. Contractors failing to meet the minimum qualifications will not be considered responsive and will not be evaluated.
ii. Any proposal that does not include enough information to permit the evaluators to rate the proposal in any one of the evaluation factors listed below will be considered non-responsive and will not be evaluated.
iii. Verification of minimum qualifications and review for general responsiveness. A proposal that fails to include one or more items requested may be considered responsive, if evaluation in every criterion is possible. The City reserves the right to request additional information from responsive contractors prior to evaluation.
iv. The City reserves the right to accept or reject all proposals submitted, waive minor irregularities, request additional information or revisions to offers, and negotiates with any or all contractors.

H. EVALUATION CRITERIA

Disclaimer: The City may select any firm and makes use of the following criterion for internal staff purposes only, and is not the sole determination factor or criteria for selecting a firm.

I. WEIGHTED AREAS OF IMPORTANCE

The following is the City's evaluation criteria and the relative importance is displayed as percentage (%) weights.

i. 25%—Experience with municipal agencies providing security guard services (sufficient response capacity and support/back-up…)
ii. 20%—Pricing (i.e. rates, financial solvency, savings approach…)
iii. 15%—Municipal agency reference(s) in the general geographical region
iv. 15%—License, credentials, insurance
v. 15%—Project Team & Management Structure (i.e. technology, training, management reports, …),
vi. 10%—Local Hire and/or Local Business Enterprise.

"The Equal Employment Opportunity Clause required under Executive Order 11246, the affirmative action commitment for disabled veterans and veterans of the Vietnam era, set forth in 41 CFR 60-250.4, the affirmative action clause for handicapped workers, set forth in 41 CFR 60-741.4, and the related regulations of the Secretary of Labor, 41 CFR Chapter 60, are incorporated by reference in this request for proposals.

A Contractor's acceptance of an agreement with the City certifies that the Contractor complies with the authorities cited above and that it does not maintain segregated facilities or permit its employees to perform services at locations where segregated facilities are maintained, as required by 41 CFR 60-1.8."

VIII. GENERAL CONDITIONS

A. LIMITATIONS

This RFP does not commit the City to award a contract or to pay any costs incurred in the preparation of a proposal in response to this RFP.

The City reserves the right to accept or reject all proposals submitted, waive minor irregularities, request additional information, or revisions to offers, and negotiates with any or all contractors.

B. AWARD AND CONTRACT TERM

All finalists may be required to participate in negotiations and to submit such price, technical, or other revisions of their proposals as may result from negotiations. The City also reserves the right to award the contract without discussion, based upon the initial proposals. Proposal submission implies the most favorable terms from a price and a technical viewpoint. Any award made will be to the contractor(s) whose proposal is most advantageous to the City based on the evaluation criteria outlined above.

C. BINDING OFFER

A signed proposal submitted to the City in response to this RFP shall constitute a binding offer from contractor(s) to contract with the City according to the terms of the proposal for a period of ninety-(90) days after its date of submission, which shall be the proposal due date.

D. RIGHT TO WAIVE INFORMALITIES

The City has the right to waive informalities or irregularities in any Proposal, provided said informalities or irregularities do not materially affect the RFP.

E. CONTRACT ARRANGEMENTS, PROVISIONS, AND INSURANCE

i. The selected contractor(s) will be required to maintain insurance coverage, during the term of the contract.

ii. Contractor(s) agrees to provide the required certificates of insurance providing verification of the minimum insurance requirements within five (5) days of the City's notice that it is the successful contractor. (Contract execution requires an appropriate certification of insurance, an active City Business License, and IRS W-9)

iii. Requests to change the City's insurance requirements should be submitted on or prior to the closing date for receipt of requests for clarifications/exceptions listed above. The City will review the requests and issue an addendum if material changes requested by a prospective contractor are acceptable. Objections to the City determinations on requests to change insurance requirements must be brought to the City's attention no later than the date for protesting RFP provisions previously mentioned. If such objections are not brought to the City's attention consistent with the protest provisions of this RFP, compliance with all material insurance requirements will be assumed.

iv. Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Contractor, his/her agents, representatives, employees or subcontractors. The cost of such insurance shall be included in Contractor's bid.

v. Contractor shall indemnify and hold harmless City and its officers, official, employees, and volunteers from and against all claims, damages, losses and expenses including attorney fees arising out of the performance of the described work, caused in whole or in part by any negligent act or omission of the contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, except where caused by the active negligence, sole negligence, or willful misconduct of the City.

vi. Contractor shall maintain limits no less than the following.
   a) General Liability: $1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage.
   b) If Commercial General Liability Insurance or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to this project/location, or the general aggregate limit shall be twice the required occurrence limit.
   c) Automobile Liability: $1,000,000 combined single limit per accident for bodily injury and property damage.
   d) Employers' Liability: $1,000,000 per accident for bodily injury and property damage.
   e) Contractor shall furnish the City with original certificates and amendatory endorsements affecting coverage required by this clause.

A. STAND ALONE OPTION

At their sole option, the City may utilize the contractor selected under this RFP on an individual City basis, at the same terms and conditions included in this RFP and, in the contractor's proposal.

B. SELECTION DISPUTES

A contractor may object to a provision of the RFP on the grounds that it is arbitrary, biased, or unduly restrictive, or to the selection of a particular contractor(s) on the grounds that the City procedures, the provisions of the RFP or applicable provisions of federal, state or local law have been violated or inaccurately or inappropriately applied by submitting to the City Manager a written explanation of the basis for the protest:

i. No later than five (5) working days prior to the date proposals are due, for objections to RFP provisions;

ii. No later than three (3) working days after the date the firm/team is notified that it did not meet the minimum qualifications, or was found to be non-responsive; or

iii. No later than three (3) working days after the date on which contract award is authorized by the Administration Committee or the date notified that it was not selected, whichever is later, for objections to contractor(s) selection.

Except with regard to initial determinations of non-responsiveness or failure to meet the minimum requirements, the evaluation record shall remain confidential until the City Council approves the panel's selected firm.

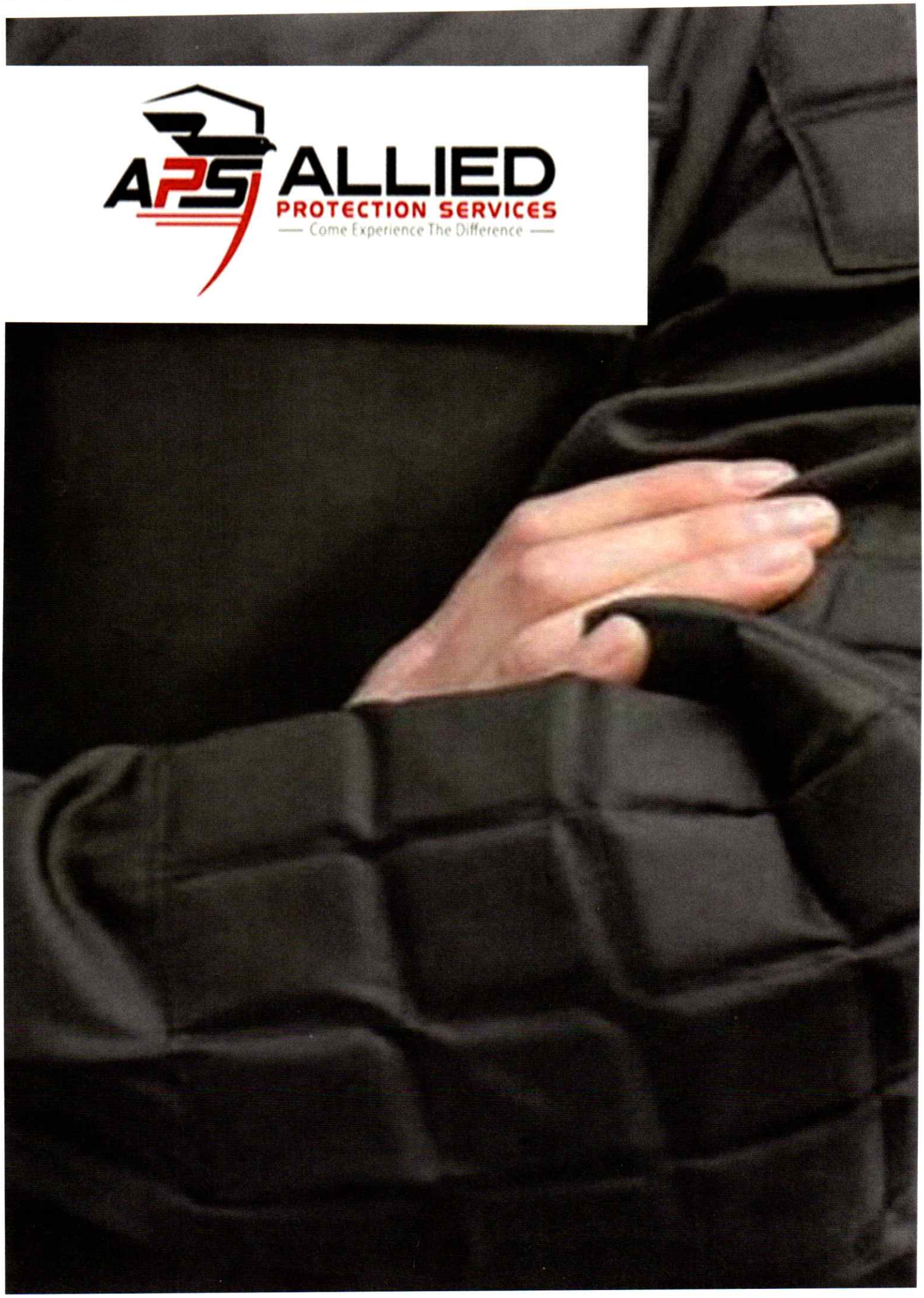
Protests of recommended awards must describe the basis for the protest in a clear and specific manner in sufficient detail for the City to recommend a resolution to the City Manager.

The City Manager will respond to the protest in writing, based on the recommendation of a staff review officer. Authorization to award a contract to a particular firm by the City is conditional until the expiration of the protest period or, the actual filing of a protest, the issuance of a written response to the protest by the City Manager.

Should the contractor wish to appeal the decision of the City, it may file a written appeal with the Project Manager, no later than three (3) working days after receipt of the written response from the City Manager. The evaluation panel's decision will be the final City decision.

H. PUBLIC RECORDS

This RFP and any material submitted by a contractor in response to this RFP are subject to public inspection under the California Public Records Act (Government Code § 6250 et seq.), unless exempt by law. Proposals will remain confidential until the City Council approves until the resolution to enter into a contract with the selected contractor.


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Allied Protection Services

City of Compton Attention:
Office of the City Clerk City of Compton
205 South Willowbrook Ave
Compton CA 90220

Attention: Proposal to Provide Security Guard Services-City's Public Parks and Recreational Buildings

Subject: Response to RFP: 2021 Grants:
Armed and/or Unarmed Security Guard Services

Dear Aubrey Relf,

The following comments are being submitted in response to the City of Compton 2021 Grant: Armed and/or Unarmed Security Guard Services Bid proposal of Oct 28, 2021.

Allied Protection Services, Inc. (APS) provides effective and efficient service, with a deep knowledge of the industry and depth of resources. We have a commitment to perform the services requested at the very highest quality level.

Allied Protection Services, Inc. is a Small Disadvantage Company with several Certifications for the use of this proposal. APS has been certified in the City of Los Angeles and the State of California with our DBE, MBE, SBE, ACDBE, CUCP.

Our proposal response has been prepared in complete compliance with the RFP: AUSG and is organized according to the instructions provided. Allied Protection Services, Inc. will provide both armed and unarmed security guards available for deployment to augment SECSD's security and police force.

Leon Brooks Sr, The founder and CEO of APS

ALLIED PROTECTION SERVICES

PROJECT **PROPOSAL**

INCREASE YOUR BUSINESS WITH US

Prepared for:

Leon Brooks
CEO AT Allied Protection Services

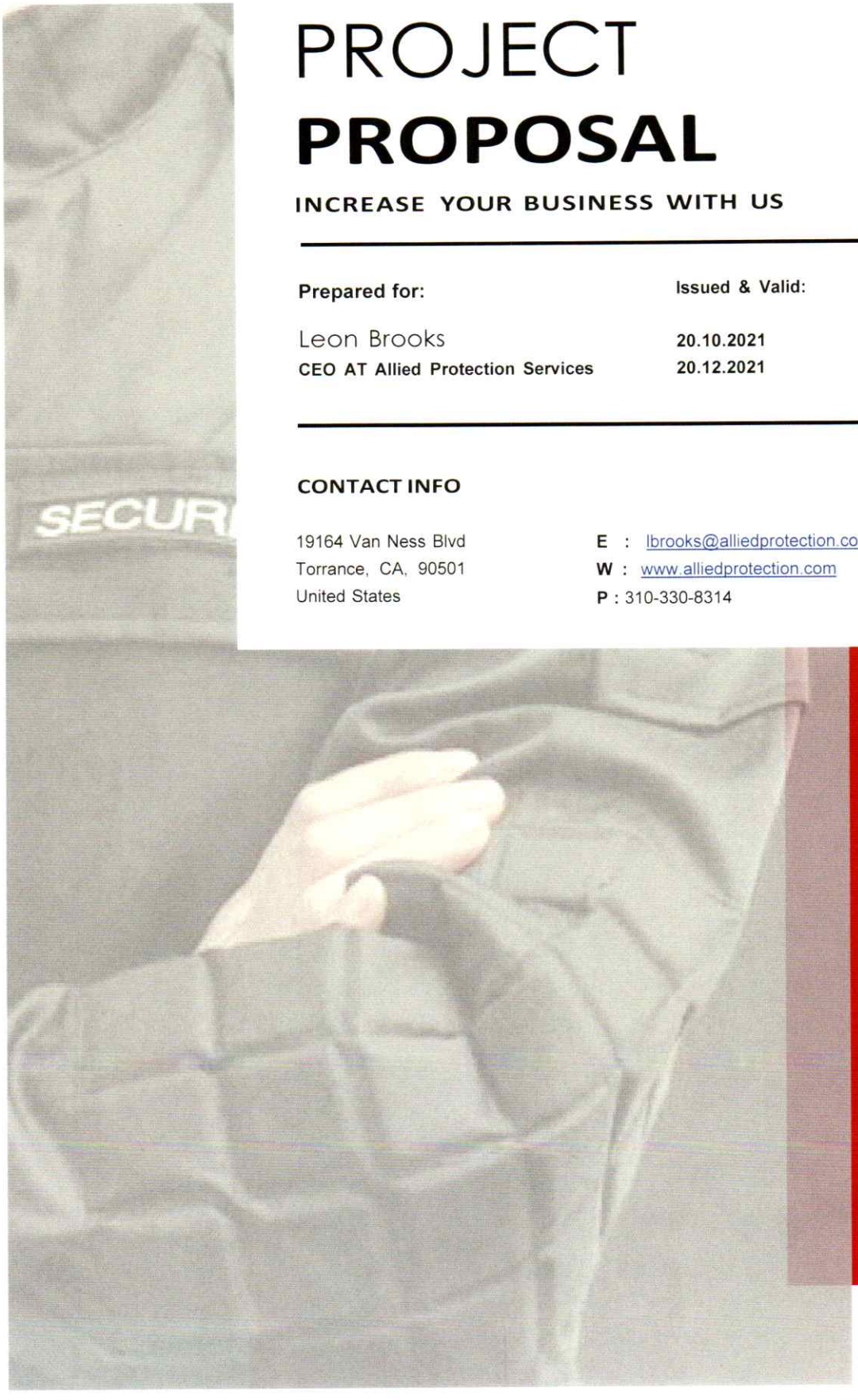
Issued & Valid:

20.10.2021
20.12.2021

CONTACT INFO

19164 Van Ness Blvd
Torrance, CA, 90501
United States

E : lbrooks@alliedprotection.com
W : www.alliedprotection.com
P : 310-330-8314



2021/ 10

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Offeror's Name (include 'Doing Business As' (DBA) and/or 'Limited Liability Corporation' (LLC) if applicable): **ALLIED PROTECTION SERVICES, INC.**

Offeror's Address: 19164 VAN NESS TORRANCE, CA. 90501
Offeror's Email Address: LBROOKS@ALLIEDPROTECTION.COM
Offeror's Website: WWW.ALLIEDPROTECTION.COM
Phone Number: 310-330-8314
Cell Phone Number: 310-466-9365
Fax Number: 310-330-8315
Dun's Number: #010334451
Federal Tax I.D. Number: 95-475-5851
CAGE / NCAGE Number: 3A8F6

Business Size (check all that apply):
- X Small Business
- X Small Disadvantaged Business
- _____ Woman-Owned Small Business
- _____ Veteran-Owned Small Business
- _____ Service-Disabled Veteran-Owned Small
- X CUCP
- _____ HUBZone Firm
- _____ Large Business

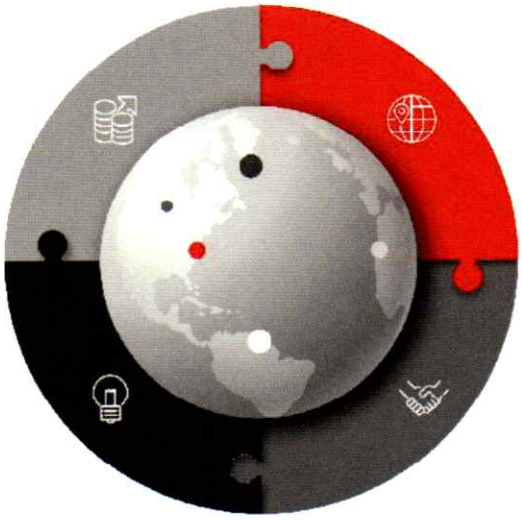
I, LEON BROOKS SR., represent that, to the best of my knowledge and belief, the information included in my offer is complete, accurate, and true.

Leon Brooks
Signature

10-20-2021
Date

About Our Organizational Structure

APS proposed management and administration of the City's force is based on years of experience in managing large and complex contract security organizations



The primary responsibility of the APS Security Services Management Team is to plan, staff, and manage the City's, security functions. Several organizational precepts relative to service have evolved for us that include:

· Customer mission objectives/and project requirements must be held in clear focus.

· Organizational structure must be clearly seen by the customer - a direct reporting relationship is essential.

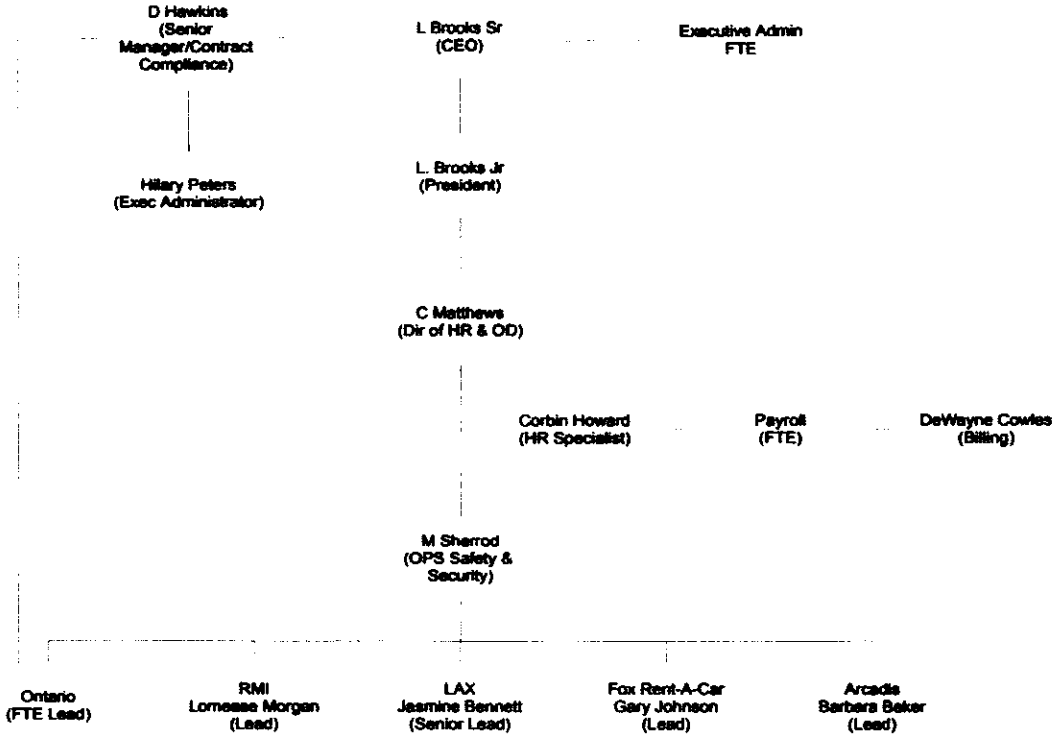
· Lines of authority, organizational responsibilities, reporting, and personal accountability must be apparent to ensure customer access to the organization for communication and quality assurance.

· Business operations must be clearly documented and available for customer observation to maintain customer confidence.

ORGANIZATIONAL STRUCTURE

Our implementation of the necessary function to accomplish these responsibilities will be led by the personnel assigned management and supervision responsibilities. Our management will establish operating standards, communicate those standards to the working level, provide sufficient resources, ensure all personnel are well trained, closely monitored, and hold personnel and APS supervisors accountable for their performance.

The organization for the City's contract is direct and concise. We believe that our representatives must have access to all the resources and staff assistance he/she needs, including an appropriate amount of administrative services thatare dedicated for this contract. In addition, in this organizational structure there is one representative assigned responsibility for maintaining contact and correspondence with City's.



APS' CEO will oversee the entire project to confirm/ensure the state of work, oversee budget, and validate reports, while providing feedback to Key Personnel.

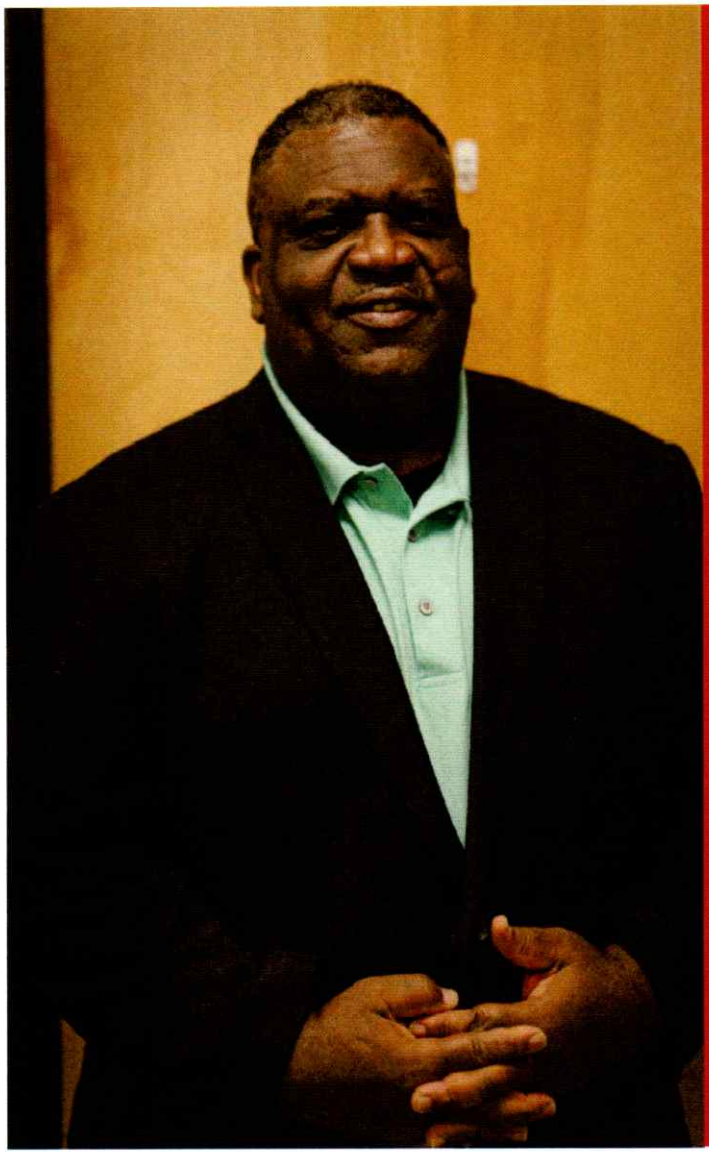
APS will provide one Contract Manager who will function as the primary point of contact for the City's contract. The Project Lead is considered a Key Personnel, as described and shall be responsible for the entire contracts function and adherence to this Scope of Work.

Additionally, the Project Lead will be responsible for ensuring the level of service provided by the Contractor meets or exceeds City's requirements and standards at all locations. The Project Lead will report up to the Operations Safety and Security Supervisor.

The Human Resource department will provide staffing reports, time/attendance, training materials, certification validation, and ensure compliance matters.

Operations will oversee the Site Supervisors, training requirements, asset management, safety rules and regulations, and disciplinary action.

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Mr. Leon Brooks Sr. is the Chief Executive Officer (CEO) for Allied Protection Services, Inc. (State Lic #PPO120365). Mr. Brooks, Sr. has led the company for more than 30 years. Allied Protection Service (APS) is a full-service security company specializing in Corporate/Industrial and Personal security solutions. In 2018, with a workforce of 300 employees, APS sales reached $8 million.

APS is the leading outsource producer of security services for the Los Angeles World Airport (LAWA) and Ontario Airport (ONT) with more than 150 employees covering all areas of operations. Headquartered in Torrance, CA, APS also has locations in Florida, Washington, and Virginia. APS continues to develop and invest in new, innovative technologies to provide rapid, high-quality, affordable security capability to its customers.

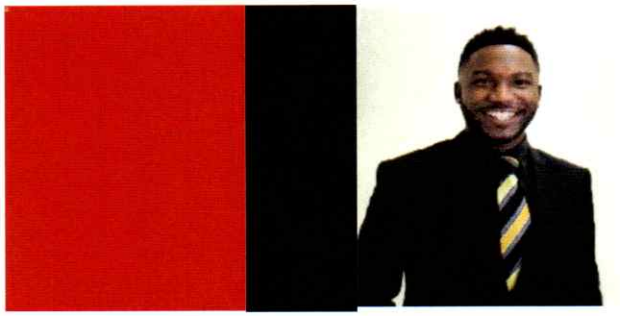
Mr. Brooks, Sr. serves as a board member of NAMC – National Association of Minority Contractors. Brooks Sr. received a bachelor's degree in Engineering from the Western Michigan University and his master's degree, in Pastoral Care and Counseling, from Biola University.

LEON BROOKS Sr.
Founder and CEO

Leon Brooks Sr.

EXPERT TEAM

APS has developed a team of experts to address your security needs.

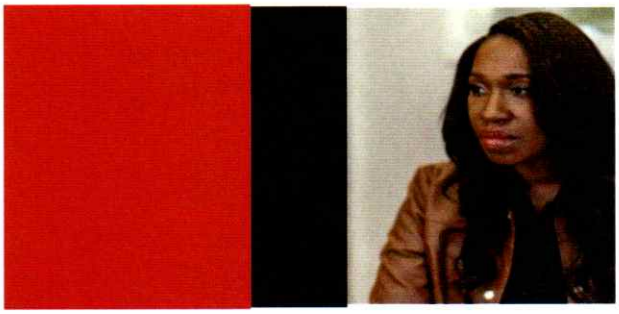


LEON BROOKS Jr.

President

Leon Brooks Jr. is the President of Allied Services, a position he assumed in 2017, and is Protection responsible for the company's global accounting and financial reporting. Previously, Leon Jr. served as Account Manager for APS, focusing on establishing and managing contract deliverables and service

Leon Jr. has been responsible for the continuous improvement and implementation of automation, program management, and best practices across the company's more than 50 contracts. He is also responsible for the development and certification of the company's key programs and leadership.



CICI MATTHEWS

Dir of HR and Organization

Falicia "CiCi" Matthews holds the title of Dir of HR and Organizational Development, (PHR, CCP) for Allied Protection Services. Ms. Matthews oversees staff operations of Payroll, Billing, HR, and Organizational Development. In addition to her role in Operations, Ms. Matthews is responsible for providing direction for the company's Human Resource initiatives. As such, she leads organizational change, leadership development, learning, talent acquisition, diversity & inclusion, executive compensation, performance development, benefits and training and analytics.

Matthews joined the team in April 2019 and adds more than 20 years of experience in Human Resources, Organizational Performance Management and Operations Development. Matthews received a bachelor's degree in Business Management from Spelman College.



MICHAEL SHERROD

Operation and Safety & Security Supervisor

Michael Sherrod is the Operations and Safety Manager, of Allied Protection Services. Mr. Sherrod is responsible for overseeing 250 employees which includes 5 site supervisors - over 50 active contracts, which include logistical planning, supervisory evaluations, certified safety compliance training, safety technology awareness and tools. Mr. Sherrod has co-developed the APS training facility program and quality control initiative.

He joined APS in October 2003 and brings more than 30 plus years of security experience and safety training to APS's senior leadership team. Mr. Sherrod earned his bachelor's degree in Psychology from the University of Illinois

Full resume can be provided upon request

OUR CLIENTS

APS prides it's self on developing long lasting partnerships covering a wide range of security services.



01

LAWA

LAWA MSC North

March 2008

Purpose: Security and Patrol Services Key Personal: Michael Griffith Total Cost: $4,350,000 per Year Start Date: March 2008 End Date: STILL WORKING

Provided management, training, and quality assurance to staff; performed over 18,120 annual service hours on 3 day/shifts covering gates and buildings on 9043 acres

- Performed security guard services, including security gate access control, roving patrol, key control, pass down logs, badging verification, and vehicle searches on facility's entry and exits

02

METRO

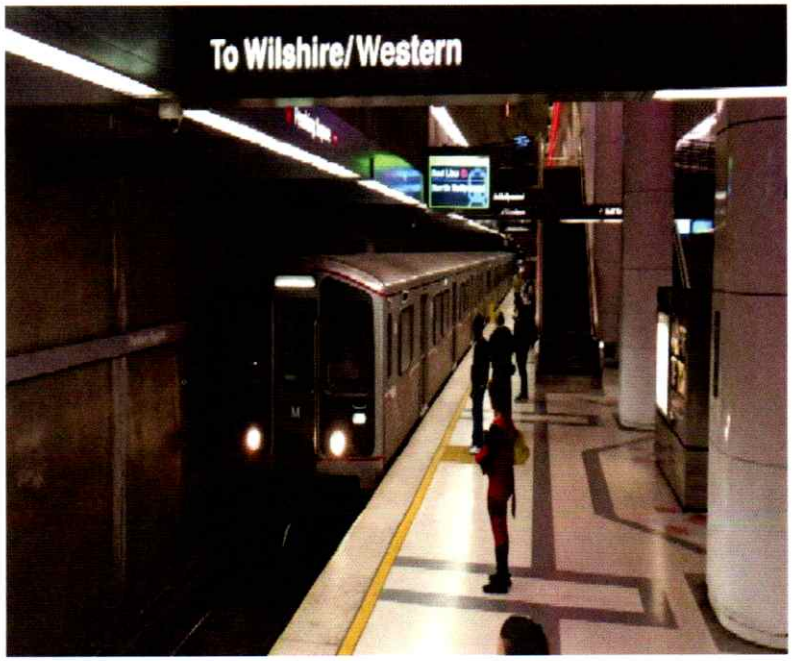
The Purple Line

March 2017

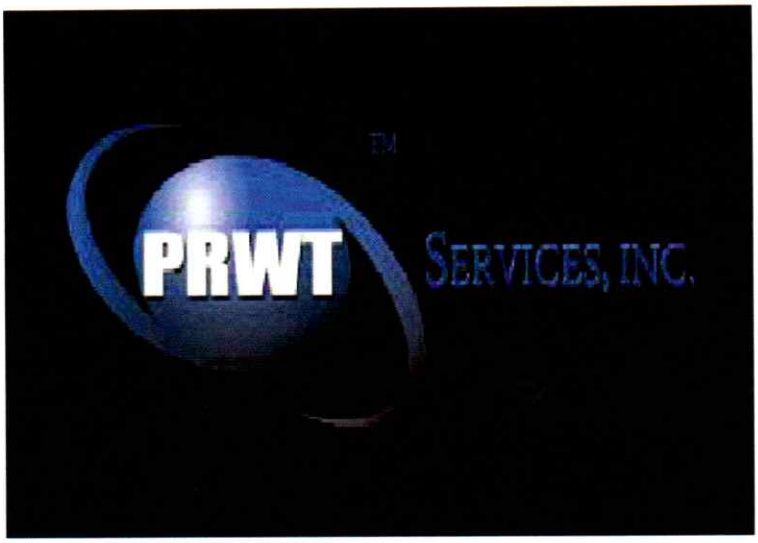
Purpose: Security and Patrol Service Key Personal: Contract Officer Total Cost: $350,000 per year Start Date: March 2017
End Date: STILL WORKING

Provide Armed response to the client's concern over potential threats to the Metro Stations throughout LA area

Performed Security guard service, including foot patrol, key control and, pass down logs,



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03

PRWT

City of LA Ticket Office

March 2010

Purpose: City of LA Ticket Offices Key Personal: Jessie Sweiss Total Cost: $390,000 per year Start Date: March 2010
End Date: STILL WORKING

Managed all personnel in response to the client's concern over potential threats to the facility

- Security guard services included security gate access control, roving vehicle patrol, key control, pass down logs, badging verification, random vehicle searches on facility entry/exit, and alarm/camera monitoring for the County of Los Angeles

04

USMS

US Marshal

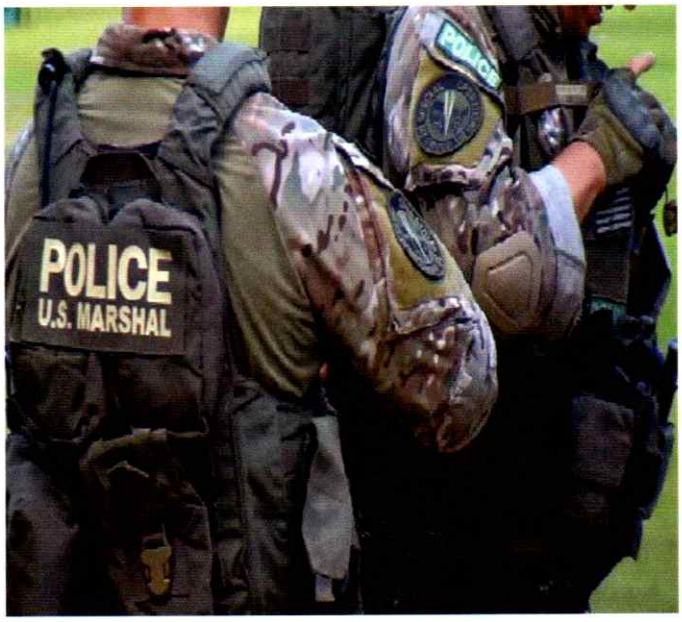
March 2010

Purpose: Security and Detention Officer Key Personal: Sabrina Livingston Total Cost: $2,390,000 per year Start Date: March 2010 End Date: STILL WORKING

United States Marshals Services (USMS); Southern Florida Detention – Services were performed in Miami, Florida and Seattle, Washington

- Provided U.S. Marshal guard protection services in the air and on the ground (Justice Prisoner and Alien Transportation System (JPAT))

- Escorted prisoners to/from hospital, medical appointments



A COMPLETED PROJECT LIST CAN BE PROVIDED UPON REQUEST

Our clients should expect a true partnership with their security needs, service tools to make order and invoices streamlined.



Clippers Groundbreaking

Swinerton Kaiser Watts

Super Bowl LVL

Ontario Int Airport



Skanska

BET

NBA All Star

Department of Health & Human Services, Irvine

Fox Rent A Car

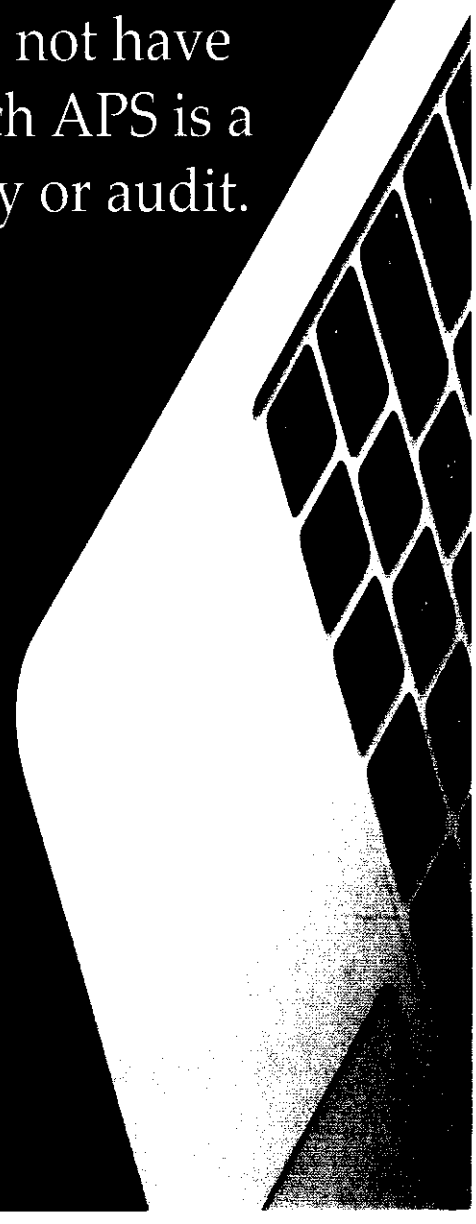
MORE THAN 30 CLIENTS HAVE TRUSTED US FOR THEIR SECURITY NEEDS

Allied Protection Services, Inc. (APS) is a licensed, bonded, and insured security services firm with demonstrated experience conducting multiple scopes of security service work. The company self-performs and has been awarded contracts in the following areas:

▪ Driver Escort Services ▪ Armed Escort Services ▪ Escort Guard Services ▪ Armed/Unarmed Services ▪ Commercial Guard Services ▪ Executive Protection Services ▪ Intense Security Training ▪ Executive & Escorting Contracting ▪ Event Contracting ▪ Investigation Services

Litigation

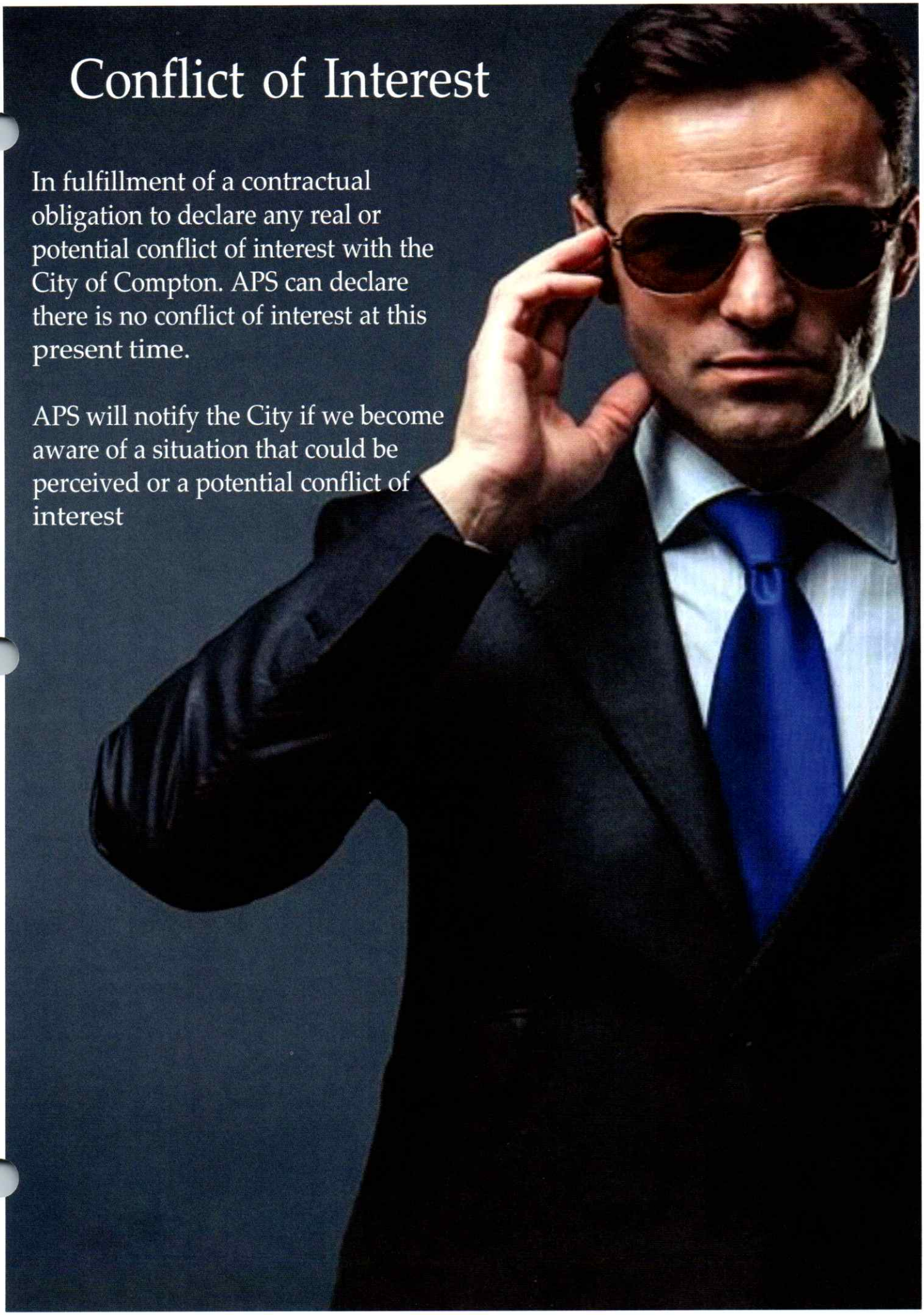
APS is proud to report that we do not have any outstanding litigation in which APS is a named as party for a related study or audit.

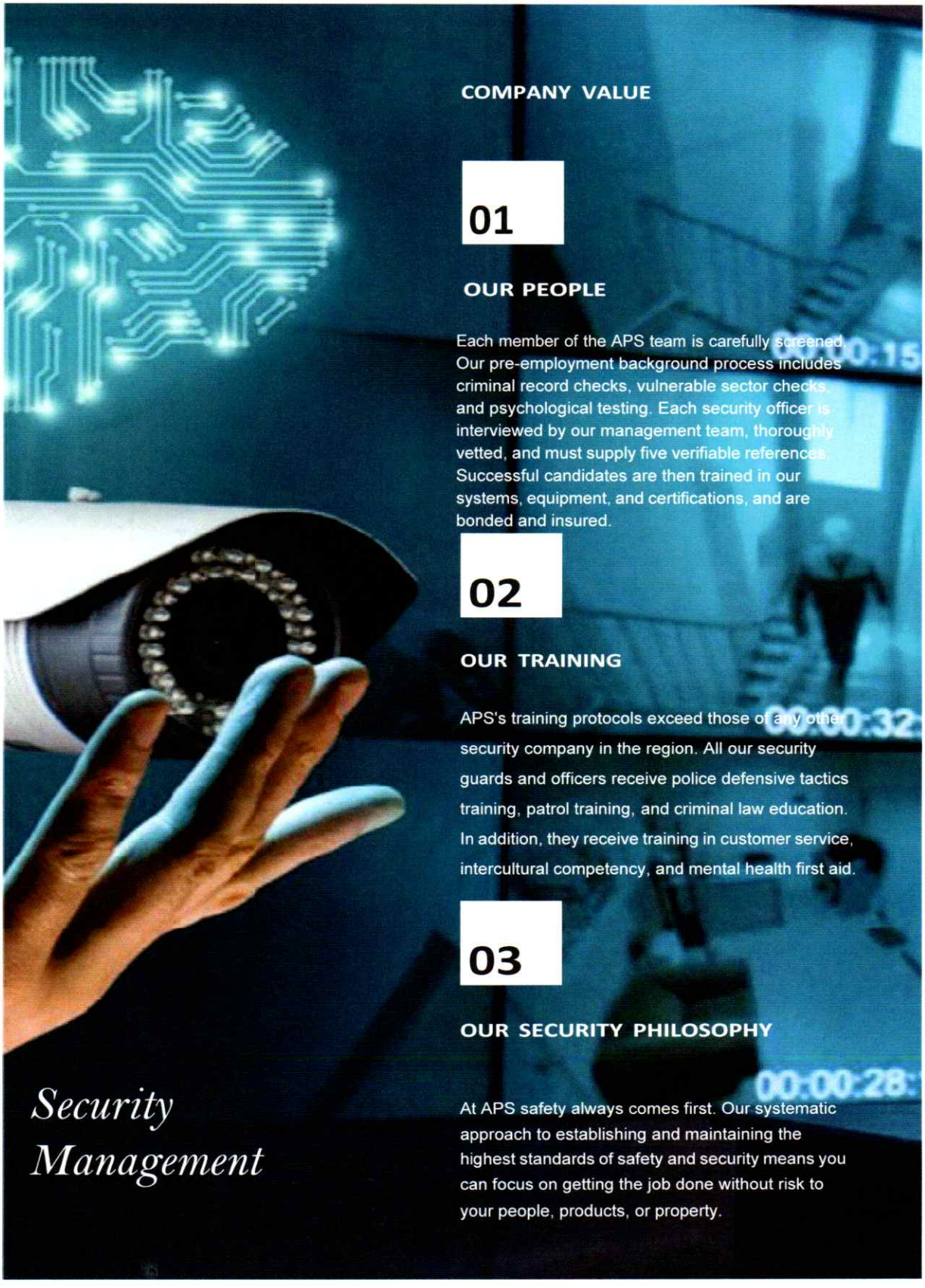


Conflict of Interest

In fulfillment of a contractual obligation to declare any real or potential conflict of interest with the City of Compton. APS can declare there is no conflict of interest at this present time.

APS will notify the City if we become aware of a situation that could be perceived or a potential conflict of interest





COMPANY VALUE

01

OUR PEOPLE

Each member of the APS team is carefully screened. Our pre-employment background process includes criminal record checks, vulnerable sector checks, and psychological testing. Each security officer is interviewed by our management team, thoroughly vetted, and must supply five verifiable references. Successful candidates are then trained in our systems, equipment, and certifications, and are bonded and insured.

02

OUR TRAINING

APS's training protocols exceed those of any other security company in the region. All our security guards and officers receive police defensive tactics training, patrol training, and criminal law education. In addition, they receive training in customer service, intercultural competency, and mental health first aid.

03

OUR SECURITY PHILOSOPHY

At APS safety always comes first. Our systematic approach to establishing and maintaining the highest standards of safety and security means you can focus on getting the job done without risk to your people, products, or property.

CORE COMPETENCIES

Allied Protection Services, Inc. (APS) is a licensed, bonded, and insured security services firm with demonstrated experience conducting multiple scopes of security service work.



CORE COMPETENCIES

APS aims to be the nation's leading armed and unarmed security management service provider and has extensive past performance in government and private sectors. Differentiating factors include

GRAPHIC REACH

APS is based in the heart of Los Angeles and has professionally trained, deployed, and retained top level guards throughout the United States.

IMMEDIATE DEPLOYMENT

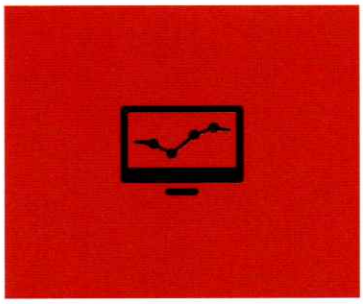
Direct and immediate access to a fleet of limousines, Shuttle Vans, Bicycles, Hybrid Vehicles.

Insurance & Bonding

APS has formed strong relationships with various corporations, medical facilities, and government agencies resulting in being awarded multiple and continuous contracts. The company is fully bonded/insured and carries coverage in the amount of $11,000,000.

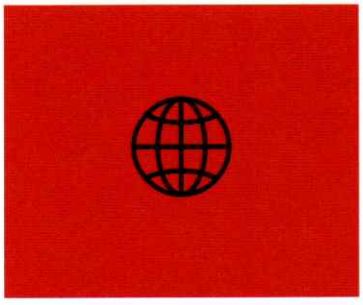
OUR SERVICE

Allied, over the years, has developed four divisions within the company which allows our workforce to continually be employed Internationally as well as Nationally throughout our fiscal year. These divisions service the Federal Government locally and domestically while helping commercial clients improve their infrastructure throughout the USA. Here are a few similar projects/contracts that show our experience is in line with the type of work presented in the RFP



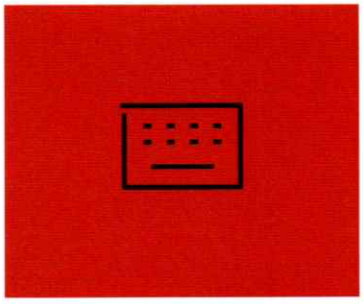
UNARMED SECURITY GUARD

Healthcare Facilities
- Residential Complexes
- Corporate Buildings
- Colleges & Universities
- Retail Venues
- Parking Lots
- Governmental
- Bike Patrol
- Hotel Security
- Manufacturing & Industrial
- Commercial Real Estate
- Other Industrial Facilities



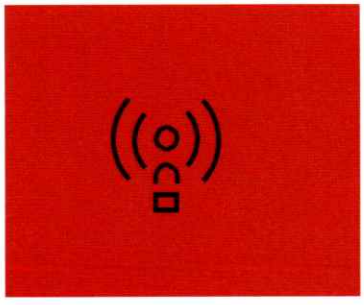
ARMED SECURITY GUARD

The minimum requirements for this position include 1-year experience as a licensed Armed Security Officer.



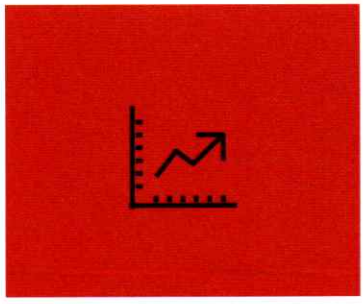
PROFESSIONAL SECURITY GUARD

- Discrete Bodyguard Service
- High Profile Individuals
- Dignitaries / Celebrities
- Bodyguard Service
- Residential Protection Details
- Corporate Protection Details



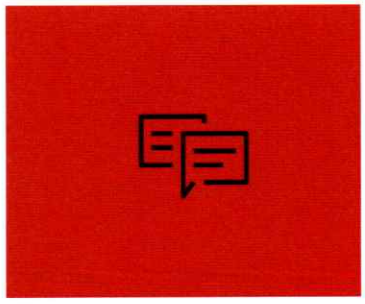
BICYCLE PATROL

Patrol The Common Area Walkways • Inspect the Carports Of The Property • Notify Any Unusual Findings • Report to 911 For Suspicious Person On Property • 24 Hr Field Supervisor / 24 Hr Dispatch • Patrol Car/Bike On job 24/7 (based on the clients need)



FIELD/SHIFT SUPERVISOR

The minimum requirements for this position include 2-years experience as a licensed Armed Security Guard.

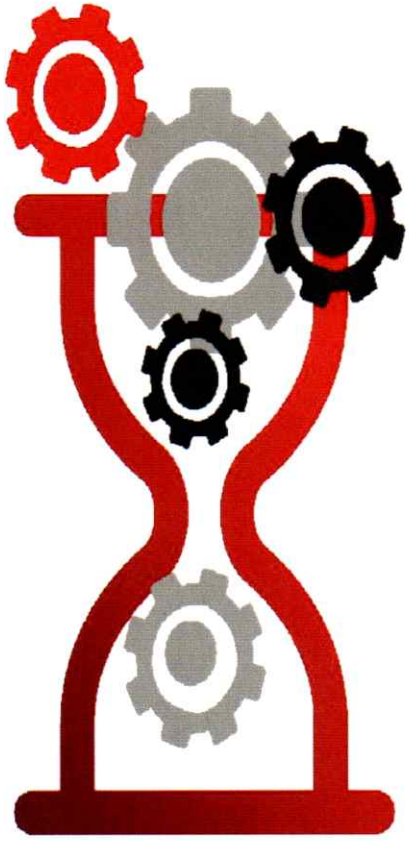


POST COMMANDER

Onsite Supervisor where direct supervision is required. The minimum requirements for this position include 2-years as a licensed Armed Security Guard, and a minimum of 1-year as a Field/Shift Supervisor.

PROJECT DESCRIPTION

Assist the City in addressing and reinforcing Policy and Regulations



PROJECT OVERVIEW

The primary responsibility of the APS force is to assist the City of Compton efforts to reduce illegal activity throughout the City Parks, businesses where illegal products may be sold, special events and other City facilities.

We have read, understood, and will comply with all tenants and requirements as delineated in the City of Compton, and APS In-District Operation.

Our mission is clear; We will implement the City of Compton Security Program that performs security and protection services in accordance with the State of California laws, regulations, policies, Standard Operating Procedures, and various Memorandums of Agreement (MOA).

As mentioned in the preceding paragraphs, the APS Team will provide services that will effectively minimize personnel injury or loss of life or damage, loss or destruction of property, and disruption of any City of Compton operations. We know that all personnel involved in APS force activities must be trained and tested in report writing, escape deterrence activities, evidence handling procedures, and procedures for handling problems or uncooperative individuals. These areas are a specific part of our basic refresher and supervisor training courses.

PROJECT GOAL

To provide competently trained, qualified, well-equipped, and disciplined personnel dedicated to performing The City of Compton required security and the City's security support functions necessary to protect the City's resident, personnel, property, and information in a way that fully meets customer needs.

TECHNICAL DETAIL

Our understanding of the City's requirements and are structured to present a comprehensive approach to technical performance and responsiveness to all the City's equirements, which have been grouped into two major sections that provide our Technical Understanding and Discussion of Project Functions

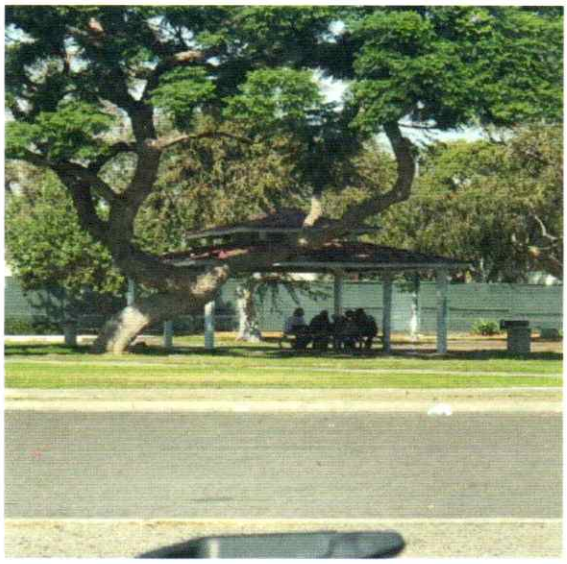
CONTRACT REQUIREMENTS

Achieve all tasks in accordance with prescribed priorities, time limitations and funding conditions

Implement a Total Quality Management Program that results in continuous process and service improvements.

ABOUT THE PROJECT

APS fully understands it's primary focus is to assist the City of Compton efforts to reduce illegal activity throughout the city as an extension of the City's public safety services and to lessen the stress on the Sheriff Department. The prime sites will be Parks, businesses where illegal products may be sold, special events, and other City facilities as required by the City of Compton.





01. CHALLENGE

Minimizing any controversy and growing trends of cities hiring private security firms to do what residents view as normal jobs for the sheriff department.

The Introduction/Roll out of security guards in the City 's Park where illegal activities, homeless residents,and gang presents are known.

Avoid being positioned to act as cleanup crews and neighborhood ambassadors over security officials

02. SOLUTION

Allied will partner with the city and Sherriff departments to set expectations in regard to the role that APS will play in this contract.

Partner with Sheriff Department to mirror their current duties, and reaching out to the City to see how we can establish something that can facilitate a positive production and rollout to the city's residents

Identify and maintain that our role is observe and enforce the rules and regulations of the city parks

TARGET-BASED SOLUTIONS

01. The guard training will adapt to the Sheriff Departments Rules and Regulations — Establish Partnership

02. Monthly submission assessment reports — Establish Partnership

03 Establish technical support for reporting incidents and suspicious behavior

HIRING SPECIFICATION

APS' Human Resource Department will ensure that all new hires meet the basic employment standards listed in the SOW and comply with all requirements of the State of California Division of Criminal Justice Services, Office of Public Safety, and the California Division of Licensing Services.

STEP 1
Recruiting

APS' recruiting efforts will consist of investigating and recruiting from job boards, hosting internal job fairs, and targeting local hires based on regions

APS' method of selection shall have tools for assessment of candidate's knowledge, attitude toward the job, level of experience and training along with confirming a candidates BSIS certification

APS will maintain a personnel package for all Security Guard, Post Commanders and Field Supervisors. They shall contain the following:

STEP 2
Hiring Procedures

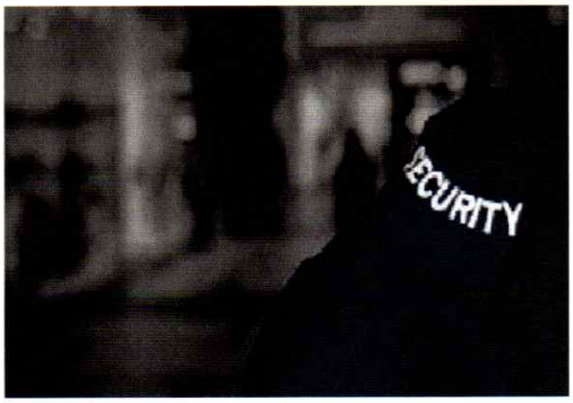
Pre-Employment
APS' process will include backgrounds, on-board drug screening and verifying certifications, according to BSIS guidelines. Documents and forms will be completed, collected, and filed in a secure location. Those documents and form will be made available to the City's representative upon written request

Assignments
APS guards will be assigned according to regional needs, and geographical location. A guard's certification expiration/renewal and the APS time and Attendance tracking system will also be monitored to ensure main compliance.

STEP 3
Training

Safety is an integral part of APS training. Our Human Resource team and Operations Manager will facilitate APS Safety and Standard on-board training, i.e. – CPR, refresher heat/stroke recognition and evacuation response.

Additional training is given in the area of Detect Guard Tour equipment usage, Daily Activity Reports, Incident/Accident Reports, Emergency tracking system, and emergency response team support.



STEP 4
Communication

APS has taken great strides in facilitating communication through the latest technology. Each site will be equipped with "Next Gen" mobile cellphones. They can also access ADP and receive APS emergency alerts.

In addition, the phones can be used for the hourly Detect Guard Tours. Remote area posts will be equipped with long-range, all-weather geo stationary satellite phones. The use of a satellite phone ensures constant communication where WIFI and cellular signals are unavailable.

APS Guard Training Program

APS has created a Training Program, which borrows steps from the Bureau of Security and Investigative Services, based on bids that will facilitate a path for becoming a guard. This program will address the contract needs and specifications, as well as Compton's employment, therefore employment rate.

https://www.bsis.ca.gov/industries/g_train.shtml

On-Boarding Plan

APS on-boarding plan is set-up to promote a successful roll out for services and targeting our employees individual training and education of its guards



APS Vehicle

All APS provided vehicles must maintain full compliance with the CA Bureau of Security and Investigative Services (BSIS) regulations. At a minimum, vehicles must have a BSIS compliant light bar, be marked with the words "Private Security" and display the contractor's Private Patrol Operator (PPO) number.

>> 01 HIRING GUARDS AND CITY OUTREACH

APS is dedicated to hiring top candidates and utilize resources to obtain qualified guards. APS will also host Hiring Events in the city of Compton to pursue guards in the area and encourage the APS Training Program. This program will take approx. 30 days

Hiring

1 : Hiring Event and Local Out research
2 : Background Check
3 : Alcohol and Drug Testing

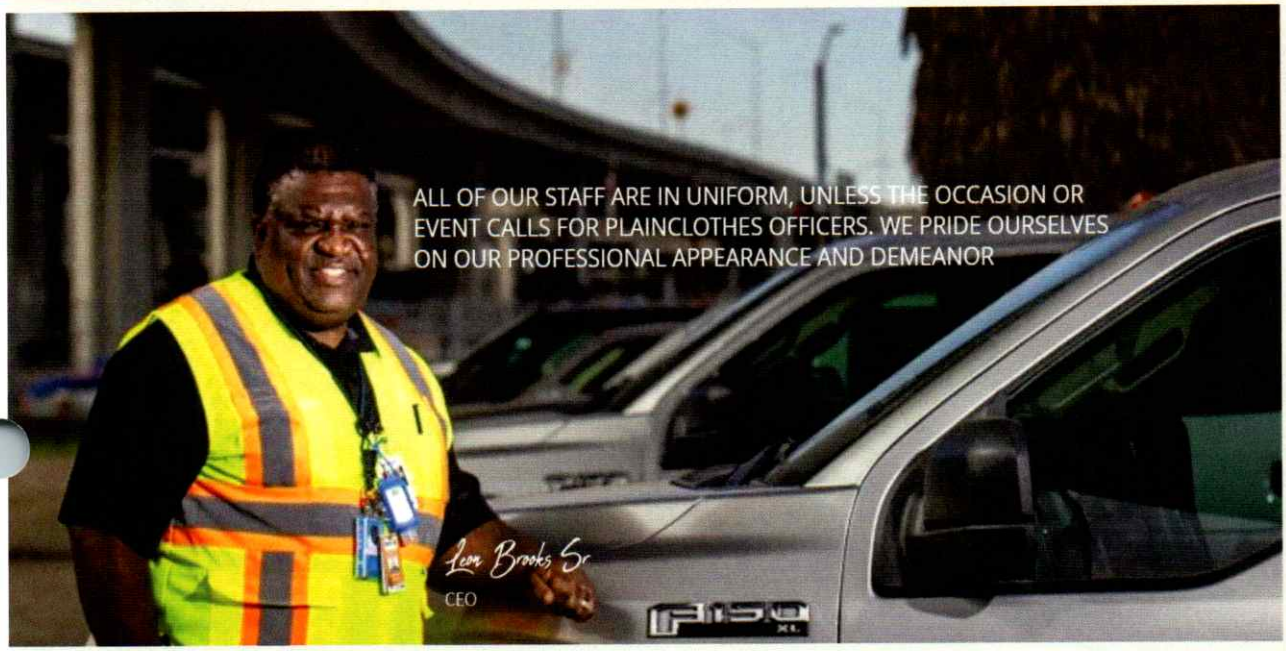
>> 02 TRAINING AND DEVELOPMENT

APS is dedicated to the education of each individual guard and maintaining and all rules, policies, and regulations of the State of California, with the main focus on "Use of Force" for Armed guards and "De-Escalation" for Unarmed Guards. Allied also employs an annual Training Schedule.

APS Training Courses

1 : APS Standards and Procedure
2 : LA County Sheriff's Department **"Force Policy"**
3 : Post Duties and Covid-19 Prevention

ALLIED PROTECTION SERVICES
Come Experience The Difference



>> 03 SET UP AND IMPLEMENTATION

Based on conversations with the City and Sheriff Department identified tasks will be addressed in a contract-specific rollout.

Set Up:

1 : Intro to Residents
2 : Pre-Assessment Training
3 : Security education & Awareness

>> 04 EVALUATION AND SUPPORT

APS, throughout the contract, will monitor risk opportunity, safety and legal risks, and adequate training by having a dedicated lead that performs spot checks and making sure the guards are provided the most updated training. APS will have updates based on client requests and on incident prevention and recommendation.

Accountability :

1 : Dedicated Lead
2 : Communication Reports
3 : Incident Prevention

Training is Key

APS understands the importance of training. The skill gap is the number issues for low-income wages, miss opportunity for talent and unemployment gaps. On-the-job training enhances strategic thinking and interpersonal skills through transparent means. APS supports all training goals of continuous learning for our employees from the start of a career to the end.



Guard Training Program

APS Guard Training program is facilitated by an BSIS - Licensed instructor. The program is designed for direct placement with APS. Qualification are outline as followed:

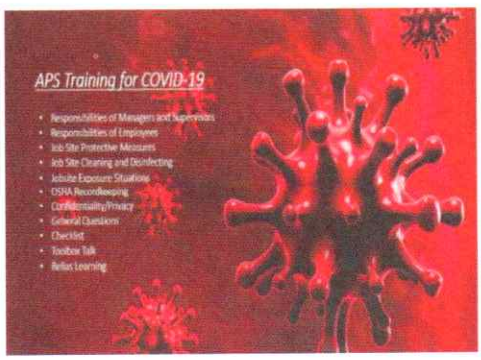
- Be at least 18 years old
- Undergo a criminal history background check through the California Department of Justice(DOJ) and the Federal Bureau of Investigation (FBI);
- Complete a 40-hour course of required training. The training and exam may be administered by any private patrol operator or by a certified training facility



Team Training Plan

We will develop our security Team training requirements as a part of the APS Security Services Staffing Plan that also describes the policies and commitments for training the APS force and outlines training objectives. In addition, the Training Plan specifies the process used in developing and implementing the training to include the preparation of the training needs analysis, course design and implementation, and training evaluation.

The Training Plan also sets out the training approach program as well as the learning activities/ materials and rationale for the choice of each. Included is the training schedule for the current period with an explanation of how the scheduled training meets SOW, The City's, and APS requirements. The plan also establishes learning objectives along with a detailed explanation of training program organization, courses, lessons, etc.



Training for COVID-19 Prevention

With the spread of the coronavirus or "COVID-19, APS has invested in training and development an Exposure Prevention, Preparedness, and Response training for all staff , which includes an interactive module and quiz . This training will provide information on APS's COVID-19 guidelines and shared responsibilities, as well as strategies for limiting the spread of the disease.

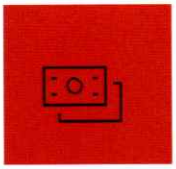
TERMS & CONDITIONS

We work hard to provide the best service we can and to specify clear guidelines for all clients who use our services.



TERMS AND CONDITIONS

Terms and Conditions: Unless agreed otherwise by us in writing, these terms, and conditions (Terms and Conditions) shall apply to the provision of all goods and/or Services provided by us to you. These Terms and Conditions are the Terms and Conditions referred to in any correspondence with you or referred to in the rules and regulations outlined by the RFP agreed bid or any other form, quotation, invoice, or confirmation of request for services. We reserve the right to amend the Terms and Conditions from time to time by written notice to you. Your continued use of the Services will be deemed acceptance of such amended Terms and Conditions and such amended Terms and Conditions will replace any previous arrangements or understandings between you and Allied Protection Services



PAYMENT SYSTEM

A. Total Compensation: For services performed pursuant to this Agreement, the CITY agrees to pay and the CONTRACTOR agrees to accept, payment as shown in Exhibit "B". This amount shall constitute complete compensation for all services for work identified in Exhibit "A", Scope of Work. No other compensation is authorized by this Agreement without separate written amendment.

B. Payment of Compensation: The CONTRACTOR shall be compensated no more than monthly, based upon actual fees earned and invoiced to Visalia Transit monthly. The CONTRACTOR shall be paid no later than thirty (30) days following submission to the City of a written, itemized billing for services actually performed.

C. The city will be billed via email with supporting biometric timecards for hours worked



YOUR TEAM

APS will require a list of core contacts for each department to communicate during the length of the contract.

UNIFORM & EQUIPMENT

APS shall provide Security Officer(s) with uniforms which meet all state mandated regulations. APS shall provide enough uniforms to its personnel to ensure that they can maintain a well-kept appearance. Style of uniforms to be approved by Compton before issuance.

APS will provide all personnel with the proper Personal Protective Equipment (PPE) needed to stand post as dictated by the City of Compton standards. Security Officers without proper PPE will not be allowed to stand post in consideration of the various hazards (electrical or otherwise) present throughout job sites in the city . For elevated issues/concerns, real-time communication will be handled via the Client Portal. Office will provide all Office supplies not given by the City.

COMMUNICATION

The layers of Site Management have been minimized to enhance both "top down" and "bottom up" communication. Managers and Supervisors will spend time visiting the APS personnel at their duty locations to further understand each facet of the operations, and to maintain rapport within the organization. Throughout the process each APS and the City's personnel will receive feedback to create a cohesive, goal-oriented organization dedicated to the accomplishment of all project activities.

APS uses a State-Of-The-Art Client Service Portal that address scheduling, scheduling errors and amendments, as well as all necessary real time communication with Field Operations. APS has also given you to the capability to see hours worked in real time, via Timecard Report Documents uploaded to your specific profile.

CANCELATION

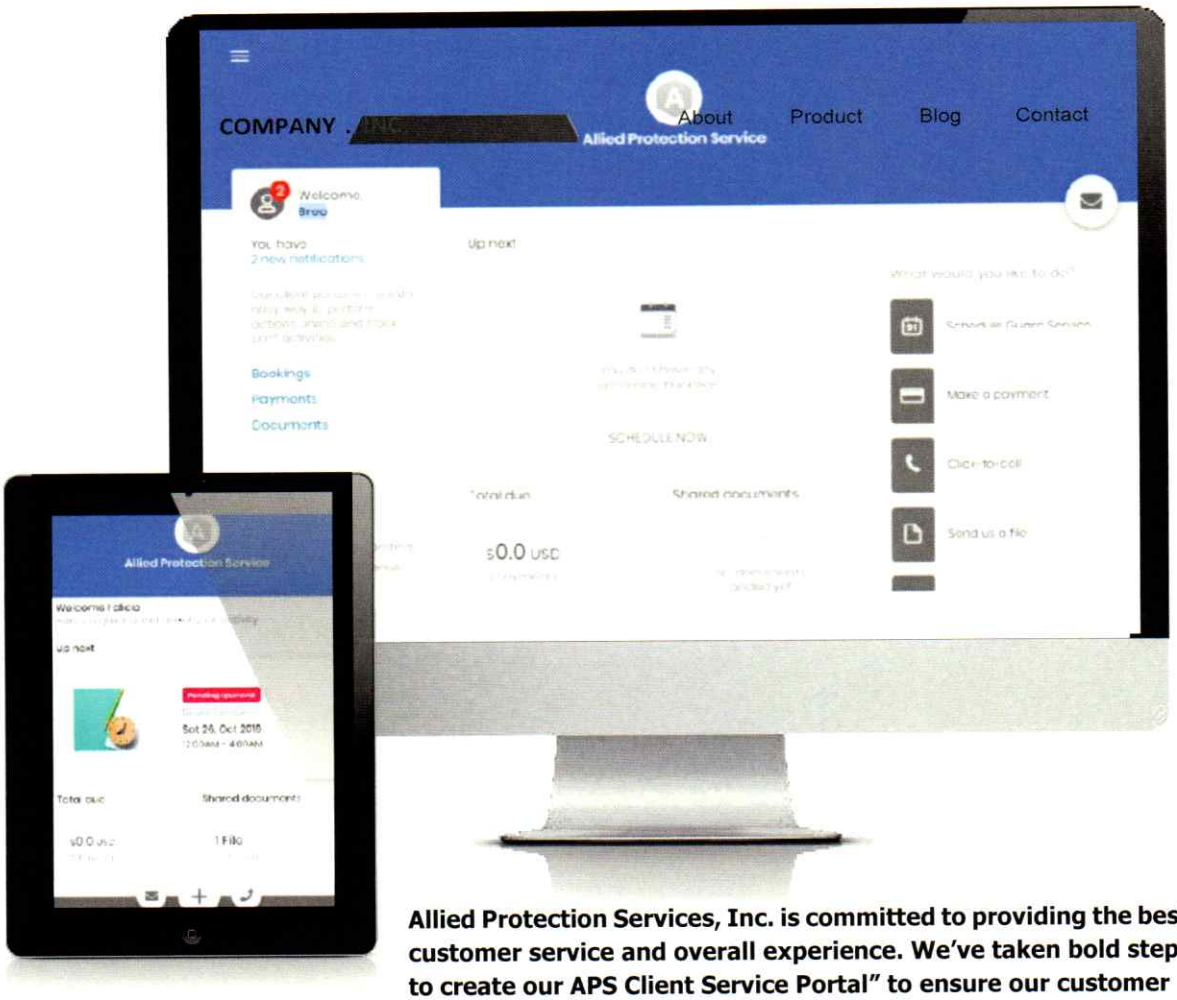
The right to terminate this Agreement, with or without cause, may be exercised without prejudice to any other right or remedy to which the terminating party may be entitled at law or under this Agreement.

A. Termination by Either Party Without Cause: The CITY or CONTRACTOR may terminate this Agreement at any time by giving written notice to the other of such termination and specifying the effective date thereof, at least ninety (90) days before the effective date of such termination.

B. Termination of Agreement for Cause: The CITY may by written notice to the CONTRACTOR specifying the effective date thereof, at least fifteen (15) days before the effective date of such termination, terminate the whole or any part of this Agreement in any of the following circumstances:

1. If the CONTRACTOR fails to perform the services called for by this Agreement within time(s) specified herein or any extension thereof; or If the CONTRACTOR fails to make progress under this Agreement as to endanger performance of this Agreement in accordance with its terms and does not correct such failure within a period of thirty (30) days (or longer period as the CITY may authorize in writing) after receipt of notice from the CITY specifying such failure.

Client Service Portal



Allied Protection Services, Inc. is committed to providing the best customer service and overall experience. We've taken bold steps to create our APS Client Service Portal" to ensure our customer the latest technology.

> **APS is committed to providing the best customer service and overall experience.**

Client Profile:
Access your account easily, view bookings, payments, and documents

Schedule Now:
You can simply request guard services at the touch of a button and keep up with your bookings

Manage Payment:
Make payment easier, review your balance, and make inquiries with the Billing Department

Share Documents:
Contact us quicker, upload documents, and review request.

LABOR RATE SHEET

Unarmed Security Guard	ST	Time & 1/2	DT
(A) Base Wage Rate			
Base Wage	$ 18.00	$ 27.00	$ 36.00
(B) Other Compensation			
Vacation / Supplemental	$ 1.32	$1.97	$ 2.63
Additional Pay Above Scale			
	$ 19.32	**$ 28.97**	**$ 38.63**
(C)Benefits			
COVID- 19 Prevention, Local Guard Training Program, Worker Comp, Training / Certification, Contractor Liability.	$ 3.92	$ 3.92	$ 3.92
(D) Payroll Insurance & Tax			
Social Security % of A + B	$1.93	$ 2.90	$ 3.86
Total Hourly Wage (A+B+C+D)	$ 25.17	$ 35.79	$ 46.41
Hourly Bill Rate (Total Hourly Wage +OH+P)	**$ 37.75**	**$ 53.69**	**$ 69.62**

AGREEMENT

Specific Individuals that are above pay scale to be validated with certified payroll. Bonuses, profit sharing and other add-ons will not be allowed.

All subcontractors to use 7.65% for FICA, 0.03% for FUTA and 2.05% for SUTA

Further Details available upon request

LABOR RATE SHEET

Armed Security Guard	ST	Time & 1/2	DT
(A) Base Wage Rate			
Base Wage	$ 19.75	$ 29.00	$ 39.50
(B) Other Compensation			
Vacation / Supplemental Additional Pay Above Scale	$ 1.44	$ 2.16	$ 2.89
	$ 21.19	**$ 31.79**	**$ 42.39**
(C)Benefits			
COVID- 19 Prevention, Local Guard Training Program, Worker Comp, Training / Certification, Contractor Liability.	$ 6.13	$ 6.13	$ 6.13
(D) Payroll Insurance & Tax			
Social Security % of A + B	$ 2.12	$ 3.18	$ 4.24
Total Hourly Wage (A+B+C+D)	$ 29.58	$ 41.24	$ 52.90
Hourly Bill Rate (Total Hourly Wage +OH+P)	**$ 44.37**	**$ 61.86**	**$ 79.34**

AGREEMENT

Specific Individuals that are above pay scale to be validated with certified payroll. Bonuses, profit sharing and other add-ons will not be allowed.

All subcontractors to use 7.65% for FICA, 0.03% for FUTA and 2.05% for SUTA

Further Details available upon request

PROJECT COMPLETION

PROJECT COMPLETED

Completion of the Project. Upon completion of the project. APS requires the City of Compton to execute and deliver a certificate showing completion of service from the City of Compton. APS project manager will begin closing the project, maintaining only enough staff and equipment to support the team that is working on the final phases.

APS will submit final payment to the City's accounting department upon notification of completion. The last payment is final and completes the contractual agreement with the project.

The City of Compton will be asked to complete an assessment of client satisfaction, that includes the original goals and objectives and statements that show how the project met those goals and objectives. Performance on the schedule and budget are summarized and an assessment of client satisfaction is provided.

APS will archive all documents associated with the project will be stored in a secured location where they can be retrieved for further reference, version of this report can be provided to the client as a stakeholder and as another means for deriving feedback. The following are documents that are typically archived:

- Charter documents
- Scope statement
- Original budget
- Change documents
- DPCI ratings
- Manager's summary—lessons learned
- Final DPCI rating

Leon Brooks Sr., CEO	10-28-2021	*Leon Brooks*
Name / Title / Position	Date	Signature of Client

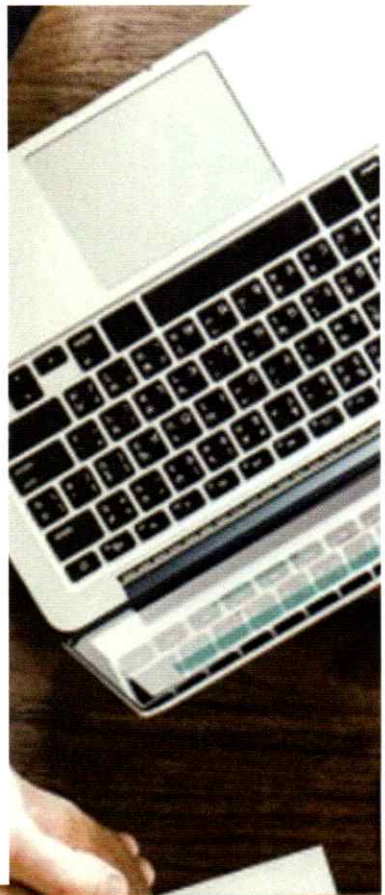
Allied Protection Services, Inc.	LBrooks@alliedprotection.com	19164 Van Ness Ave, Torrance, CA.90501
Company Name	Company Email	Company Address

THANK YOU FOR YOUR BUSINESS WITH US.

ALLIED PROTECTION SERVICES
Come Experience The Difference

THANK YOU FOR BUSINESS

HOPEFUL FOR YOUR BUSINESS SUCCESS



CONTACT INFO

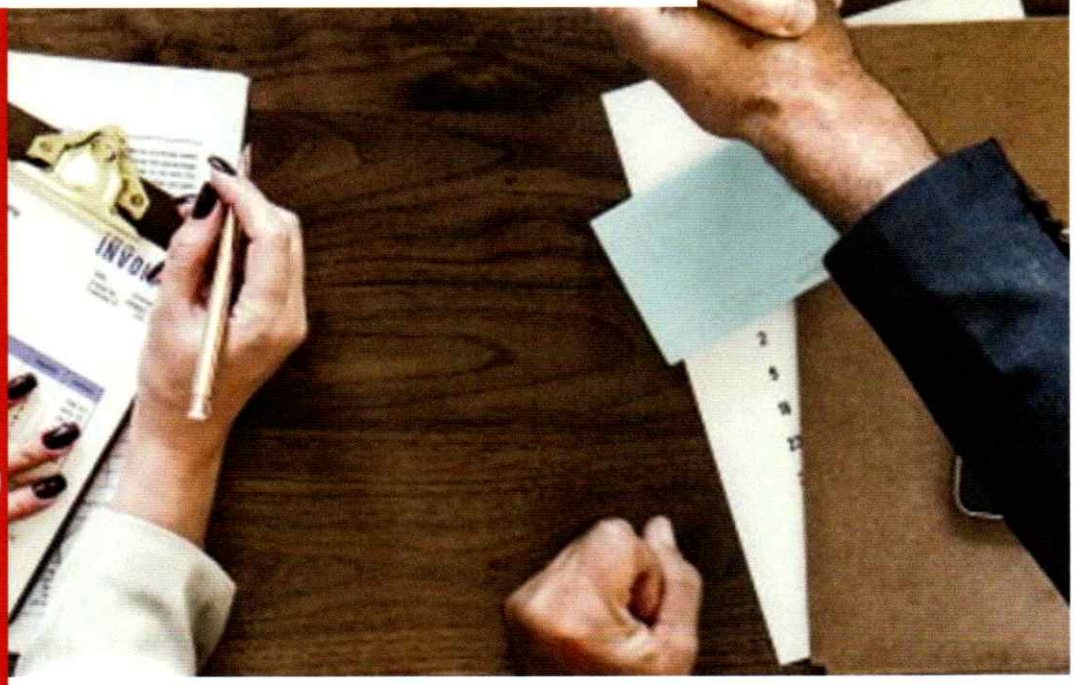
19164 Van Ness Blvd
Torrance, CA, 90501
United States

E : lbrooks@alliedprotection.com
W : www.alliedprotection.comm
P : 310-330-8314

A Short Summary

APS is ready to assist the City of Compton efforts to reduce illegal activity throughout the City Parks, businesses where illegal products may be sold, special events and other City facilities.

Let's get started



AMERICAN GUARD SERVICES, INC.

COPY



Submitted to:
Office of the City Manager
City of Compton
205 South Willowbrook Avenue
Compton, CA 90220

Submitted by:
American Guard Services, Inc.
Gerald A. Gregory,
Executive Vice President
1125 W. 190th Street
Los Angeles, CA 90248
Phone: (800) 441-1808
jgregory@americanguardservices.com

Response to Request for Proposal:
Armed and/or Unarmed Security Guard Services – City's Public Parks and Recreational Buildings



CONFIDENTIAL & PROPRIETARY: Please do not disseminate to third parties.

A. Transmittal Letter

AMERICAN GUARD SERVICES

(310) 645-6200
americanguardservices.com

National HQ : 1125 W. 190th St.
Los Angeles, CA 90248

Licensed Nationwide

October 28, 2021

Office of the City Manager
City of Compton
205 South Willowbrook Avenue
Compton, CA 90220

Response to RFP, Armed and/or Unarmed Security Guard Services – City's Public Parks and Recreational Buildings

American Guard Services ("AGS") is offering the City of Compton, ("City") a fully compliant proposal for premier Armed and/or Unarmed Security Guard Services. We believe that the assembled documents herein stand apart from our competition and form a fully compliant response.

Below, you will find pertinent company information to begin your evaluation:

Brief Description of the Firm

We have a nationwide reach and focus—making AGS unique as one of the largest majority woman-owned security enterprises in the United States. The firm continually meets the needs of our municipal and other government clients with procedures matching the field-tested durability of law enforcement. Our government contracts are heavily community-oriented with public-facing posts.

We are well-versed in securing specialized government areas and communities, while elevating our capabilities with community policing practices inspired by law enforcement. Furthermore, we have a rich history developing and implementing multi-faceted security plans to protect government agencies.

Geographic Location of Office

AGS has multiple offices across the United States. With many offices in California, and our National Headquarters located at 1125 W. 190th St., Los Angeles, CA 90248 within twenty (20) miles of the City's sites, as well as our 24/7 Communications and Dispatch Center providing constant support, we are able to respond to emergency situations and other sudden City request within one (1) hour.

Age and Average Number of Employees
AGS was founded in 1997 and has over twenty-two (24) years of experience in the industry. For the last three years, we have had an average number of 4,000 employees, while currently we have in excess of 3,500 employees.

Commitment to Perform the Requested Work
AGS certifies our full commitment to performing the requested work; we are confident in our ability to meet and exceed the requirements in the Scope of Services and believe that the documents herein will serve as comprehensive evidence of our ability to do so.

AGS acknowledges the City's right to extend or modify the Scope as it sees fit. Our financial strength and guard capacities allow us to welcome these future modifications.

We look forward to demonstrating the value and durability our partnership will provide. **The proposal remains valid for ninety (90) days after its submittal to the City.**

Please direct all correspondence regarding this RFP to my attention using the contact information listed below.

We look forward to demonstrating the value and durability our partnership will provide. By signing this Cover Letter, AGS and its authorized representative attest that the information submitted within is true and correct.

Respectfully,

Gerald Gregory,
Executive Vice President
American Guard Services, Inc.
1125 W 190th Street, Los Angeles, CA 90248
Phone: (800) 441-1808
Email: jgregory@americanguardservices.com

B. Title Page

RFP Subject: Armed and/or Unarmed Security Guard Services

Contractor's Name: American Guard Services, Inc.

Local Address: 1125 W. 190th St., Los Angeles, CA 90248

Telephone Number: (800) 441-1808

Contact Person: Gerald A. Gregory, Executive Vice President

Bid Submission Date: October 28th, 2021

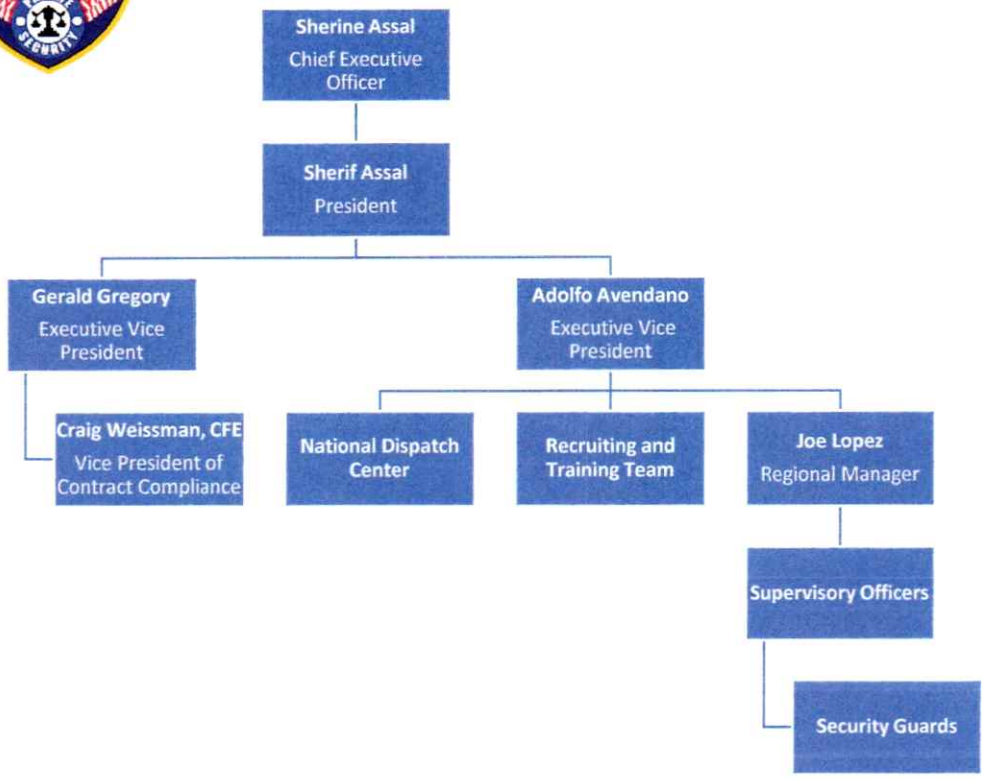
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D. Company/Firm Information

American Guard Services is a corporation. Please see the following AGS organizational chart tailored to the City's needs.

American Guard Services Organizational Chart for the City



AGS as a nationwide security company with a $10 million umbrella insurance, $25 million bonding line, and $50 million credit facility is in a good financial position. The AGS location located nearest to the City's sites is our National Corporate Headquarters, located at 1125 W. 190th St., Los Angeles, CA 90248. Since this office is located within twenty (20) miles of the City's sites, we are able to respond to emergency situations and other sudden City request within one (1) hour. The number of licensed contractors and agents employed by AGS in this region is about 1500 Guards.

E. Qualifications and References

Qualifying Experience:

i. Professionals

AGS uses a flat management approach in which all resources are shared freely for optimum efficiency. The company's Key Personnel will all be involved in the successful execution of this Contract. The Key Personnel are the following: Sherine Assal, Chief Executive Officer; Sherif Assal, President; Gerald Gregory, Executive Vice President; Robert Lasky, Executive Vice President; Adolfo Avendano, Executive Vice President; Craig Weissman, Vice President of Contract Compliance; Joe Lopez, Account/Project Manager. The following are the types of responsibilities AGS's Key Personnel will share to guarantee contract compliance and City satisfaction:

- Oversee contract development and execute lifecycle management techniques
- Provide on-demand logistical expertise
- Provide risk and safety monitoring consulting
- Ensure the Project/Contract Manager has the necessary tools, follow protocol, and meet City needs.
- Ensure quality control and staffing procedures meet their targets
- Bring technical, logistical, and technology expertise to the project
- Connect operations and management needs to the right people
- Oversee development of the Contract
- Offer logistical expertise
- Oversee other operations and deployment measures
- Ensure contract compliance
- Guarantee conformity will all specifications

Please see the following resumes associated with these Key Personnel that will be involved in the successful execution of this Contract.



SHERINE ASSAL

CHIEF EXECUTIVE OFFICER

Overview:

Ms. Assal has over 24 years' experience in the ownership, management, and operations of security services companies. She started the company in 1997 and helped it grow to $45 million in sales. Ms. Assal is involved in every aspect of the company, such as Operations, Scheduling and Accounting. Ms. Assal oversees new client business to ensure strong growth; existing client accounts to ensure contract requirements are met and suggests enhancements and modifications that will better serve the needs of our clients. Ms. Assal oversees all employees to ensure high levels of training, consistency, and professionalism in our Guard Force. Ms. Assal is 100% committed to the project.

Employment History:

1997 – Present	American Guard Services, Inc.	Chief Executive Officer
1989 – 1996	International Services, Inc.	Senior Vice President, Operations

Professional Affiliations:

Cruise Lines International Association

Maritime Security Council

Florida Caribbean Cruise Association

International Cargo Security Council

American Society for Industrial Security

Education:

Bachelor's in Business Administration, American University of Cairo



SHERIF ASSAL

PRESIDENT

Overview:

Mr. Assal co-founded American Guard Services in 1997 and has been responsible for all aspects of the business along with his sister, Ms. Sherine Assal. Mr. Assal oversees all operations, marketing, legal, M&A and HR functions and represents the company at a variety of trade and industry associations.

Mr. Assal is the driving force behind differentiating American Guard Services from its competitors and building the brand. Mr. Assal has been ultimately responsible for a variety of highly successful acquisitions throughout the United States as well as their subsequent integration into the AGS organization. Mr. Assal is 100% committed to the project.

Employment History:

1997 – Present	American Guard Services, Inc.	President, Operations
1992 – 1997	International Services, Inc.	Vice President, Marketing

Licenses & Certificates:

Private Investigator, Patrol and Guard Operator

Professional Affiliations:

Cruise Lines International Association

Maritime Security Council

Florida Caribbean Cruise Association

International Cargo Security Council

American Society for Industrial Security

Education:

Graduated from Venice High School, CA.

Completed various courses and seminars in Security, Supervision, Management, Law Enforcement, Seaport Security Antiterrorism Training Program with the Federal Law Enforcement Training Academy, Train-the-Trainer Program, and Security Screener Training.



GERALD GREGORY

EXECUTIVE VICE PRESIDENT

Overview:

Gerald A. Gregory brings 40 years of security/investigations and public law enforcement experience. Mr. Gregory began his career in New York City, as an undercover investigator also performing street surveillance operations. Today, a Licensed Private Detective and security professional, Mr. Gregory has extensive industry experience in both the private and public sectors. His widespread capacities in the private sector include Officer, Investigator, Scheduling and Operations Manager, Branch Manager, Regional and National Operations Director, Vice President, Executive Vice President, President, and Chief Executive Officer. In the public law enforcement sector, he successfully completed his duty as an Essex County Constable, Police Officer, Sergeant, Lieutenant, and Captain of a police department Emergency Management Division. Mr. Gregory is 100% committed to the project.

Employment History:

2009 -Present	American Guard Services, Inc.	Executive Vice President
2007 – 2009	Beau Security & Investigations, Inc.	President of Internal Intelligence
1990 – 2007	Internal Intelligence Service	Chief Executive Officer and President

Licenses & Certificates:

Private Investigator

Awards:

1998: Received the national leadership award from the National Republican Congressional Committee and was appointed Honorary Co-Chairman of the Business Advisory Council.

1999: Named "Businessman of the Year" by the National Republic Committee. Listed in USA Today.

2003: Was awarded the Republican Senatorial Medal of Freedom, the highest honor a Republican member of the US Senate can bestow.

Education:

Criminal Justice Associates Degree, John Jay College of Criminal Justice

Essex County Police Academy, Graduate



ADOLFO AVENDANO

EXECUTIVE VICE PRESIDENT

Overview:

Mr. Avendano has worked in the security industry for over 18 years. He joined American Guard Services, Inc. in February of 2011 after eight years with Guard Systems, Inc, out of Monterey Park, CA. where he was the Regional Manager. Prior to this he worked for American Protective Services out of Covina, California. Mr. Avendano is responsible for all non-maritime security operations in the western United States for American Guard Services ranging from retail to government accounts. Currently he oversees approximately 1,400 staff, including his Operations Management Team.

Specific responsibilities include: Operations Management, Business Development, Quality Control, and Training & Development. Mr. Avendano is 100% committed to the project.

Employment History:

2011 – Present	American Guard Services, Inc.	Executive Vice President
2008 – 2011	GSI, MBM, MLS, Reedley	Project Manager
2000 – 2008	Guard Systems, Inc. (GSI)	Operations Manager
1989 – 2000	American Protective Services	Scheduling Manager

Education and Certifications:

AA Criminal justice, Rio Hondo Community College

LAPD "Community Police Academy" Training

American Society for Industrial Security (A.S.I.S. International)

Certified Protection Professional (CPP)



CRAIG WEISSMAN, CFE

VICE PRESIDENT OF CONTRACT COMPLIANCE

Overview:

Mr. Weissman has 20 years' experience in the security and investigative industry. His expertise includes contract compliance and management and operational guidance. In addition, his investigative experience includes conducting financial review audits, financial fraud examinations, due diligence investigations, and the corporate restructuring of several companies. His career includes 6 years in the corporate office of Beau Dietl & Associates as Vice President of the White Collar Division, managing a staff of analysts and investigators. As an investigator, he has provided risk assessment and competitive intelligence to help clients make strategic business decisions.

In addition, Mr. Weissman has been a Certified Fraud Examiner since 2004. As granted by the Association of Certified Fraud Examiners, a Certified Fraud Examiner credential denotes proven expertise in fraud prevention, detection, and deterrence. Mr. Weissman graduated from George Washington University with a Bachelor's of Science in Economics. Mr. Weissman is 100% committed to the project.

Specific responsibilities include operations management/guidance, business development, and compliance.

Employment History:

2008 – Present	American Guard Services, Inc.	Vice President
2001 – 2008	Beau Dietl & Associates	Vice President

Education and Certifications:

BS Economics, George Washington University

Certified Fraud Examiner (CFE)



JOE LOPEZ

REGIONAL MANAGER

Overview:

Mr. Lopez has over 25 years of experience as a manager in the security industry. His experience includes a variety of capacities ranging from working as General Manager for a previous Security Company to Regional Manager at American Guard Services. In his career, he has managed multiple contracts similar to the City and many other sites such as public, military, and private business facilities. Additionally, Mr. Lopez has been instrumental in the continuous development of staff, training programs, and manuals. Mr. Lopez will be the Project/Contract Manager for this project, to which he is 100% committed.

Employment History:

2015- Present	American Guard Services, Inc.	Regional Manager
2008-2015	American Service Industries, Inc.	General Manager
1994-2008	Guard Systems, Inc.	Regional Manager

Education and Certifications:

High School Diploma, Buena Vista Career Academy

Fire Life Safety Background

References:

i. Business References

Judicial Council
300 S. Spring Street, Suite 2217, Los Angeles, CA. 90013
Daniel P. Potter, *Clerk Executive Officer*
213-830-7000 / Direct: 213-830-7110
dan.potter@jud.ca.gov
2020 – Current
AGS provides the Judicial Council of California security guard services to monitor security desk consoles, conduct magnetometer and security wand entry screening, perform interior surveys, and monitor public access points to court facilities amongst other deliverables. AGS provides security guard services for their regional service areas, which includes Los Angeles, Ventura, Sacramento, San Diego, Riverside, Santa Ana, Fresno, and San Jose.

DHL Supply Chain - Nationwide
401 23rd St., San Francisco CA 94107
Robert Candia, Corporate Security & Investigations
310-961-8413
Robert.candia@dhl.com
AGS provides Armed and Unarmed Security, cargo screenings, and access control services for ramp locations and loading docks at DHL facilities. Our service mirrors the high performing UPS contract with our use of the local labor force and our commitment to appropriate technologies to save time and money. AGS has formal program evaluations that assess many variables in our security response and performance—AGS consistently has met its program goals and objectives through open feedback assessments and other measures. Loading zones and other facility posts are crucial entrances to the outside world, not to mention, environments with vulnerabilities we understand and seek to mitigate.

City of Fresno – Housing Authority
1331 Fulton Street, Fresno, California 93721
Lyric Aguigam, Policy Analyst
559-443-8400 Ext 4437 Cell: 559-614-7994
laguigam@fresnohousing.org
2020 - Current
AGS provides security guard services to the Fresno Housing Authority. Guard duties include, but are not limited to, providing logs on daily/nightly tenant activities in violation of the Tenant Agreement, conducting exterior patrol of each occupied and unoccupied unit hourly, reporting problems that occur within and around the complex (e.g., illegal activities, safety issues, visible lease violations), conducting access control, notifying the Police Department immediately of any activities that are criminal in nature, enforcing the alcoholic beverage ban (alcohol consumption is prohibited outside the units), enforcing the City ordinance curfew, preventing vendors from entering the premises after hours

except as identified in an emergency, and providing Incident Reports on a form approved by the Authority.

ii. Litigation

Please see the attached letter for information concerning litigation.

F. Conflict of Interest

AGS has no potential conflicts of interest concerning the City.

Pricing

Type of Service	Hourly Rate - Regular	Hourly Rate - Holiday & OT & Emergency
Basic Unarmed	$ 34.55	$ 50.10
Unarmed with Minimum 2 Years' Experience	$ 36.02	$ 52.23
Basic Armed	$ 38.96	$ 56.50
Armed with Minimum 2 Years' Experience	$ 40.43	$ 58.63

Experience with Municipal Agencies

Municipal Experience

Below: We list several related security contracts (both direct and associative experience) that mirror the scope elements of the City's project. We believe they best illustrate our qualifications/experience.

Project	Major Scope Elements					
	Security Guard Service	Citywide Security Services	Government Agency Experience	Monitoring and Patrol	Highly Visible Presences	Emergency Procedure Awareness
1. **City and County of San Francisco**	✓	✓	✓	✓	✓	✓
2. **City and County of Honolulu**	✓	✓	✓	✓	✓	✓
3. **City of San Diego**	✓	✓	✓	✓	✓	✓
4. **City of Bellevue**	✓	✓	✓	✓	✓	✓
5. **City of Surprise**	✓	✓	✓	✓	✓	✓
6. **City of Clearwater**	✓	✓	✓	✓	✓	✓
7. **City of Seattle**	✓	✓	✓	✓	✓	✓
8. **State of Arizona**	✓		✓	✓	✓	✓
9. **Brownsville Public Utilities Board**	✓		✓	✓	✓	✓
10. **Clark County Public Works Center**	✓		✓	✓	✓	✓
11. **Los Angeles Department of Water and Power**	✓		✓	✓	✓	✓
12. **Cordova Parks & Recreations**	✓		✓	✓	✓	✓

Other municipal and government contracts:

Orange County	City of Pleasant Hill	San Carlos School District
City of Redlands	City of San Clemente	City of Palo Alto
City of Mission Viejo	City of Walnut Creek	KIPP Iluminar Academy
City of Diamond Bar	City of San Juan Capistrano	City of Cupertino
City of Malibu	Contra Costa County	Twin Rivers Unified Schools
City of Bell	City of Lawndale	City of Aliso Viejo

Coverage of Large Contracts

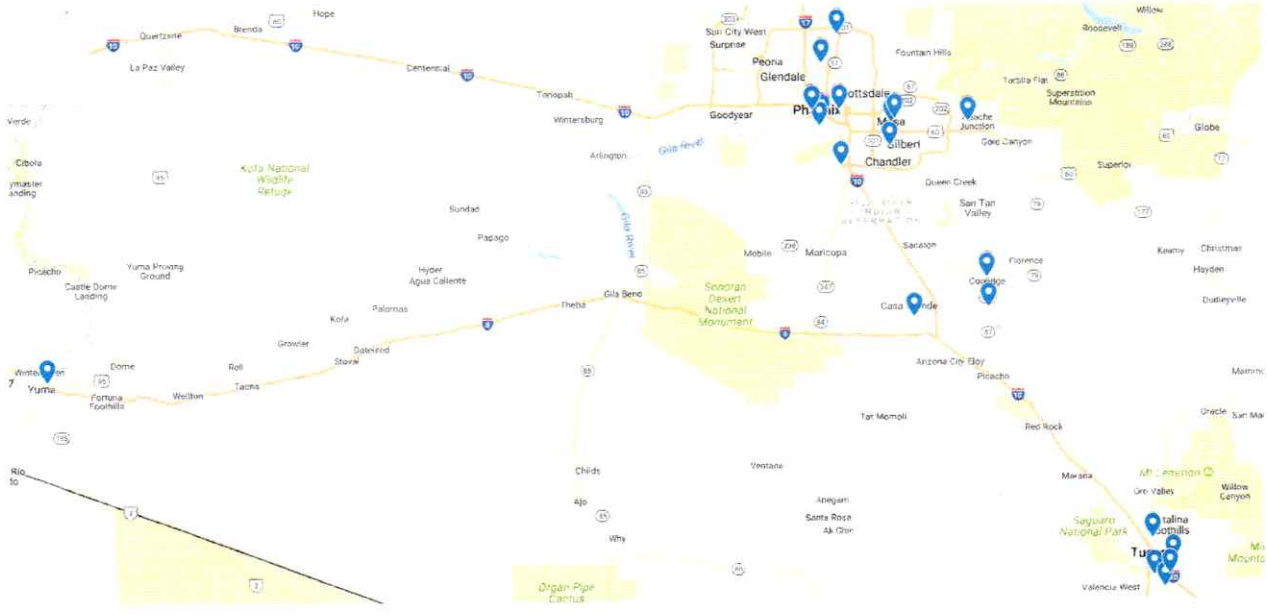
AGS is a veteran of staffing large contracts with numerous sites spread over a vast geographic area. Most notable is our statewide master contract with the Arizona Department of State Procurement Office (ADSPO), through which we provide unarmed and armed security guard services for State agencies such as the Arizona Department of Economic Security (DES) and the Department of Children's Services offices throughout Arizona. Our coverage of DES sites includes over 80 locations in multiple cities across three regions of Arizona, Tier II and Tier III armed security officers, and multiple road supervisors ensuring that our performance meets DES's standards contract-wide.

We have also provided security guard services for Health and Human Services Commissions nationwide; in total, our area coverage for HHSCs and similar agencies encompasses over a hundred counties across the country. We first secured an HHSC facility in 2009 and have expanded our service to this sector over the next decade.

Additionally, AGS secures thousands of retail clients nationwide (for companies such as Kroger and DHL), holds a Master Purchase Agreement with E&I Cooperative to be the sole security provider for their 4,500+ educational members, and provides countywide security for Tulare County, CA, Mendocino County, CA, and Clayton County, GA, among other counties, with many of them having dozens of sites needing coverage.

Case Study: Arizona Department of State Procurement Office (Statewide)
AGS was awarded a contract with the State of Arizona in 2018 to provide statewide, armed and unarmed security services. Our firm will provide security in three regions of Arizona (Northern, Southern, and Metro Phoenix East) with estimated annual revenue of $500,000 and over 80 manned security posts. Below is a map of our statewide coverage:

Some major Arizona cities that we cover for this contract include (but are not limited to) Phoenix, Mesa, Chandler, Tucson, and Flagstaff. We were able to facilitate a smooth transition in less than a month despite the following: the wide area coverage, high number of posts, sheer volume of personnel required, and lack of significant infrastructure in the State. This illustrates AGS's ability to implement quick transition plans and expand into new regions with little pre-existing presence.



Sufficient Response Capacity and Support/Back-up Plan

Consistent Coverage Plan
AGS employs field-tested, multi-faceted strategies to ensure that our security force will exhibit maximum availability to AGS needs and requests. For us, availability of security

personnel involves two distinct aspects: the ability of our firm to maintain consistent coverage and staffing levels, and the ability of our firm to respond to a client's sudden request for additional/supplemental guards. Our strategies incorporate numerous elements from technological solutions to management philosophies all designed for elevating availability to exceed client expectations.

Alongside our workforce management tools (e.g. MITC) and seamless processes, we possess ample ability to consistently provide a trained workforce for scheduled coverage. Please reference the list below:

- **Back-filling**—Is achieved with reserves of local guards ("Flex-Force" officers) who have already been cross-trained on City posts. Succession and backup planning facilitate simpler transitions and ensures the development of future leaders within AGS, which is why we invest resources to forecast/adjust to multiple unforeseen instances. On top of hiring reserves and cross-training, a development matrix is made to map current roles and timeframes (0-2 years, 3-5 years, 5-10 years, etc.) that affect our respective contracts.
- **Emergency service requests**—Handled immediately with our full organizational capacity and 24-Hour Communications Center. Additionally, floating staff and special roving reserves will be available for additional coverage. AGS specializes in reducing response times, certifying emergency relief in basic life support procedures, and scheduling with real-time, automated software. Moreover, these roving/float/flex employees will be required to undergo thorough background check procedures and comply with all City requirements.
- **Consistent guard coverage vis-à-vis scheduling**—A function of our services that ties back into added value benefits such as lowered costs and site-driven solutions. We use a smart security workforce management solution, MITC, to automate scheduling, alerts, and reporting all on one system.
- **Flexibility**—Attention is given to this vital component of our Security Guard Program. Proximity to the post gap and other factors are taken into consideration.

Retention Plan

We will ensure high retention in the workforce, which increases out ability to cover posts, via:

Custom Incentives: Performance bonuses and awards are paid to guards who excel in proactivity and alertness. Standardized criteria for the selection of these awards will be formulated and made public for easy reference.

Professional Development: This may include webinars, conferences, special training, etc.

No-cost Benefits: Uniforms are provided at no-cost to our employees to help keep turnover low.

Competitive Pay: Rates are researched and always above minimum wage/local ordinance mandates.

The strategic and City-specific retention plan we create will help drive down turnover, influence performance, and keep our people dynamic given the equally dynamic City environment.

High turnover is the bane of the security industry. Not only do many security firms suffer low officer morale and high turnover rates, but high turnover itself can create corollary issues that pose a significant threat to security. High turnover leads to the constant replacement of incumbent officers, which may cause major unease for the client as they will have to repeatedly acclimate themselves to new faces. Another issue resulting from high turnover is the danger of disgruntled former officers with access to or knowledge of sensitive facilities. This is actually one of the most dangerous threats faced by any security operation. We are hyper-aware of these issues and strive to mitigate them with effective employee retention strategies.

Some effective strategies we employ include:

- **Preemptively screening out candidates who have a high risk of turnover.**
  - We accomplish this through Integrity Testing practices which have been proven to save our clients' money in the long-run by reducing turnover.
  - We also offer prospective hires a realistic job preview (RJP). RJPs give candidates an accurate depiction of occupational realities, preventing them from forming overly inflated expectations and preparing for any surprises on the job. Also, since prospective hires are immediately given both the pros and cons of a job, they can decide early on if they are a right fit. This serves the purpose of weeding out unpromising candidates and only leaving the most dedicated behind.

- **Retention strategies which encourage hired guards to stay.**
  - We ensure that our pay rates for guards are competitive.
  - We foster commitment through organization socialization and developing a positive working environment.
  - We provide new hires with helpful orientation programs to ease them into the job.
  - We train supervisors in good management practices, as one of the leading causes of turnover is employee-supervisor tension.

- **Awards, bonuses, and professional development opportunities.**
  - We award guards with special recognition plaques and gift cards for performance beyond their normal duties
  - AGS offer continuous development opportunities such as advanced training, workshops, webinars, and special conferences. Additionally, we typically promote from within; this practice encourages officers to excel and ensures retention, while building a supervisory staff already familiar with the company and its clients' needs.

Detailed Uniform Examples



Pictured: AGS "hard" and "soft" looks are the industry standard. We will tailor and customize each aspect of the uniform to ensure complete client satisfaction. Reserves and seasonal considerations will be factored into our response as well.

Further, colors and styles will be customized and contrast with those of local military and law enforcement, while maintaining the City's standards and professionalism.

Pictured: Examples of AGS guards securing Arizona DES facilities in uniform. We invest in our employees by providing them with uniforms at no cost to them; full-time officers receive four sets of uniforms while part-time officers receive two sets. We tailor our uniforms to our client's specifications, including seasonal gear as needed.







Training



The Training Program has been designed to combat the potential hurdles of implementation and execution on the Contract.

Basic training such as general orientation covering conduct while posted, specific duties, report writing, and discipline procedures will be primary to the Program. Crime reporting and procedures (in compliance with all federal laws) will be extensively covered in our training program to ensure adequate detail, clarity, and objectivity. Knowledge of contract specifications will be mandatory and built into the program, as well.

Training Matrix

Types of Training/Offers	Offered?	Description
Pre-assignment/ orientation training	✓	All AGS Officers under the contract will be licensed with the State. Moreover, AGS provides all Security Officers with comprehensive pre-assignment training. AGS recognizes that pre-assignment training is necessary to familiarize Officers with the normal protocols. **Public Relations, Observation and Documentation, Access Control and Monitoring, Communication and Its Significance, Liability/Legal Aspects, and Professional Demeanor.** AGS will ensure personnel receive emergency response and safety sensitivity training, and all Officers will be suitably instructed on proper security and patrol procedures. AGS Security Officers receive training in scan and search techniques, facility layout, and report writing. AGS conducts training using Target Solutions' online testing programs, specifically designed for the security industry. Following each seminar topic is a test, for which each applicant must receive a passing grade of at least 80% to be considered for employment.

On-the-job, facility-specific or industry-specific training	✓	Security Officers and Supervisors will undergo job-specific on-site training and receive exposure, instruction, and assessment relative to their specific post assignment. AGS has long-standing practices of cross-training Officers in advance for multiple posts. This brings added value. AGS also moves Officers to different posts, so that Officers do not become complacent; all Officers will be fully capable of being utilized in different ways. Both formal on-the-job-training (OJT) and on-site shadowing exercises, updated quarterly, will facilitate continuous improvement and address any negative trends. Corrective actions will consist of documenting negative trends and applying additional training to ensure that AGS Personnel understand each task breakdown and overall mission. AGS will also provide training relating to firearms as needed.
Regular retraining and recertification	✓	Retraining and recertification will occur for those Guards who may need additional customer service skills (for example) because they moved posts to a more public-facing position. Recertification may need to occur to ensure the continuation of Guards on the job, per state law. AGS will keep all certifications and licenses current, including licenses relating to firearms.
Advanced, personal development and/or continuing education	✓	<u>Less Than Lethal Training</u> AGS ensures that all Security Officers have satisfactorily completed any state mandated training requirements, along with any specific training programs required by our clients. Training of our employees is under our direction in coordination with federal and state regulations. AGS Security Officers are trained to respond to angry, aggressive, or violent people in the conduct of their duties. AGS Security Officers are taught to primarily project a passive, yet visual deterrent against criminal activity. AGS core security training parameters are to avoid physical action against an individual whenever possible; however, at times taking appropriate measures is unavoidable. In these situations, our Officer's understand the parameters in which he or she must operate. Officers utilize the specific tactics learned in our scenario-based training exercises. AGS implements a "Reasonable Officer Response" model, which uses the widely accepted premise and practice of progressive application of force in response to the level of compliance by the individual to be controlled. <u>Additional Training Topics</u> • Comprehensive Patrol Procedures

		• Personnel Control and Identification Systems, Access Control, Vehicle Monitoring, Physical Security Systems and Procedures, Information Security Systems and Procedures, First Aid, Bomb Threats, and Terrorist Response • Non-Lethal Enforcement Methods • Behavioral Threat Detection • Advanced Weapons and Self-Defense Practices
Iterative Processes During/After Training	**Offered?**	**Description**
Training Gap Analysis	✓	A training gap analysis is a comparative tool to find out if the guards employed by our firm meet all requirements. We work with our public agency clients to identify and address these gaps (using Training Gap Analysis)—which are often understood in six categories: general job-related training, human interaction and customer service, weapons and defensive tactics, inspections, communications, and emergency response.

Managerial Technologies

MITC Technology

AGS utilizes alongside Target Solutions the scheduling/management services of MITC, which brings web-based, real-time automation through a centralized database in accordance to every phase of companies' workforce management lifecycles. MITC applies comprehensive solutions that substantially reduce costs, increase efficiency, and streamline security operations.

Because MITC is an efficient scheduling platform in an industry that is late adapting to mobile, MITC is ahead of the pack and comes with an extensive amount of functionality for both Private Sector and Government agencies.

MITC Supervisors have continuous access—even through their phones. From dynamic scheduling and attendance to payroll and human resources, MITC uses patent pending technology and advanced biometrics to power a seamless, fully-automated management system—all in real-time.

MITC Capabilities:

Streamlined Scheduling Solutions	MITC Workforce Management Solutions streamlines our administrative operations. They offer modular workforce packages and a wide range of customization for every partner. Among many advantages to MITC integration, MITC allows MITC to fill positions quickly with real-time publishing; they implement improved time management with prompts; no-shows, over and under-schedule alerts and alarms; and the service supports any device (smartphones, tablets, PC).	

Improved Communication	MITC facilitates communication of schedules in real time to employees, managers, and client stakeholders. Communication features such as schedule prompting can improve time management by sending emails or text messages with schedule reminders prior to an employee's shift.	
Cost Reduction	By automating workforce management, MITC reduces overhead costs incurred by the time and manpower needed for scheduling; this saves time and money. Additional benefits of this system include making obsolete those expensive employee badges, time cards, and timesheets, saving between $5 and $9 dollars per badge in hard costs alone; elimination of unauthorized overtime, extended breaks, early departures, late arrivals and more; and buddy-punching becomes obsolete.	
Innovative Compliance Measures	Auto-reminders for employees reduces the possibility of missed shifts or late arrivals. This system also enables MITC to send Officers messages to update necessary information such as post orders and ensuring compliance with requisite training and certifications. All messages are time-stamped to confirm that Officers heard the Supervisor's directive(s).	
Universal Accessibility	MITC's technology allows Officers to go online via cellular phone or computer to check their schedules and payroll at any time. Not only does this add to system efficiency, but also significantly decreases traditional paperwork-related errors/malfunctions.	
Increased Transparency and Auditability	MITC's online scheduling system provides the ability for our clients to log in and view their site scheduling, which Officers are covering shifts, and that their posts are properly covered. Further, by utilizing the MITC system, any client looking to conduct audits will have access to most of the records they need online.	

Dispatch Capabilities

Beyond our highly experienced key personnel, AGS would also like to emphasize the advantages of our national dispatch center, a State-of-the-Art, multi-million-dollar facility with 24/7 capabilities. Our 24/7 Communications and Dispatch Center is housed in our National Corporate Headquarters, allowing our executive management and corporate compliance officers a greater degree of connection and oversight. It is manned by a team of the most qualified dispatchers in the nation hired and trained specifically by our corporate staff. Due to its location in our National HQ, the dispatch center is powered by cutting edge technologies that no local office of any security firm would have access to.



Above: AGS's newly updated $2.5 Million dispatch center available for the City 24/7/365 upon award.

The Dispatch Center consists of over a dozen 55-inch, Hikvision® LCD monitors which provide excellent color rendition and enhanced, 4K resolution. They feature an LED direct-lit backlight with uniform brightness and no boundary shadow. The following features come standard with these high-performance monitors:

- LCD Backlight
- Screen Size: 55"
- 4K Resolution (3840 x 2160)
- Viewing Angle: Horizontal 178°, vertical 178°

Our Dispatch Center was a significant investment made when we recently relocated to a new corporate headquarters, and we leverage its capabilities whenever applicable. The Dispatch Center has online functionality and can be remotely accessed; our corporate management team regularly views real-time dispatch center footage from their own office desktops, laptops, or even phones in order to monitor compliance.

FieldForce Manager

We propose FieldForce Manager as our tracking application for this project. FieldForce Manager can be used with any GPS Enabled phone (smartphone) that supports data applications or PC with an Internet Connection and Static IP Address. With the push of a button, Security Officers can improve reporting by indicating when they are starting or ending their shifts, or special jobs to which they have been assigned.

Supervisors can access web-based maps and reports, revealing Security Officers' locations in order to make certain that they are patrolling and mobile, and performing their duties. Daily Activity Reports, IRs, Condition Reports and other data can be electronically generated by Officers and accessed by Supervisors and Managers. Photo and video clips may be taken, collected, and shared instantly from the AGS server, providing visual documentation of incidents such as vandalism.

Benefits include: Real-time notification via email or SMS, live dashboards, Geofencing, tour management, customizable forms, training material upload capability, and security and system analytics. Systems we use also allow for administrative viewing, increasing

transparency and accountability for the benefit of our clients, while reducing overhead costs and environmental impact from the use of physical forms.

Samsara Fleet Management:
Samsara is AGS's Fleet Management system. Samsara Fleet Management ensures that vehicular patrols are in total compliance with GPS Tracking and Dash Cam viewing capabilities.

Samsara CM22 is a high-definition, Internet-connected dash camera. Dual cameras simultaneously capture driver- and outward-facing video and automatically upload footage of accidents, hard braking, distracted driving, and other events of interest. Samsara's intuitive cloud software provides video-based reports, driver scorecards, and search, enabling fleet operators to implement preventive safety coaching programs, prevent accidents, and lower costs.

HIGHLIGHTS
- High definition inward- and outward-facing cameras
- Automatically uploads footage of harsh driving events, plus on-demand retrieval
- Audio speaker for voice-based safety coaching
- Cloud-based reporting, accident reconstruction, and driver safety scorecards
- Easy to install, no hard-wiring into vehicle required
- Part of Samsara's complete platform for safety, fleet management, and compliance



Above: Client-side view of Samsara data/driver logs. Samsara offers improved HOS visibility, which mitigates risk and is accessible by supervisors, managers, and client stakeholders.

Additional Attachments

Proof of Liabilities Insurance

Business License

Good Standing SOS Certificate

W-9

Litigation Letter

AGS Organization Chart

Financial Good Standing Letter

Bonding Letter

Sample Invoice

Daily Activity Report

Incident Report

Manager's Quarterly /Yearly Report

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 11/22/2020

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. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER El Dorado Insurance Agency, Inc. El Dorado Sec Srvs Ins Agy 3673 Westcenter Drive Houston TX 77042	CONTACT NAME: Lindsey Paparello PHONE (A/C, No, Ext): (713) 521-9251 FAX (A/C, No): (713) 521-0125 E-MAIL ADDRESS: lpaparello@eldoradoinsurance.com
INSURED American Guard Services, Inc. 1125 W. 190th Street Los Angeles CA 90248	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A: Lexington Insurance Company — 19437 INSURER B: Zurich American Insurance Co. — 27855 INSURER C: Endurance American Specialty Ins. Co. — 10641 INSURER D: Westchester Surplus Lines Ins. Co. — 10172 INSURER E: United Wisconsin Insurance Company — 29157 INSURER F: Hiscox Insurance Company — 10200

COVERAGES **CERTIFICATE NUMBER:** AGS - All Certs - 11.20 **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. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR X Errors & Omissions GEN'L AGGREGATE LIMIT APPLIES PER: X POLICY [ ] PRO-JECT [ ] LOC OTHER:			080878076	11/19/2020	11/19/2021	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 100,000 $ $ 1,000,000 $ 2,000,000 $ 2,000,000
B	AUTOMOBILE LIABILITY X ANY AUTO ALL OWNED AUTOS HIRED AUTOS SCHEDULED AUTOS NON-OWNED AUTOS			BAP0885493-05	11/19/2020	11/19/2021	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ $ $
C	[ ] UMBRELLA LIAB [X] OCCUR			ELD30002147800 & -8142700	11/19/2020	11/19/2021	EACH OCCURRENCE	$ 10,000,000
D	X EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			G71839916001 018303236 (lexington)	6/18/2021	11/19/2021	AGGREGATE	$ 10,000,000 $
E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N [ ] N/A If yes, describe under DESCRIPTION OF OPERATIONS below			WC600-00097-021-SZ	1/1/2021	1/1/2022	X PER STATUTE [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
F	1st & 3rd party Crime			UC21824594.20	11/14/2020	11/14/2021	Aggregate	$2,000,000

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

CERTIFICATE HOLDER

El Dorado Insurance Agency
SPECIMEN
El Dorado Insurance Agency

CANCELLATION

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

R.L. Ring, Jr./LINDS

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The ACORD name and logo are registered marks of ACORD

Remove your new Pocket License from the receipt portion and carry it with you at all times.

(Please cut along the dotted lines)

Bureau of Security and Investigative Services

dca
DEPARTMENT OF CONSUMER AFFAIRS

P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

PRIVATE PATROL OPERATOR

License No. PPO12969 Expiration 09/30/2023

CEO OF
AMERICAN GUARD SERVICES, INC
SHERINE M ASSAL
1125 W 190TH ST
GARDENA, CA 90248-4303

Receipt No.
8389

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000.

IMPORTANT

1. Include your license number on any correspondence yc send the Bureau regarding your private patrol operator license.
2. Changes to your address or name must be reported to Bureau within 30 days. See the Bureau's website for information on how to report these changes.
3. If license is lost or stolen, you can apply for a replacement card. See the Bureau's website for application form.
4. Please carry the pocket license with you.

License No.	Expiration Date	Receipt No.
PPO12969	09/30/2023	8389

AMERICAN GUARD SERVICES, INC

This is your RECEIPT. Please save for your records.

1204.CERT04P.08

T1P1 *****AUTO**MIXED AADC 956
SHERINE M ASSAL
1125 W 190TH ST
GARDENA CA 90248-4303

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002

RECEIVED JUL 07 2021

State of California
Secretary of State

CERTIFICATE OF STATUS

ENTITY NAME:

AMERICAN GUARD SERVICES, INC.

FILE NUMBER:	C2019169
FORMATION DATE:	10/01/1997
TYPE:	DOMESTIC CORPORATION
JURISDICTION:	CALIFORNIA
STATUS:	ACTIVE (GOOD STANDING)

I, ALEX PADILLA, Secretary of State of the State of California, hereby certify:

The records of this office indicate the entity is authorized to exercise all of its powers, rights and privileges in the State of California.

No information is available from this office regarding the financial condition, business activities or practices of the entity.

IN WITNESS WHEREOF, I execute this certificate and affix the Great Seal of the State of California this day of August 06, 2019.

ALEX PADILLA
Secretary of State

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

▶ **Go to *www.irs.gov/FormW9* for instructions and the latest information.**

Give Form to the requester. Do not send to the IRS.

Print or type. See **Specific Instructions** on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

American Guard Services, Inc.

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☑ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.

1125 W 190th St.

6 City, state, and ZIP code

Los Angeles, CA 90248

Requester's name and address (optional)

City of Compton
205 South Willowbrook Avenue
Compton CA 90220

7 List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

			–			–				

or

Employer identification number

9	5	–	4	6	5	4	3	5	3

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here **Signature of U.S. person ▶** _____ **Date ▶** 10/25/21

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, *later.*

AMERICAN GUARD SERVICES, INC.

Corporate Office: 1125 West 190th Street, Gardena, CA 90248
Direct: 424-213-4143
E-mail: Mohamed@wwsginc.com

October 26th, 2021

City of Compton
Office of the City Clerk
205 South Willowbrook Avenue
Compton CA 90220

Ref: RFP 2021 Grant Armed and/or unarmed security guard services for the City of Compton, CA

Please allow this letter to inform of the current litigation filed against American Guard Services Inc. ("American Guard").

Like any organization, American Guard is subject to litigation arising in the ordinary course of business.

American Guard employs approximately 4,000 security officers nationwide. As the organization has expanded, the lawsuits filed against the organization have increased as well.

The lawsuits include general liability matters, employment law issues, civil suits, and worker's compensation claims. American Guard is also compelled to defend personal injury claims brought by our client's customers. In addition, American Guard must deal with commercial litigation resulting from contractual disputes.

The majority of the matters are covered by insurance and handled by a Risk Management and a Legal Department.

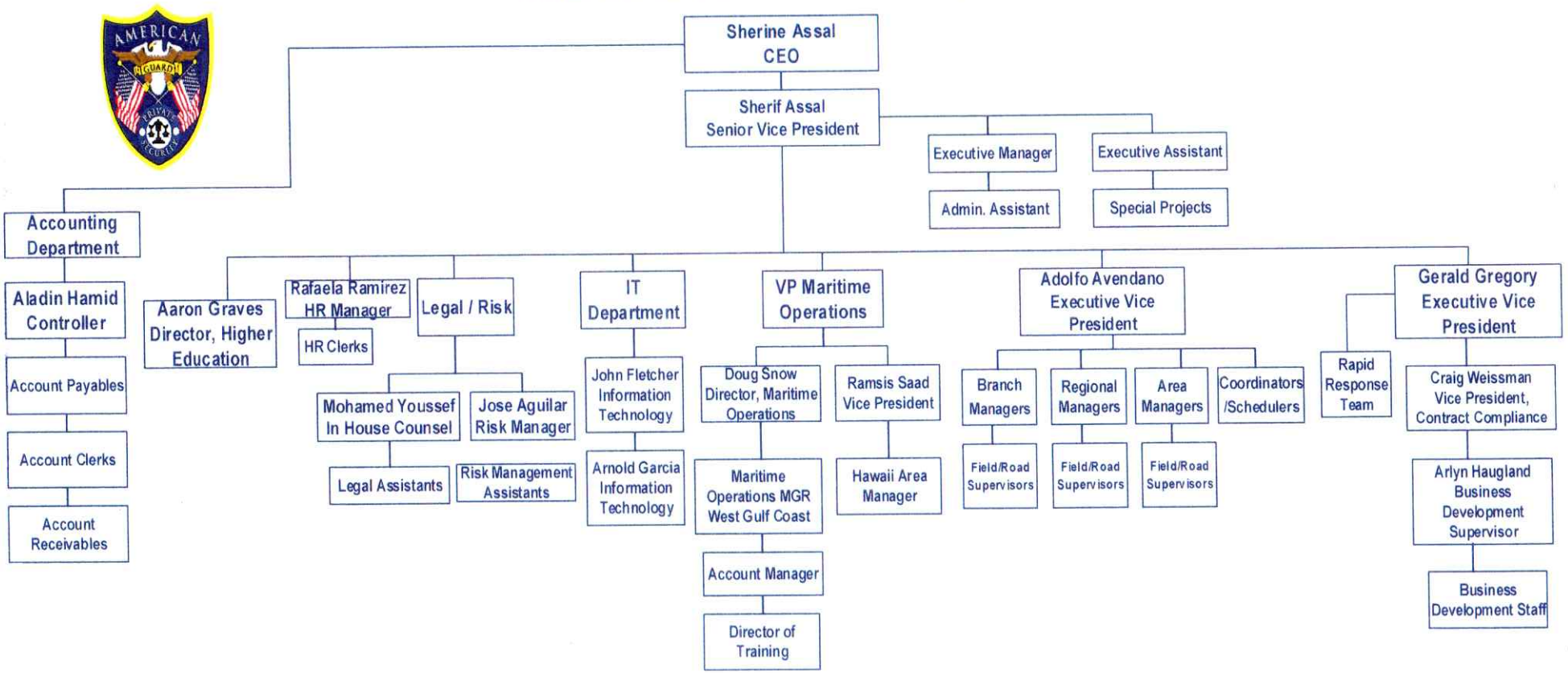
While an unfortunate, yet understandable "cost-of-doing-business," American Guard is confident and hopeful that all matters will be resolved justly and expediently, as American Guard and its affiliated entities continue to grow as a security services provider and gain market share in the security services industry.

Should you have any questions or concerns, please contact me directly.

Sincerely,

Mohamed A. Youssef, Esq.
General Counsel,
American Guard Services, Inc.

AMERICAN GUARD SERVICES, INC.



ZURICH

ZURICH North America Surety
2000 Market Street, Suite 1100
Philadelphia, PA 19103

Phone: (610)-727-5642
Fax : (610)-640-9410

To whom it may concern:

Zurich American Insurance Company and/or its subsidiary, Fidelity and Deposit Company of Maryland, are prepared to provide surety credit to American Guard Services, Inc. for single projects of $6 million and an aggregate uncompleted backlog of $25 Million. Zurich/F&D is rated **"A"** (Excellent) with a financial size category of **XV** ($2 billion +) by AM Best and has a US Treasury Limit exceeding $700 million.

If American Guard Services, Inc. is awarded a contract and requests that we provide the necessary Performance and/or Payment Bonds, we will be prepared to execute the bonds subject to our acceptable review of the contract terms and conditions, bond forms, appropriate contract funding and any other underwriting considerations at the time of the request.

Our consideration and issuance of bonds is a matter solely between American Guard Services, Inc. and ourselves, and we assume no liability to third parties or to you by the issuance of this letter.

We trust that this information meets with your satisfaction. If there are further questions, please feel free to contact me.

Sincerely,
Michael Matyjasik, Account Executive
Zurich American Insurance Company
Fidelity and Deposit Company of Maryland

CAC ACCEPTANCE CORPORATION

Constance Butts:

CAC Acceptance Corporation finances insurance policies for American Guard Services (AGS). With revenue of over $100 million, AGS has significant insurance needs and respective premiums. We have been financing AGS's insurance policies for over a decade. We finance all of their policies including worker's compensation, automobile, general liabilities, and a large umbrella policy.

AGS has maintained an excellent credit rating as they always timely pay their premiums. Specifically, our records indicate they have always paid timely, and there have been no 30-day late payments in the last 12 months, and no 30-day late payments in the last 24 months.

If you have any additional questions regarding their credit rating, please let me know.

Sincerely,

Andy Ring
Vice President

Tel: 713.524.1691 or 888.422.7755
3673 Westcenter Dr Houston, TX 77042
info@cacacceptancecorp.com
www.cacacceptanccorp.com

American Guard Services, Inc

INVOICE

Invoice Number: SAMPLE

Bill To:
SAMPLE SAMPLE

Ship to:
SAMPLE SAMPLE

Customer ID	Customer PO	Payment Terms	
Sales Rep ID	**Sales Order**	**Order Date**	**Due Date**

Quantity	Item	Description	Unit Price	Amount

Subtotal	
Sales Tax	
Total Invoice Amount	
Payment/Credit Applied	
TOTAL	

American Guard Services, Inc.
1125 W 190th St.
Los Angeles, CA 90248
310-465-6200

DAILY ACTIVITY REPORT
BY SHIFT

CLIENT _____

ADDRESS _____

_____

POST _____

☐ DAY SHIFT ☐ SWING SHIFT ☐ GRAVEYARD SHIFT

SHIFT START TIME _____ DATE _____

SHIFT END TIME _____ DATE _____

OFF-DUTY S/O

NAME _____

EMPLOYEE # _____

ON-DUTY S/O

NAME _____

EMPLOYEE # _____

EQUIPMENT CUSTODY

FACILITY KEYS _____ ☐

PATROL CLOCK ☐

HAND- HELD RADIO ☐

FLASHLIGHT ☐

_____ ☐

_____ ☐

ACCEPTED: ON-DUTY S/O

SIGNATURE _____

COMMENT _____

_____

DISPATCH CALL-IN LOG

TIME CALLED	S/O INITIALS

PATROL ROUNDS LOG

TIME ROUND STARTED	TIME ROUND ENDED	S/O INTIALS	IF KEY STATION MISSED-- EXPLAIN

REVERSE SIDE
RECORD ALL SIGNIFICANT EVENTS

DAILY ACTIVITIES

RECORD ALL ACTIVITIES SUCH AS:

- ALL DUTIES AS REQUIRED BY POST ORDERS
- EQUIPMENT/PACKAGES/FURNITURE REMOVED OR BROUGHT IN
- AUTOMOBILES OR TRUCKS ENTERING OR LEAVING PROPERTY
- VISITORS OR REPAIRMENT OR EMPLOYEES NOT NORMALLY ON PROPERTY

ALSO, LOG EVENT AND PREPARE **INCIDENT REPORT** IF THERE IS ANY:

- FIRE – POLICE ACTION – MEDICAL INCIDENT – TRESPASSER – COMPANY SECURITY VIOLATION
- INJURY TO PERSON – PROPERTY DAMAGE

TIME	EVENT DESCRIPTION	IF INCIDENT REPORT	INITIAL

AMERICAN GUARD SERVICES, INC.

INCIDENT REPORT

IR#

Incident Day/Date		Incident Time *(24 hrs.)*	
Type of Incident			
Location of Incident			

PRIMARY INVOLVED PARTY

☐ Suspect ☐ Victim ☐ Witness ☐ Guest ☐ Employee

Name *(Last, First, Middle)*											
DOB		Race		Sex		Age		Weight		Height	
Address											
City				State				Zip			
Home Phone				Alt. Phone							
ID Document / #				State/Country							
Employee's Shift started at *(injury report only)*				Dept.		Title					
Guest Room #		CI/CO Date				Function/Event					

VEHICLE INVOLVED

Make		Model		License		State	
Year		Body Style		Color			
Additional Description/Distinctive Equipment							

OTHER INVOLVED PARTY

☐ Suspect ☐ Victim ☐ Witness ☐ Guest ☐ Employee

Name *(Last, First, Middle)*							
DOB		Race		Sex		Age	Dept.
Address							
City			State			Zip	
Home Phone			Alt. Phone				
ID Document / #			State/Country				

MISSING PROPERTY

Item	Qty.	Article Description, Brand, Model	Serial #	Value $

PRELIMINARY INVESTIGATION FACTORS

	Physical Evidence		Area Checked		Injury / First Aid		Guest contacted
	Photographs taken		Assault		Refused Medical Aid		Lock Interrogation
	Diagram		Illegal Substances		Paramedics called		86 List
	Intoxication		Firearm		Police / Fire on Property		Follow-up needed

Reporting Officer		Serial #		Date/Time Report Was Taken	
Signature					

DISTRIBUTION		General Manager		Human Resources		Other	

IR#	

NARRATIVE

Reporting Officer		Serial #	
Signature			

Manager's Quarterly/Yearly Report

An effective and coordinated operation is **key** *to the successful delivery of a company's product - in our case, SERVICE. To achieve this, management must be fully aware of all facets of the operation and constantly work at improving its output. The journey of continuous quality improvement must be continually traveled at all levels with operations as the key cog in the wheel.*

SCHEDULING DEPARTMENT	Burrell-MacDonald Park	Par 3 Golf Course	Gonzales Park	Kelly Park	Lueders Park	Wilson Park	Ellerman Park	Fig Oleander Park	Oaks Parks	Raymond St. Park	Sibrie Park	South Park	Tragniew Park	Walter Tucker Park
Total number of **ACTIVE** personnel														
Total number of personnel available														
Total Annual hours of service														
Total of overtime hours														
Percentage of overtime														
Personnel shortage to meet man hours														
Total hours not covered due to personnel shortage														
Total number of call-offs / no shows														
Number of Payroll Errors														

PERSONNEL DEPARTMENT	Burrell-MacDonald Park	Par 3 Golf Course	Gonzales Park	Kelly Park	Lueders Park	Wilson Park	Ellerman Park	Fig Oleander Park	Oaks Parks	Raymond St. Park	Sibrie Park	South Park	Tragniew Park	Walter Tucker Park
Total Number of Applicants														
Total Number of New Hires														
Total Number of Terminations														
Total Number of Orientation sessions held														
Total Unemployment Claims														
Total Worker's Compensation Claims														

Manager's Quarterly/Yearly Report

OPERATIONS DEPARTMENT	Burrell-MacDonald Park	Par 3 Golf Course	Gonzales Park	Kelly Park	Lueders Park	Wilson Park	Ellerman Park	Fig Oleander Park	Oaks Parks	Raymond St. Park	Sibrie Park	South Park	Tragniew Park	Walter Tucker Park
Total number of clients														
Total Number of face to face client contacts														
Additional hours of services rendered														
Reduction in hours (reason)														
Temporary work added/ended (which)														
Disciplinary Reports written														

OPERATIONS DEPARTMENT	Burrell-MacDonald Park	Par 3 Golf Course	Gonzales Park	Kelly Park	Lueders Park	Wilson Park	Ellerman Park	Fig Oleander Park	Oaks Parks	Raymond St. Park	Sibrie Park	South Park	Tragniew Park	Walter Tucker Park
Employee Evaluations completed														
Coordinated training schedule (Initial/OJT/recurrent)														
Equipment Operational Report														
Hand-Held Metal Detectors														
Radios														
Hours dedicated to OJT Training														
Number of Applicants interviewed														
Employee Accidents reported														
*Comments														
**Recommendations														

City of Compton
OFFICE OF THE CITY CLERK

ALITA GODWIN, CMC
City Clerk

(310) 605-5530
Fax (310) 639-4685
e-mail: agodwin@comptoncity.org

RFP OPENING CHECK LIST:

DATE OF THE RFP OPENING: October 28, 2021

PROJECT: 2021 - Grants; Armed/Unarmed Guard Services

PROJECT MANAGER/CONTACT PERSON: Aubrey Relf

COMPANY	BOND INCLUDED	PRICE	DATE RECEIVED /BY:
R & B Global Security			10/21/21 @ 9:20am T.C.
Extended Watch Security LLC			10/14/21 @ 9:53am T.C.
Extended Watch Security LLC			10/15/21 @ 10:19a V.M.
American Guard Services			10/26/21 @ 10:15 a T.C.
Citiguard Sec Svcs			10/28/21 @ 11:25a BB
Steps Above Security Svcs.			10/28/21 @ 2:24pm T.C.
Serrexo Protective Svcs.			10/28/21 @ 2:26pm T.C.
Allied Protection Svcs			10/28/21 @ 3:15pm VM
Power Security Grp			10/28/21 @ 3:51pm BB
Hollywood Elite Security			10/28/21 @ 4:15pm T.C.
G3G Protection Svc Security			10/28/21 @ 4:50 BB

October 6, 2021

CITY OF COMPTON

REQUEST FOR PROPOSALS (RFP) – ARMED AND/OR UNARMED SECURITY GUARD SERVICES

I. INTRODUCTION

The City of Compton ("City"), California invites experienced and qualified security firms to submit written proposals to provide ARMED AND/OR UNARMED SECURITY GUARD SERVICES—CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS. A formal Request for Proposal (RFP) is accessible from the City's website at http://www.comptoncity.org/officials/clerk/bids/.

—Please, submit responses in accordance with the instructions set forth in this RFP—

II. PROPOSAL DUE DATE AND LOCATION

All proposals are due on or before **5:00 p.m., Thursday, October 28, 2021**. Written proposal responses must submit one (1) original unbound and three (3) copies of your proposal. There is absolutely no consideration for responses received after the specified date and time. The City accepts all written proposals to provide the services described for a period of ninety-(90)days from the time of submittal.

Please address proposals in a sealed envelope to the;

Office of the City Clerk
City of Compton
205 South Willowbrook Avenue
Compton CA 90220
Attention: PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

III. POINT OF CONTACT

All inquiries relating to this RFP process shall be submitted to Aubrey Relf, Grant Compliance Manger, Grants Department, City of Compton, 205 South Willowbrook Avenue, Compton, CA 90220. For telephone inquiries, call (310) 605-5580, and/or e-mail inquiries to ARelf@comptoncity.org.

IV. BACKGROUND AND OBJECTIVE

A. BACKGROUND

The City of Compton, hereinafter referred to as "City", is requesting proposals from **Security Guard Service Firms**, hereinafter referred to as "Contractor", with qualified personnel having previous experience with municipal agencies in providing **Armed and/or Unarmed** security guard services to the City's parks and public facilities.

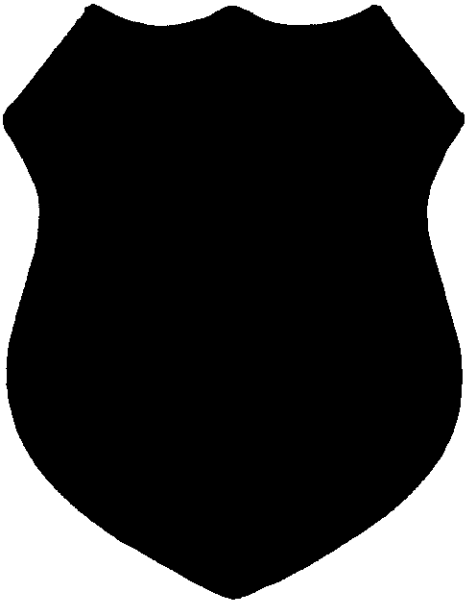
B. OBJECTIVE

The City objective is to select a professional security service firm with armed and unarmed personnel to patrol secure and protect the employees, guests, visitors, facilities, equipment, supplies and structures from vandalism, theft, and harm.

Prior to entering into a contractual agreement for project implementation, an agreed upon scope of work and project pricing will require separate City Council approval.

Attention

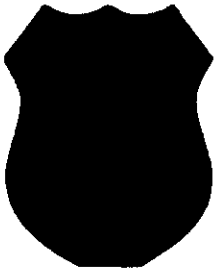
Owner/Director: Victor Payan
Office (323) 972-0317



State License # PPO 17241

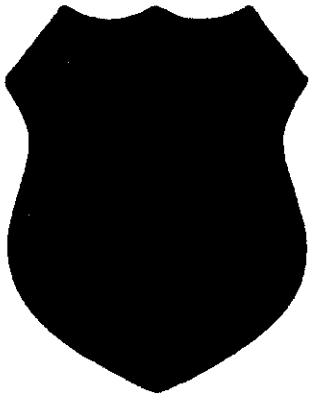
TEL: (323) 972-0317

P.O. BOX 162 Maywood CA 90270



Extended Watch Security

P.O. Box 162 Maywood CA 90270
TEL (323) 972-0317



Extended Watch Security

Owner/Director: Victor Payan Tel: (323) 972-0317
P.O. BOX 162 Maywood CA 90270
State License #17241

Security Services

We provide the **BEST** that the security industry has to offer. From our elite Personal Protection Agents, to our Uniformed Security Officers, we provide you with professional services you can depend on.

With our 24-hours dispatching center you are only a call away from the reliable services you deserve. We will provide you with the right agents for this protection detail. We will provide you with an armed security officer, or unarmed officer, with state licenses and top of the line training certifications. All our officers are well versed in the private security industry.

Your point of contact will be Victor Payan from Extended Watch Security. Victor is a dedicated security manager with prior experience as a Federal Building Security Supervisor. He has more than 5 years' experience protecting federal employees, visitors and property belonging to the U.S. Government.

Sincerely yours,

Victor Payan
Owner/Director
Extended Watch Security
P.O. BOX 162
Maywood CA 90270
State Lic #17241

PROPOSAL FOR SECURITY SERVICES

INTRODUCTION

Extended Watch Security (EWS) offers the resources of a large company and the management approach of a smaller organization. EWS can therefore, provide you with superior services with a major cost savings.

Since it is common knowledge that all local security companies draw from the same basic manpower pool, EWS has an enhanced caliber of security, military, and former/retired/off duty law enforcement personnel available to you through an extended selection. Therefore, we also guarantee that Extended Watch Security will quickly, tactfully, and professional respond to our client's needs.

EWS believes that the key to contract security is progressive and efficient management and supervision of their security force. We are committed to excellence and to preventing potential problems from becoming real problems. We favor preventive measures wherever possible over simply reacting to crises.

STAFFING

All EWS employees are subjected to in-depth interviews, drug testing by the management staff. In addition, extensive backgrounds are queried regarding the honesty, work habits and work quality of a potential EWS employee. This close scrutiny of EWS security officers, loss prevention and protection agents prevent many potential personal problems, on the work site caused by the hiring of deficient personnel.

TRAINING

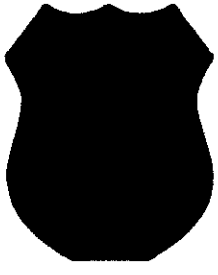
All EWS employees are required to attend a "Security Training Program" prior to being assigned to a post. This Post training program is a EWS focuses upon the client. Not just defining the theory of private security and contract obligations. We also prepare the security officers to serve the client and not just be a person in uniform on the premises. Should you desire, EWS will offer employment to an incumbent security force performing their duties in a satisfactory manner.

EWS security officers are trained in the following subjects (total of 40 hours of training):

- **Customer Service**
- **Facility Security Procedures (Tailored for your facility)**
- **Fire Prevention and Fire Emergencies Procedures**
- **The security function in the private security industry**
- **Access Control and Identification Systems**
- **Emergency Procedures and Notifications**
- **Legal aspects of private security: Criminal and Civil Liabilities**
- **Interpersonal Relations**
- **Report Writing**

If required for a particular contract:

- **Drugs and Gangs conditions (See PPSI's Gang Suppression Unit)**
- **Legal Aspects on the use of Firearms and Deadly Force**
- **Cardiopulmonary Resuscitations (CPR)**
- **Emergency Driving and Procedures**
- **Personal Protection Measures**
- **Facility Inspections via checklist**
- **Riots Conditions**
- **Crowd Control**



Extended Watch Security

P.O. Box 162 Maywood CA 90270

TEL (323) 972-0317

Ews_vpayan@rocketmail.com

STABILITY OF THE EWS SECURITY FORCE

EWS constantly strives to overcome personnel turbulence and the possibility of unanticipated turnover. Many of our employees have been with us for a great period of time. Some are training or preparing to progress positions of greater responsibility in supervision or upper management. Should you desire that an employee at your site be replaced or promoted, EWS will respond immediately.

OTHER BENEFITS

Some other benefits you will realize from using EWS officers are:

- Replacements are always available in case of illness, vacations and other circumstances.
- The availability of additional manpower in the event of an emergency due to civil disorder, Labor disputes or other unusual occurrences.
- Our Management Team is available 24 hours a day 7 days a week to handle any of your special needs and for consultation on any security matter of concern.
- Frequent supervisory inspections of facility and security officers!
- Daily Activity Reports to keep on top of loss management activities!
- No-Long term commitments required!

SECURITY PROCEDURES

EWS is responsible for creating and updating the facility security procedures (Post Orders) for our clients. EWS management staff ensures that all client's desires are taken into consideration when formalizing these post orders for the facility procedures. EWS security officers are formally schooled in these post procedures and undergo frequent spot checks by supervisors to ensure that they remain current in their knowledge of procedures as well as the client's specified requests.

UNIFORMS

EWS security officers make a very positive and professional impression. Our officers are well groomed and uniformed in individually tailored and contemporary styled clothing. Our security officers are known for their superior and professional appearance.

REPORT & RECORD KEEPING

EWS Daily Activity Report is provided for each shift and copies are kept on the premises for your review. All Extended Watch Security employees use this report and they are required to keep a permanent record of all occurrences, safety violations, accidents, infractions or other regulations and/or unusual incidents. EWS furnishes our own distinctive report forms or combination of both for our clients. All reports are reviewed for approval or corrections by EWS management.

INSURANCE PROVISIONS

EWS maintains insurance coverage of one million dollars ($1,000,000.00) as per California state law. We have attached a copy of our current insurance certificate for your review.



Extended Watch Security

P.O. Box 162 Maywood CA 90270

TEL (323) 972-0317

Ews_vpayan@rocketmail.com

SECURITY AGREEMENT

EWS agrees to provide you with a written agreement for services to be provided by EWS. (See attached Contract)

BILLING

EWS bills monthly. Terms are **Paid on day of service** per invoice. Our overtime rates would be applicable for any client requesting or scheduling services without 24 hours' notice. Holiday rates are observed by dates recognized by the United States government as National holidays. These are as follows:

- **New Year's Day**
- **Christmas Day**
- **Fourth of July**
- **Memorial Day**
- **Thanksgiving Day**
- **Labor Day**
- **Martin Luther King**
- **Presidents Day**
- **Columbus Day**
- **Easter Day**
- **Veterans Day**



Extended Watch Security

P.O. Box 162 Maywood CA 90270

TEL (323) 972-0317

Ews_vpayan@rocketmail.com

FRINGE BENEFITS

- **Extended Watch Security provides complete uniforms attire**
- **Major Health, Dental, Vision and Hearing Discounts Plans**
- **Promotions in the field security ranks / management**
- **Advanced security training/certifications**
- **One week paid vacation (40 Hours)**
- **Paid legal Holidays for employees**
- **Paid Safety Incentive Programs**
- **Vehicle Assistant Program**
- **Annual AAA Membership**
- **Employee of the month**
- **Direct Payroll Deposits**
- **Three days sick leave**
- **Holidays Bonuses**
- **Paid Birthdays**
- **Credit Union**

DISPATCH

Extended Watch Security has a 24 hours dispatching center for around the clock response for our clients and security staff. Giving our security officers and clients the availability to reach a supervisor any time. All of our security officers are equip with a Cell Phone for rapid response and contact of emergency personnel and EWS staff. Quicker response provides a safer work place for our employees, your staff, and your property.

Extended Watch Security

P.O. Box 162 Maywood CA 90270
TEL (323) 972-0317
Ews_vpayan@rocketmail.com

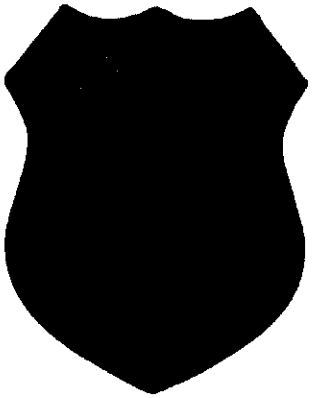
RATES

Extended Watch Security is proposing the following rate structures, based upon the scheduled hours by client per week. (Overtime Rates are applicable with less than 24 hours notice or on legal holidays). The rates are as follows:

Extended Watch Security

Armed Security: $45.00 per hour.
Armed Security with patrol vehicle: $75.00 per hour.
Unarmed security:$27.00 per hour.
Unarmed security with patrol vehicle:$57.00per hour.
All Officers have current State Licenses (Firearm Permits/Guard Card permits)

(We have a 4 hour minimum per officer, per day)



Extended Watch Security

Owner/Director: Victor Payan Tel: (323) 972-0317
P.O. BOX 162 Maywood CA 90270
State License #17241

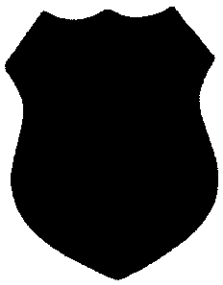
POST SCHEDULE

Post hours are as per the clients requested schedule that was provided. EWS will complete detailed post orders for locations and submit copy to client before commencement of security detail! Some of the Post Oder details

- **Access & parking lot monitoring of facility.**
- **Armed agent with Radio/cell phone.**
- **Daily Activity Reports given on a daily basis. (If Required).**
- **Security Staff with First Aid and CPR qualified for your location, if required.**
- **Foot Patrol of property and enforcement of rules and regulations set out by your department.**
- **Random Supervisory and Management Inspections!**
- **And other client requested considerations!**

EWS MANAGEMENT

The management staff at EWS consists of security professionals. The finest middle and upper management personnel available today in Southern California. All members of the management team are experts in either of the fields of Security, Patrol, or Radio Dispatching. Our staff takes pride in providing Extended Watch Security. clientele with the **BEST** that the security industry has to offer. We believe in a "Full Services" credo and we are serious about the security business we provide. We are very passionate about supervision of the security force at all times and pro active management!!



Extended Watch Security

P.O. Box 162 Maywood CA 90270
TEL (323) 972-0317
Ews_vpayan@rocketmail.com

GSG PROTECTIVE SERVICES

REDEFINING SECURITY

Proposal Prepared for:

CITY OF COMPTON

COPY

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GSG PROTECTIVE SERVICES
REDEFINING SECURITY

October 25, 2021

City of Compton
Attn: Aubrey Relf, Grant Compliance Officer
205 South WIllowbrook Avenue
Compton, CA 90220

RE: Request for Proposal – Armed and/or Unarmed Security Guard Services

Dear Mr. Relf,

GSG Protective Services is excited for the opportunity to partner with the City of Compton to manage your Security Guard Services Security Program. We understand the integral role security plays in focusing on improving the physical environment and creating a safe and inviting atmosphere for your citizens, your guests, and your employees.

After carefully reviewing your RFP for Security Services, GSG Protective Services is confident that we can meet and exceed all expectations. GSG Protective Services understands the scope of service as you outlined and have created a tailormade methodology to manage your security plan.

Very similar to the roles you have outlined, we currently provide very similar services for the Los Angeles Police Department Security Services Department for approximately 5 years. We have successfully completed the first three years and have received a two-year renewal. We are now in the process of renewing a new contract for the City of Los Angeles for the next three years. We currently provide security at Echo Park, Pershing Square, Mac Arthur Park, Westchester Park, and Mar Vista Park. During the height of COVID, we provided security for seventeen parks and recreation centers throughout the City of Los Angeles, providing both armed and unarmed security. Furthermore, we also provide services for the Los Angeles Fire Department, General Services Department, the LA Sanitation Department, and the Department of Transportation. In addition to parks and other departments, we currently provide security services for forty-five public libraries stretching from South Los Angeles to the Valley. We contribute our ability to grow with their services request to one thing – effective communication with all stakeholders.

GSG Protective Services' Physical Security Division will be responsible for supporting your security program with the full support of our corporate office and executives. For the purposes of this RFP, Corey English will serve as the primary contact. Corey is the Chief Operations Officer of GSG Protective Services. Corey can be reached via email at corey@gsgprotective.com or via cellular phone at (310) 425-5316. GSG Protective Services understands that all rates provided will be in effect for 120 days.

GSG Protective Services is well established in the North America market, we have a 24x7 company owned operations center, technology, and field supervision around the clock to support our clients. With responsive management and out of the norm approach to security issues, we have become a leader in a very crowded security market.

We offer the expertise gained from similar clients locally and nationally. We recognize that supervision, on-site management, and quality training will greatly contribute to your program's continued success.

Our visible and responsive security staff deliver the high-quality services every day at our clients' sites, while greeting and welcoming visitors, providing directions and other hospitality services as needed.

KEY BENEFITS TO PARTNERING WITH GSG PROTECTIVE SERVICES

- Close in proximity. Our Carson Office is less than six (6) miles from the closest park – Raymond Street Park.
- A culture focused on quality, training, employee engagement, and service excellence.
- Hiring the right staff through extensive screening, interviewing, and background checks.
- Exceptionally competent security officers because of our GSG Protective Services learning and training institute.
- A working relationship with law enforcement and other first responders.
- Technology that can help reduce cost or serve as a force multiplier.
- Full accountability and transparency by holding ourselves responsible.
- A focus on the use of technology and value-added services to increase customer value.

The following documents will highlight our ability to provide professional security services to meet and exceed your needs. In addition, attachments have been provided to show our insurance certificate; PPO certificate; and samples of Analytics Report, Daily Activity Report and an Incident Report that can be created by using our guard tour management system – Track Tik.

GSG Protective Services have affiliations with professional organizations that caters to specific markets – Business Owners and Managers Association and Community Association Institute. We are active with as Board Members for Law Enforcement and Private Security (LEAPS) and LA Crimestoppers. Our affiliations keep us active with best practices and connect with local communities to advance the needs of the security industry.

If selected, we look forward to working with the City of Compton to ensure that the transition is seamless without interruption to your current Security Services Program.

Sincerely,

Corey English
COO, Physical Security

Mailing Address: 4001 Inglewood Ave., Bld. 382, Suite 101, Redondo Beach, CA 90278
Phone 310.371.5300
Fax 310.371.5302

Section B - Company Background

GSG Protective Services began service in Nevada in 2000 and expanded into California in 2005. Since then, GSG has continued expanding and now operates in the United States, Canada, and Mexico. GSG Protective Services can be classified as a regional security firm, with strong national ties, so that we can be anywhere with one dedicated goal in mind - providing our clients with excellent customer service. GSG Protective Services has strategically located regional offices in Los Angeles, New York, and San Antonio to provide support to local offices.

GSG Protectives Services is a D/B/A of KKOL, Inc (parent company). KKOL, Inc and GSG Protective Services are both C Corporations.

GSG has approximately 1200 full-time employees and 300 part-time employees.

We have branch offices in Southern California at the following locations:

- Corporate Office – 15901 Hawthorne Boulevard, Suite 110, Lawndale, CA 90260
- Carson - 1250 E 223rd St #105, Carson, CA 90745
- Culver City - 5601 W Slauson Ave #201, Culver City, CA 90230
- El Monte - 3360 Flair Dr #210a, El Monte, CA 91731
- Ontario - 2151 East Convention Center Way. Suite #202, Ontario, CA 91764

The Mission of GSG Protective Services is to ensure the safety and well-being of our clients and team members. We take our responsibility seriously to provide the best customer service and address all client and team member matters quickly and efficiently by providing an open and positive work environment.

By meeting the needs of our clients – both internally and externally, we have lived up to our mission statement. Just as we make safety a priority for our clients, we also focus on ensuring the safety of our employees. This is the proven formula for our success.

It is our everlasting goal to ensure that all client and employee matters/concerns are addressed in a quick, professional, and efficient manner. We do not rest until there is 100% satisfaction. It is our objective to never lose a client due to poor customer service. To achieve these goals GSG Protective Services is separated into multiple operations divisions including:

<u>Physical Security</u>

- Armed Officers
- Loss Prevention
- Patrol Services
- Special Events
- Unarmed Officers

<u>Protective Services</u>

- Anti-piracy

- Civil Unrest
- Emergency Response
    - Armed Response
    - Emergency and Crises Response
    - High Risk Terminations
    - Natural Disasters
    - Workplace Disruption
    - Workplace Violence
- Escort/High Value Transport
- Estate/Residential Security
- Executive Protection
- Executive Protection Drivers
- GSOC's
- K9
- Personal Protection
- Special Events

Technology

- Access Control
- Alarm Systems
- Drones
- Remote Video Monitoring/Virtual Guards
- Robotics
- Systems Integration
- TSCM
- Video Surveillance Systems

Training

- Pre-Placement Training Programs
- OJT Training Programs
- In House Training
- On-site Training
- Advanced Firearms Training

Investigations and Consulting

- Brand Enforcement
- Due Diligence
- Forensic Accounting
- Intellectual Property
- Interviews
- Surveillance

- Undercover

GSG Protective Services has extensive experience in a variety of industries including commercial properties, entertainment, logistics and technology while servicing clients such as:

- Los Angeles Police Department
- CA Independent System Operators (CA ISO)
- Inglewood Unified School District
- Geodis Logistics
- Paramount Studios
- Raleigh Studios
- The Culver Studios
- Manhattan Beach Studios
- Universal Studios
- Warner Brothers

GSG Protective Services believes in building long term relationships with our clients. A key element of these relationships is to provide value added services to our client partners. Examples of additional services GSG Protective Services can provide to the City of Compton are:

Security Services Value Adds

- Body Cams
- Compliance Audits w/Secret Shoppers
- K-9 Services
- Penetration Testing
- Robotics
- Training for ACE employees such as active shooter response and crisis management
- Video Surveillance (Portable Video Surveillance Trailers that tie into the GSG Ops Center)

Key Differentiators

- 24/7 Operation Center
- Client Centric
- Comprehensive Training
- Cutting-edge Technology
- Local Service with a National Footprint
- Online Client Portals for HR and Reporting

Community Involvement and Support Programs

Law Enforcement Community Support Network (LECSN)
Leadership training and career paths for females and veterans
Police Activities League (PAL)
Red Cross
Veterans focused recruiting, hiring, and training

The Leadership at GSG Protective Services is comprised of committed professionals with over 300 years combined experience in security, law enforcement and military. GSG Protective Services management team and employees provide a positive and memorable client experience. GSG Protective Services is a privately-owned corporation with diverse ownership. Although not certified, GSG Protective Services is a minority and veteran owned business.

Mailing Address: 4001 Inglewood Ave., Bld. 382, Suite 101, Redondo Beach, CA 90278
Phone 310.371.5300
Fax 310.371.5302

Section C – Methodology

GSG Protective Services uses a system of local offices to provide services to our clients with regional and national support. Each local office is responsible for all operations related to clients in their region including the recruitment, hiring, placement, training, scheduling, and oversight of all officers within its region of operations.

Account Manager
Each client is assigned a primary account manager who acts as the primary contact with the customer and is responsible to ensure 100% customer satisfaction. In addition to this person, a senior level executive with the company will be assigned to support their efforts. The Account Manager will be available and dedicated to support the vision outlined by the City of Compton. In addition, we have our 24x7 Operations Center that can assist with any issue that may arise for our clients or our officers.

Local Offices
Each local office is staffed with the following positions as needed:

- **Administrative Staff** – provides full administrative support at the local level. This includes the recruitment, hiring, placement and scheduling of officers along with all other local human resource issues such as the issuing of uniforms, payroll, processing employee information, and many other administrative support duties as needed.
- **Patrol Supervisors** – these officers provide the first line of supervision for all officers on posts. Patrol Supervisors are responsible for checking on officer safety, conducting officer and post inspections, testing post knowledge of officers on duty, and assisting officers as needed with incidents and issues.
- **Operations Manager** – responsible for the day-to-day operations of the local office and ensures customer satisfaction and employee motivation. Responsible to ensure all company policies and procedures are followed, all officers are properly trained, and all safety procedures are enforced.

Corporate Support
In addition to local and regional offices, GSG Protective Services maintains a centralized 24-hour operations center and a Home Office.

- **Operations Center** – located in Los Angeles CA with a backup site in Las Vegas, NV, the operations center operates 24 hours per day, 7 days per week to take incoming calls, dispatch response as needed, ensure all officers are on post at their designated times, replace officers who call off duty, track patrol officers performance and location in real-time GPS, and provide other support to the Field Supervisors as needed.
- **Risk Management/Safety Officer** – responsible for employee safety at all client sites and posts. Conducts site inspections as needed, assists in the development of post orders and has oversight of all risk management and safety related policies. Conducts investigations as needed related to human resources, security incidents and safety issues.
- **Corporate Office** – the Home Office is in Lawndale, CA and provides support to the regional and local offices related to accounting, human resources, risk management and safety, training, legal and any other subject as needed. The Home Office conducts ongoing quality control measures to ensure that all offices are meeting or exceeding the expectations and requirements of GSG Protective Services.

Location is Key
GSG has a branch office, Carson, that is less than six miles away from Raymond Street Park.

We have calculated that one patrol would take a total of 1.5 hours to do a complete tour by vehicle. At each park, officers would do a foot patrol. It is expected that each officer would spend at least 30 minutes at each park.



With each site visit at the park, offices will patrol officer by foot to monitor and report the following:

- Unlock and lock all parks according to schedule.
- Know and enforce all rules and policies of the parks.
- Cleanliness of the parks.
- Identify and report hazardous situations or property discrepancies (broken equipment, sprinkler issues, injuries, lighting issues, abandoned vehicles, etc.).
- Respond, accurately report, and investigate medical issues or criminal matters.
- Remove any trespassers or solicitors from property that are in violation of the park's rules.
- Report and address any illegal activity.
- Perform a patrol tour using our guard tour management system.
- Document any incident report and submit to the appropriate departments or individuals.
- Assist with locating, logging, and returning of lost property.
- Customer service by treating all with dignity and respect.

Background Screening
Background screening is an essential component in our process for selecting high-caliber security professionals for the City of Compton. Initial conversations with applicants provide an opportunity to evaluate demeanor, attitude, and communications skills. Qualified candidates will advance to formally interview with our recruiters and attend our orientation program. Only those candidates who pass our introductory coursework measure up to the level of employee GSG Protective Services' customers deserve. GSG's screening process is detailed below.

SCREENING OFFICERS FOR THE CITY OF COMPTON	
Application Review & Assessment	Careful analysis focuses on employment history and stability. The application includes a questionnaire utilized to assess writing skills and determine whether an applicant's personal character is in-line with the company's values.
Interviews	The initial in-person interview assesses punctuality and appearance and clarifies points of the candidate's application. Multiple interviews may be conducted, and candidates progressing beyond this level will attend our orientation and training program.
Education and Employment Verification (Reference Checks)	GSG verifies high school diplomas or GED or highest degrees obtained, a minimum of two previous employers including military DD214 and current employer (after an offer is extended).
Electronic I-9	Employment verification must be completed for all GSG employees to present proof of citizenship or authorized alien status.
Criminal Background Checks	Our stringent pre-hire standards include: no major misdemeanors, no arrests with prosecution pending, and no dishonorable discharge (where permitted by state law).
Social Security Checks	As an additional measure of precaution, we run Social Security checks on each candidate to verify their identity.
Motor Vehicle Report	Officers designated to drive a vehicle are subject to Motor Vehicle Report checks and on-site training before they can operate a vehicle.
The City of Compton can be assured that our screening process ensures our Officers meet all the City's and GSG Protective Services requirements for all positions.	

Officer quality starts from the beginning, with the recruitment process. The first step in this process is to ensure that our recruiters have a comprehensive understanding of the post specific needs for each site they are responsible for. This allows the recruiters to identify the specific skills and knowledge needed for each post, and then recruit by post and site instead of engaging in general mass hiring.

Employee Satisfaction - GSG Protective Services employees are happy. We currently have an annual retention rate of over 75% with some employees leaving to go into fulltime law enforcement jobs or take on other positions outside of the security industry. Our high retention rate is accomplished by paying competitive wages and by providing a performance incentive program, paid uniforms, paid vacation, health insurance and a variety of other employee benefits.

Management and Operations Team

The GSG Management will provide constant support to the personnel assigned to The City of Compton account, all managers will be available to the City's staff should they be required. In addition to ensuring compliance with your requirements, the senior management team will specifically ascertain that the operation always has the ability and ample resources to meet those requirements. Management style and philosophy at GSG is built around the team concept, with each member of the organization bringing their individual knowledge and experience to bear on all areas of the City. GSG varied management

backgrounds give us the ability to have an expert view on almost any problem, consequently producing the most cost efficient and effective solution available.

The management team at GSG is comprised of dedicated professionals who have over 300 years combined experience in security, law enforcement and the military. GSG Management Team and Employees provide an exceptional quality of service to our clients. The management team will devote their time as needed to ensure that the City is 100% satisfied. If necessary additional team members will be allocated.

GSG Protective Services has invested in our support structure; thus, allowing us to superbly service our clients' security needs with the following:

- Patrol Supervisors – GSG Protective Services has a Patrol Supervisor on duty 24 hours per day, 7 days per week. At a minimum, all Patrol Supervisors have training and education that is equivalent to a Police Officer. Patrol Supervisors are responsible for all security officers under their command and are in constant contact with the dispatcher and all their officers.

- Quick Response Times – With a large client base and multiple supervisors in the field we can consistently achieve fast response times when an emergency is called into our 24-hour dispatcher. Additionally, officers in the area will be crossed trained and will have all the necessary compliance needed to work on any City of Compton Account.

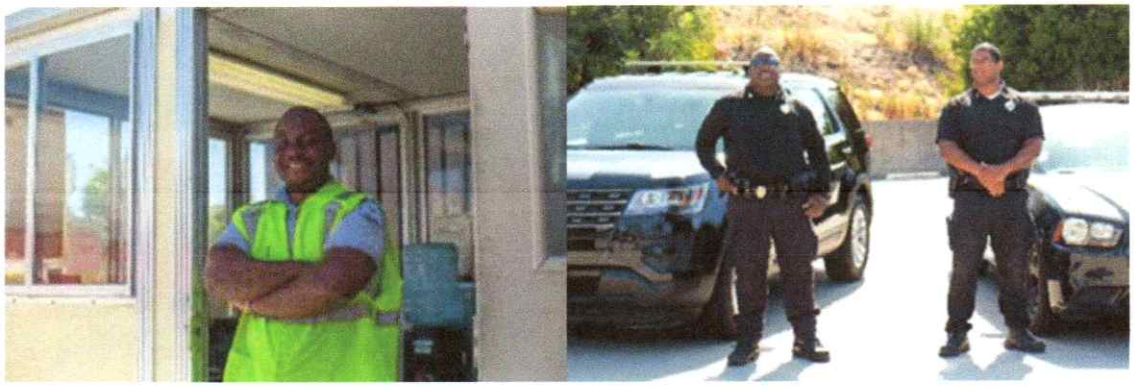
- Computerized Tracking System/GPS - GSG Protective Services maintains one of the most state-of-the-art tracking systems available for monitoring the activity of roving patrols. QR codes are installed throughout the property and an officer uses a smartphone monitor his/her patrol activities. In-depth, highly accurate computerized reports can be generated at any time showing the exact time an officer was at a specific location on the property. This service is available upon request. Additionally, we can geo-fence any area to account for the number of times a patrol has been done or an employee that has entered the area(s). A daily activity report can be provided at the conclusion of every shift. We also have added an additional GPS device to monitor the speed of the officer driving the patrol vehicle, as well as can determine how long the driver has been sitting idly. This allows accountability for the driver where-abouts, safety and ensure the City is getting value from the patrol.

Uniforms

GSG provides every officer with the appropriate number of uniforms. This gear is provided based on the contract requirements. Every officer receives a full complement of uniforms. If the officer is expected to perform duties outdoors, rain gear and high visibility vest will also be provided.

Based on the RFP description, GSG would recommend the following uniforms for your sites:

Class C Uniforms



Item	Description
Trousers	Black, appropriate for bike patrol and foot patrol
Shirt	Gray GSG polo with company patches on sleeves and company badge sewn on front, left breast with individual serial number
Windbreaker or bomber	Black with company patches on sleeves and company badge sewn on front, left breast with individual serial number
Belt	Black leather of black nylon
Duty belt	Black nylon
Belt Keepers	(4) black nylon
Shoes	Black high top or low top boot or military style shoes
T-shirt	Black or white crew neck style
Handcuffs	With handcuff case
Flashlight	With holder
Protective disposable gloves	With carrier
Socks	Black, free from design
Pepper Spray (if elected)	With carrier
Baton (if elected)	With carrier
Radio	With Radio holder
Firearm (if elected)	With carrier and extra ammunition
Cell phone (if necessary)	With carrier and protective case

Total Quality Management Program

As part of our Mission Statement GSG Protective Services strives to achieve 100% customer satisfaction. To achieve this goal, we have established a comprehensive Quality Assurance program that consists of contract administration and compliance, administrative and field controls, supervision and management

inspections, performance standards, performance measurements, account audits and corrective action and follow up-reporting.

Supervision and Management Inspections
A key to Quality Assurance is the use of supervisor and management inspections as listed above under administrative and field controls. GSG Protective Services requires patrol supervisors, all levels of management and even the office staff to conduct a set number of post inspection each month. This ensures that all officers on post know that their site will receives random inspections, from a variety of people each month. The reports provided by these random inspections are a key element that Account Managers and the customer service team uses to provide exceptional customer service to our clients.

Performance Standards
GSG Protective Services has established performance standards as set forth in our Guard Order Manual and other Standard Operating Procedures. Performance standards are reviewed with each client during the transition phase and additional standards can be established an implemented on a post-by-post level.

Corrective Action and Follow-up Reporting
GSG Protective Services recognizes that corrective action and client follow up are key components to customer satisfaction and contract compliance. Based upon internal and external input the Account Manager, in conjunction with input from the Executive Contact as needed, will take corrective action to ensure 100% customer satisfaction. Sources of input include:

- Patrol Driver Inspection Reports
- Management Inspection Repots
- Dispatcher Pass Downs
- Client Meetings
- Account Audit Reports
- Other Client Input

Whenever corrective action is taken regarding a post, the Account Manager will communicate the action taken to the client and other individuals as required.

Training
GSG Protective Services recognizes the importance that training has in ensuring that only highly qualified officers are assigned to posts. To meet this goal, GSG Protective Services has developed a continuous training program that starts when each employee is hired and continues throughout their employment. This training program is designed to offer officers and staff with the knowledge needed to successfully perform their current job requirements and prepare for future positions. The program is divided into 4 phases including initial training, position required training, annual training, and career advancement training.

Prior to beginning work all GSG Protective Services employees attend a sixteen-hour, instructor led classroom new hire training that covers:

- Legal Powers and Limitations
- General Duties of Security Officers

- Reports
- GSG Protective Services Policies and Procedures
- Safety
- Management of Aggressive Behavior (MOAB)
- Career Opportunities and Additional Training Available

Upon completion of this new hire training all employees must pass a written final exam. Employees who pass are then authorized to be assigned to posts they are qualified for.

Position Required Training
Training requirements are set by client location and post depending on the requirements of each post. Once established, training requirements are recorded in the computerized human resource system so that officers cannot be assigned to a post without having all required training recorded in their employee file.

Training requirements are initially established when a new client transitions to GSG Protective Services and are reviewed semi-annually by the account manager. Some examples of training requirements that may be implemented include:

- On the Job Training for Specific Posts
- Advanced Training on General Security Duties
- Ambassadorial Training for dealing with the public
- De-escalation of Aggressive Behavior and Use of Force
- Patrol Driver Training

Administrative Controls and Monitoring (HR/Payroll/Compliance/Billing/Quality Assurance Platform)
The backbone of GSG Protective Services deployment solution is WinTeam, a multi-module system that supports every discipline and function of contract transition as well as contract operations. WinTeam processes are integral to staffing, accounting, scheduling, training, Quality Assurance, and payroll. WinTeam also supports Postwatch, a system used to provide early warning of open positions. Agents in our Operations Center monitor shift coverage data in real time and support resolution of coverage deficiencies as needed to augment efforts by onsite supervisors. During contract integration, these systems are customized, tested and deployed.

The baseline for employee compliance is accomplished during the recruiting or intake process. Candidates are vetted by comparing contract requirements to qualifications. Credentials are entered into the WinTeam Compliance Tracker database where they will be maintained, and cross referenced in the Scheduling process. Before a candidate is released for assignment and OJT, all background investigation and training requirements must be completed. An established intake process requires verification of every application metric before uniforms can be issued. When authorized to report to the site, responsibility for performance oversight transfers to the program manager.

As employees progress through initial orientation, pre-assignment certification, or OJT additional performance data is compiled in WinTeam. When a specific post requires a credential or unique attribute essential to contract compliance, that specification is programmed into Compliance Tracker

and an on-screen error message is displayed if the manager tries to add an employee to the schedule and the employee's Compliance Tracker records do not fit the pre-established profile of the position.

Our commitment to compliance tracking extends beyond our training resources. WinTeam, GSG's automated scheduling component, is the compliance module that captures training records for security officers. WinTeam works in conjunction with the training and offers extensive compliance tracking and reporting functionality. Our managers access all systems our through our secure intranet to support compliance verification in real time. These programs work together to enable trainers and managers to track employee progress through initial, specialty and refresher training, and to easily verify compliance.

Employee data is maintained in both paper and electronic form for the term of the employee's relationship with GSG Protective Services and then archived for an appropriate statutory period as required by corporate, state, local or client mandates.

WinTeam's Compliance Tracking module continually compares personnel data with pre-loaded position requirements. The credentials necessary to ensure that officers are appropriately trained and cleared for duty is identified through a job specific set of pre-determined compliance codes. Employees who require credentials cannot be scheduled until compliance requirements have been resolved.

Automated Scheduling and Invoicing

Our automated and robust scheduling, payroll and invoicing system is a key differentiator for GSG. WinTeam integrates scheduling, payroll, and billing to produce a natural and seamless record-keeping system that is fast, accurate, and rich in useful data. This system saves time for our management teams who can access and revise our online scheduling database in real time, from any location.

GSG Protective Services also offers systems that allow officers to record their arrival and departure times. This capability allows our Operations Center to monitor staffing for compliance purposes, results in the immediate management escalation in the event of any exceptions and reduces errors in payroll.

WinTeam is set up with all the pertinent payroll and other financial information from the contract. Once a contract is set up in WinTeam, a master schedule is created for all personnel working at the LAPD's sites as agreed in the contract. Daily, the Operations Center updates any changes to the weekly working schedule including sick and vacation time, and extra coverage. At the end of the week, all schedules are reviewed for accuracy. After final review, the schedules are locked and transmitted to the corporate Billing and Payroll departments.

All our training compliances are maintained in our WinTeam system. Reports can be run at any time to show what has been completed, what training has expired or what training is needed with a specified amount of time.

Track Tik

GSG Protective Services maintains an advanced on-line reporting system and guard tour management system called Track Tik. As part of this system GSG customizes the reporting requirements for each client based on their needs. At a minimum GSG will provide the following reports:

- **Daily Activity Report** – an integrated DAR of all site security officer's activities during the day. GSG will establish with the client what activities should be logged in the DAR. All site officers are responsible for making appropriate entries via site phones or the on-line reports portal.

- **Guard Tour Reports** – guard tour reports are compiled by shift using the site phone. Each roving officer is responsible to properly record guard tours.

- **Incident Reports** – incident reports will be provided for each reportable incident by the senior responding officer. GSG will establish with the client what types of incidents are reportable.

- **Safety Hazard Reports** – As part of the daily activity report all safety hazards will be reported including pictures when appropriate.

- **Officer Quality Assurance Reports** – The post commander, the GSG account manager, field supervisors, patrol supervisors will be tasked with conducting post checks of officers assigned to Client. All post checks are done through, and automated Quality Assurance system and reports are provided to the Client monthly.

Section D – Qualifications and References

GSG Protective Services is very mindful in keeping our organization, as flat and direct as possible.

Randy Bragg, CEO
Randy spent 7 years in the United States Marines, after leaving the Marines Randy has consistently expanded his education and earned three master's degrees including an MBA. Randy is currently studying for a PhD in information technology security. Randy's original work was in the field of accounting, having started working in his father's accounting firm at the age of 14. Pursuing this he started an accounting firm in 1992, through progressive expansion and fusing of services including IT security, systems technology, physical security, executive protection, staffing and physical security the company developed into its present form.

- Review, design and implement policies and procedures.
- Review, design and implement EAP's and other high-level security policies.
- Review, design and implement technology-based solutions.

Diana Meraz, CAO
Diana has 20 years' experience in the industry. She is responsible for all Human Resource, Risk Management, accounting support and training support within GSG Protective Services. Diana holds a BS in Business Administration. Her background is mix of law, HR and risk management with a constant increase in responsibility. Since 2000 she has worked for GSG and is one of the company's long-term employees. As the CAO Diana will be an intricate part of the GSG team dealing with Second Line Stages, assisting with all administrative tasks.

- Backup to Primary Contact.
- Ensure contract compliance.
- Oversight of the GSG Operations Center.
- Oversight of all billing, payroll, HR and risk management issues.

Corey English, COO, Physical Security
Corey is a twenty-four-year veteran in the private security industry. Corey has worked with all size companies ranging from small regional to large international security providers. Corey has a wide range of business management experience, including Operations, Human Resources, Sales and Finance. Corey has a strong operational knowledge of security operations where he has serviced Fortune 500 companies in the following vertical markets: colleges and universities, commercial and residential, museum and cultural centers, technology and data centers, entertainment, special events, loss prevention, petrochemical, and utilities.

Corey is graduate from the University of South Alabama with a degree in Marketing Management. Corey is very passionate about the security industry as he is actively involved with ASIS, International and LEAPS, Law Enforcement and Private Security.

Scott Kunz, VP Training & Development
Scott Kunz is head of training for GSG and has been with the company since 2013, Scott is a seasoned trainer and is responsible for not only initial training if a candidate lacks in a certain area, but also for ongoing training.

Scott's credentials are as follows:

- LE firearms instructor
- Lead range master, Isleton Police Department 2008-20012
- Lead use of force instructor, Isleton Police 2008-2012
- Lead weaponless defense instructor, Isleton Police 2008-2012
- Lead Emergency Vehicle operations Instructor, Isleton Police 2008-2012
- Special weapons team member / K9 handler
- Isleton Police shooting investigator, internal and criminal
- NRA Law Enforcement certified instructor; Pistol, Shotgun, Carbine, Tactical shooting
- NRA Civilian instructor: basic pistol, intermediate pistol, advanced pistol, basic / advanced shotgun, basic rifle, Range master, Chief range safety officer, refuse to be a victim, range development.
- California CCW instructor
- BSIS Firearms Instructor
- Utah CCW Instructor
- International Association of Law Enforcement Firearms Instructor member
- Certified armorer, Sig Sauer, Bushmaster, Glock, H&K, Colt
- California Department of Justice Handgun Safety Instructor
- Federal Firearms License, 07-Manufacturer of Firearms
- CPR / First Aid certified
- Combat Lifesaver Certified Instructor
- Building Entry and Search Techniques Certified Instructor
- California Narcotics Officer Association member
- MOAB Instructor, basic and advanced
- POST Basic peace officer certification
- State of Arizona Certified Firearms Instructor

Mailing Address: 4001 Inglewood Ave., Bld. 382, Suite 101, Redondo Beach, CA 90278
Phone 310.371.5300
Fax 310.371.5302

References

THE CULVER STUDIOS
9336 Washington Boulevard
Culver City, CA 90232
3,000 hpw
Service Date: 6/2017

Perform access control and foot patrol in conjunction of private and public owned property. Work in conjunction with Culver City Police Department.

Client Contact
Matt Fritch, VP of Global Security
Phone: 310-722-3411
Email: mfritch@the-mbsgroup.com

LOS ANGELES POLICE DEPARTMENT
201 North Los Angeles Street, Suite 2
Los Angeles, CA 90012
2,600 hpw + special requests
Service Date: 11/2016

Perform security at various parks throughout LA for parks and recreation; services for city facilities to include the department of sanitation, department of transportation, and over 20 libraries

Client Contact
Alejandro Diazvalle, Contract Administrator
Phone: 213-978-4679
Email: 41897@lapd.online

SONY PICTURES
10202 Washington Boulevard
Culver City, CA 90232
2,500 hpw
Service Date: 9/2019

Perform access control at all gates, provide armed law enforcement personnel (Town Patrol) to respond to issues on property and provide patrol services for 15+ remote locations throughout Culver City and Los Angeles

Client Contact
Robert Esparza
Director of Security Operations
Phone: 310-244-5568
Email: Rob_Esparza@spe.sony.com

INGLEWOOD UNIFIED SCHOOL DISTRICT (IUSD)
401 S. Inglewood Avenue
Inglewood, CA 90301
200 hpw + holiday patrol
Service Date: 11/2017

Perform access control at local middle and high schools. Also, perform patrol services and alarm response during holidays, summer breaks and spring break for police department. Services suspended due to COVID 19.

Client Contact
William T. Carter, III
Chief of Police
Phone: 310-988-9662
Email: chiefs82@earthlink.net

GSG PROTECTIVE SERVICES
REDEFINING SECURITY

Section E – Cost Proposal

Bill rates will cover all associated cost of services including but not limited to:

- Uniforms
- All associated payroll taxes, insurance, FICA, FUI, SUI, Workers' Compensation and General Liability Insurance
- All job specific and general overhead expenses
- Fringe benefits
- Profit
- Vehicles x 2
- Medical benefits for officers and supervisor
- Site phone with Track Tik (guard tour management system), 1 per vehicle

Based on current economic trends and market experience, GSG has prepared suggested bill that supports a strong pay rate. This keeps us above minimum wage for employees. Beginning January 1, 2022, the minimum wage for California will be $15.00. This will allow the ability to attract talent and retain employees.

Officer	Hours per Week	Shift	Bill Rate	OT Rate
Unarmed Roving Officer (1)	40.0	Tues – Sat 0600 - 1400	$31.26	$46.89
Unarmed Roving Officer (2)	40.0	Sun – Thu 0600 - 1400	$31.26	$46.89
Armed Roving Officer (3)	40.0	Fri – Sun 0600 – 1400 Mon – Tue 1400 - 2200	$37.54	$56.31
Armed Roving Officer (4)	40.0	Wed – Sun 1400 - 2200	$37.54	$56.31
Armed Roving Officer (5)	40.0	Fri – Tue 1400 - 2200	$37.54	$56.31
Armed Roving Officer (6)	16.0	Wed – Thu 1400 - 2200	$37.54	$56.31
Total	**216.0**	**N/A**	**$35.21**	**$52.82**

Not included in rates:

- Holiday pay – Blended rates will be billed at a rate of one and one-half times
- Special request for additional services
- Annual cost of living adjustment – generally 3% annually

Our business model is laser focused on creating a dynamic partnership with you and your sites. We do not have to answer to private equity funding or stockholders, we answer to ***YOU***, our client and we have the unique ability to make our service decisions based on what is good for you and our partnership.

Mailing Address: 4001 Inglewood Ave., Bld. 382, Suite 101, Redondo Beach, CA 90278
Phone 310.371.5300
Fax 310.371.5302

Background & location
· Hollywood
= Credit portfolio
= 40 years Southern CA
Report examples in Exhibits
Pay unarmed 23 per hour

HOLLYWOOD ELITE
SECURITY

CITY OF COMPTON

INVITATION FOR BID
ARMED AND/OR UNARMED SECURITY GUARD SERVICES

Office of the City Clerk City of Compton
205 South Willowbrook Avenue Compton CA 90220
Attention: PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

SUBMITTED BY: BERT BAKER
HOLLYWOOD ELITE SECURITY SERVICES

HOLLYWOOD ELITE SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067

PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND Recreational Buildings

Dear General Manager & Board of Directors:

It is with great enthusiasm that I submit this Bid in response to your RFP for Security Services at 1799 Baker Street. We have received all RFP materials and confirm this proposal is valid for 90 days from this date; October 28th, 2021. All information provided herein, is true & correct.

For the past 40 years, the team at Hollywood Elite Security (HES) has provided top-notch security and personal protection services to clients across Southern California and beyond. HES strives to be the most trusted and sought after provider of security services throughout all of the markets in which we operate. Public and private clients across a broad spectrum of industries and civic life choose us first and repeatedly because of our reputation throughout the community; a reputation earned by consistently providing the most responsive, reliable and effective protection services in the business.

As a native resident of Compton, I know it is of the highest priority for the City of Compton to enable community participants the ability to fully enjoy the quality of the programs and facilities. Care must be administered in the security operations of all divisions for the City of Compton, and our goal is to help exceed those expectations.

Broad, yet specific to the objectives supporting the RFP/Scope of Work; a path to our goal has been identified in this proposal. Each objective will also include a set of reasonable and attainable tasks to achieve these objectives. At Hollywood Elite Security, we adapt to the needs of all customers and strive to provide them with the best protection services. Our highly trained personnel are very competent at managing the security and the safety of all our clients.

Our Board of Directors kindly invites you to consider Hollywood Elite Security as your security provider. Should you have any additional questions feel free to contact us at (888) 858-7361 or at info@hollywoodelitesecurity.com.

Thank you for your consideration.

Sincerely,

Berzelius "Bert" Baker Jr.
Owner, CEO
Hollywood Elite Security

Bureau of Security and Investigative Services

STATE OF CALIFORNIA
dca
DEPARTMENT OF CONSUMER AFFAIRS

Private Patrol Operator

License No. PPO120908

Issue Date: 06/15/2020
Valid Until: 06/30/2022

HOLLYWOOD ELITE SECURITY INC
1800 CENTURY PARK E FL 6
LOS ANGELES, CA 90067-1501

The above is licensed as a Corporation with the State of California Bureau of Security and Investigative Services.

Qualified Manager - BERZELIUS H BAKER JR
Owner - BERZELIUS H BAKER JR

PLACE RENEWAL HERE

Valid Until: 06/30/2022

Receipt No. 6765

This Original License must be kept for the life of the license and posted in Public View.

The above named is a licensed Private Patrol Operator in the State of California, subject to the filing for renewal and the payment of the statutory fee by the expiration date.
The license is issued pursuant to, and continues in effect subject to compliance with, the provisions of Chapter 11.5 of Division 3 of the Business and Professions Code of the State of California, and the Rules and Regulations established thereunder, and the above named licensee is duly authorized under said Chapter.

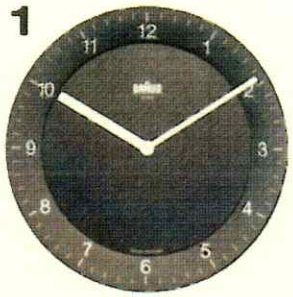
Department of Consumer Affairs
Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

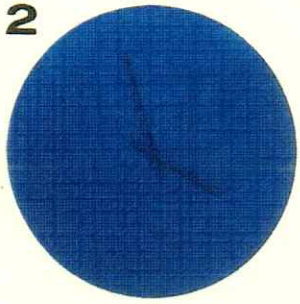
- - - POST IN PUBLIC VIEW - - -

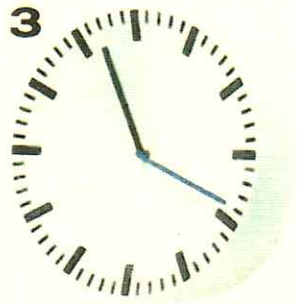
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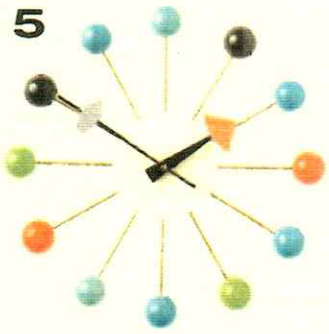
HOLLYWOOD ELITE SECURITY

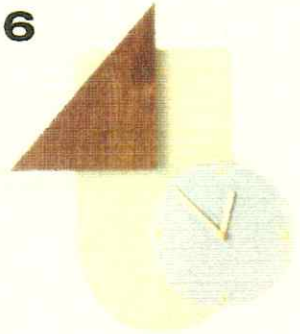


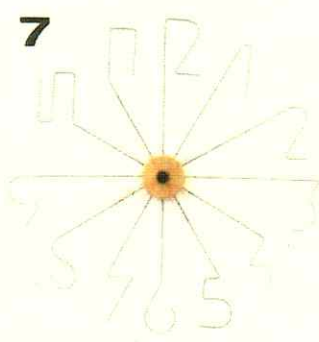


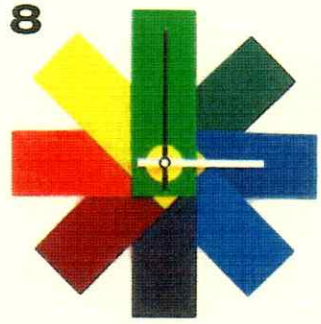


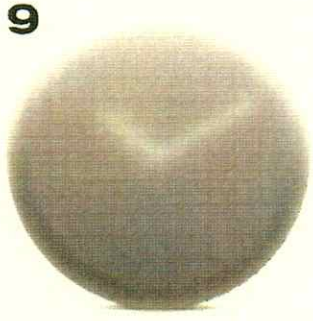


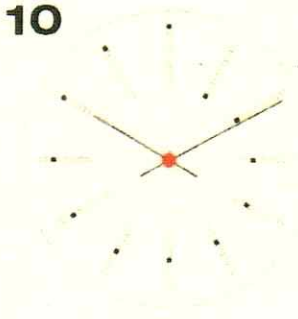


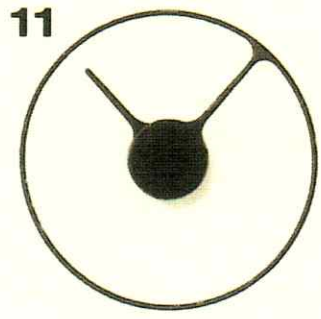


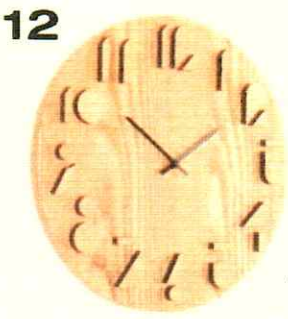












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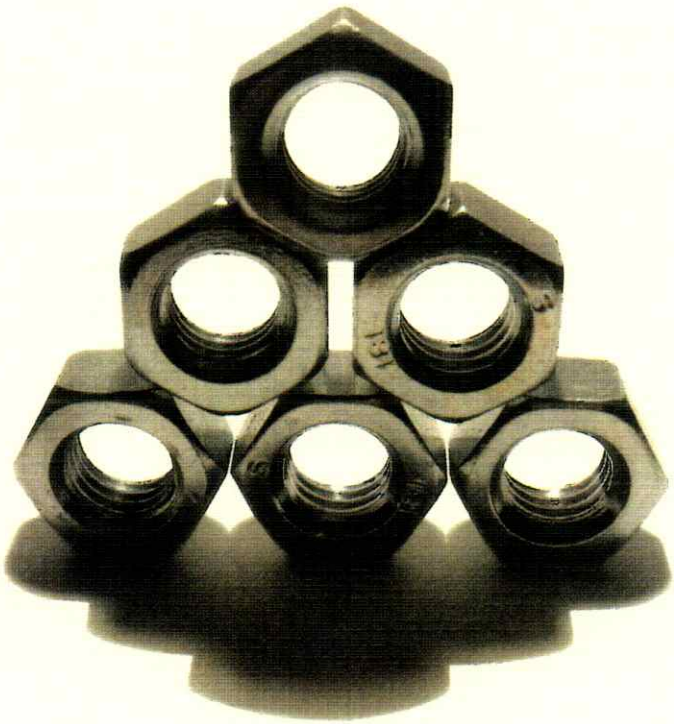
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HOLLYWOOD ELITE
SECURITY



ABOUT US

COMPANY PROFILE

Hollywood Elite Security is one of the most trusted and sought-after security service providers throughout the Southern California region and beyond. We have over 40 years of experience in providing executive protection, community patrol, uniformed, special event, armed and unarmed security services. Public and private clients across a broad spectrum of industries choose us first and repeatedly because of our reputation in the community; a reputation earned by consistently providing the most responsive, reliable and effective protection services in the business.

We are proud of our record of providing elite services to high-profile, high net-worth clients as well as our ability to provide comprehensive patrol services to large geographic areas. We were recently awarded a contract with the State of California to provide security services at the 160-acre animal sanctuary for the California Department of Fish and Wildlife and we feel confident in our ability to cover the range of patrol and security services requested as part of this proposal.

OUR VALUES

We are a value driven company and believe our strong foundation guides us to exceed client expectations. Our core values include:

Integrity - We maintain the elements of honesty, consistency and morale. Integrity is one of our foremost important values as it sustains our commitment to our clients.

Experience – Our Board of Directors has over 40 years of combined law enforcement and security experience that allow us to provide well-rounded consultations and services.

Diligence - We are dedicated to satisfying our clients. We respect our clients, listen to their requests and understand their expectations. Effective and meticulous, we strive for perfection.

Excellence - We are committed to excellence through the systematic and disciplined management of our operations. Our commitment to quality and continuous improvement allows us to retain long-term client relationships.

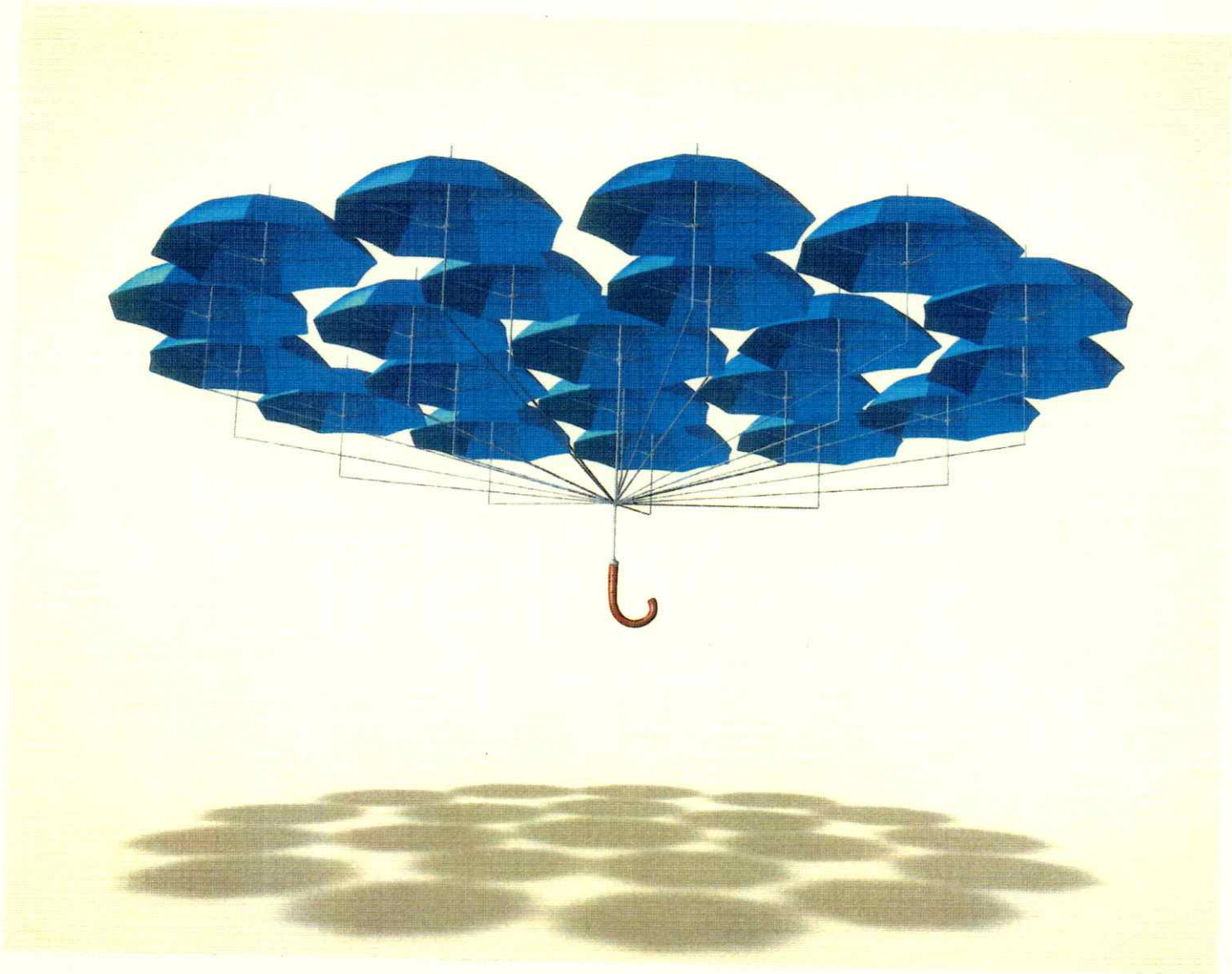
COVID19 COMPLIANCE

Hollywood Elite Security stays in compliance and keeps up-to-date on protocols for the Covid- 19 crisis. We strictly adhere to the Governor's Executive Orders and state-wide health and safety orders, and directions from the Center for Disease Control (CDC). This includes, but is not limited to, compliance in the following areas:

- Using face coverings in public areas
- Adhering to physical distancing guidelines
- Training employees to self-screen for COVID-19 symptoms
- Providing employees with disinfection protocols
- Practicing proper hand-washing techniques

Beyond the practices outlined above Hollywood Elite Security also provides proprietary decontamination services with EPA-approved, hospital grade disinfectants. We take care of our team members and provide digital thermometers, hand sanitizer, mouth coverings, gloves and more. You can rest assured knowing that we have you covered and protected.

HOLLYWOOD ELITE
SECURITY

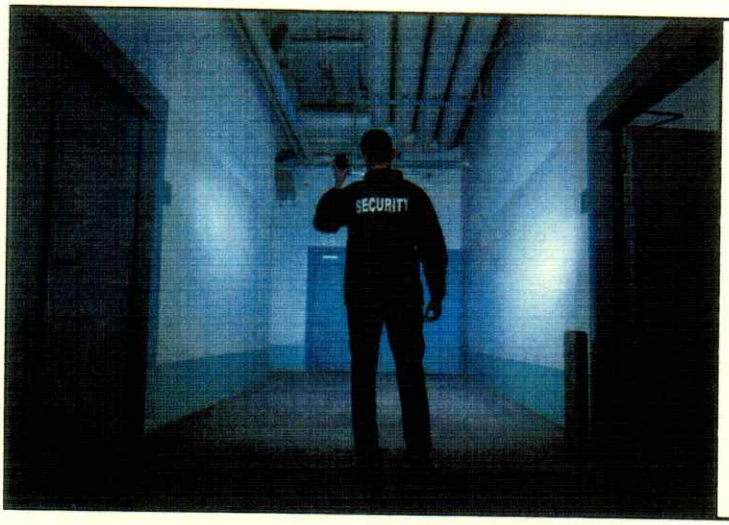


OUR SERVICES



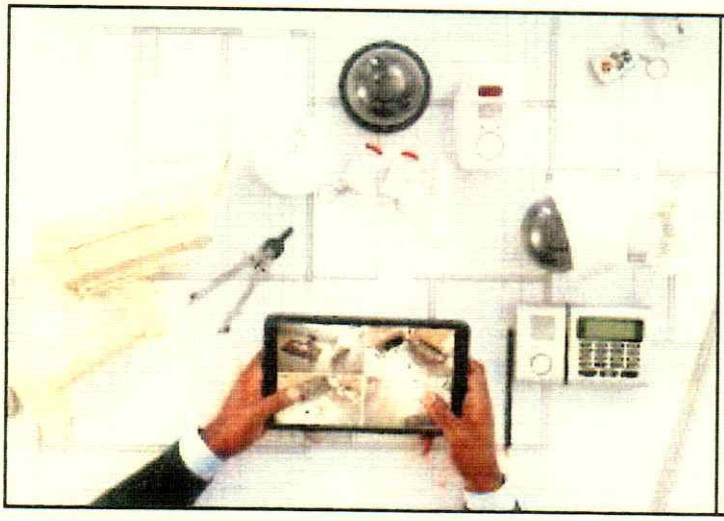
PERSONAL PROTECTION

-BDU Protection
-Residential Estate Details
-Tour Security & Coordination
-Corporate Protection Services
-Threat Assessment & Response
-Entertainment Industry Expertise
-Executive Drivers & Transportation



SITE SECURITY

-Armed Security
-Construction Sites
-Hotels & Restaurants
-Film & Production Sets
-Special Events [Large & Small]
-Schools & Religious Institutions
-Residential, Corporate & Govt. Complexes



CONSULTATIONS

-Physical Property Tours
-Incident Report Review
-Security & Safety Audits
-International Travel Security
-Procedures & Equipment Evaluation
-Workplace Safety & Security Training
-In-house Security Rules & Procedures

H.E.S
CHECK-IN

H.E.S. CHECK-IN

-Vehicle "drive-by" security patrol service
-Monitor alarms and closed-circuit TV cameras
-Write Comprehensive Reports outlining what we observed while on patrol



HOLLYWOOD ELITE SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067











CITY OF LONGBEACH

PRIVATE CLIENTS















CUSTOM · HOTEL

































HOLLYWOOD ELITE
SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067

STAFF

Hollywood Elite Security provides certified, licensed, insured and bonded security personnel. Each security professional has been screened to comply with some of the highest standards in the industry.

In addition to providing highly professional security personnel, we offer (free of charge) supervisory personnel to monitor the strict adherence to the rules and regulations and to make sure that our client is satisfied with our services.

Our supervisory personnel also serve as liaisons between Hollywood Elite Security and our clients. They are available 24/7, all year long and are crucial in maintaining the performance of our security personnel. To ensure effective coordination and constant communication with management, all our security personnel are equipped with two-way radio communication devices.

In addition, to ensure effectiveness, all our security personnel are regularly briefed and updated about the client's specific requirements.

Hollywood Elite Security has taken a unique approach to the business of contract security. Unlike the competition, we only employ exceptionally trained and extensively screened security personnel. Our strategy aims at minimizing the risk to person or property at any client location.



HOLLYWOOD ELITE
SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067

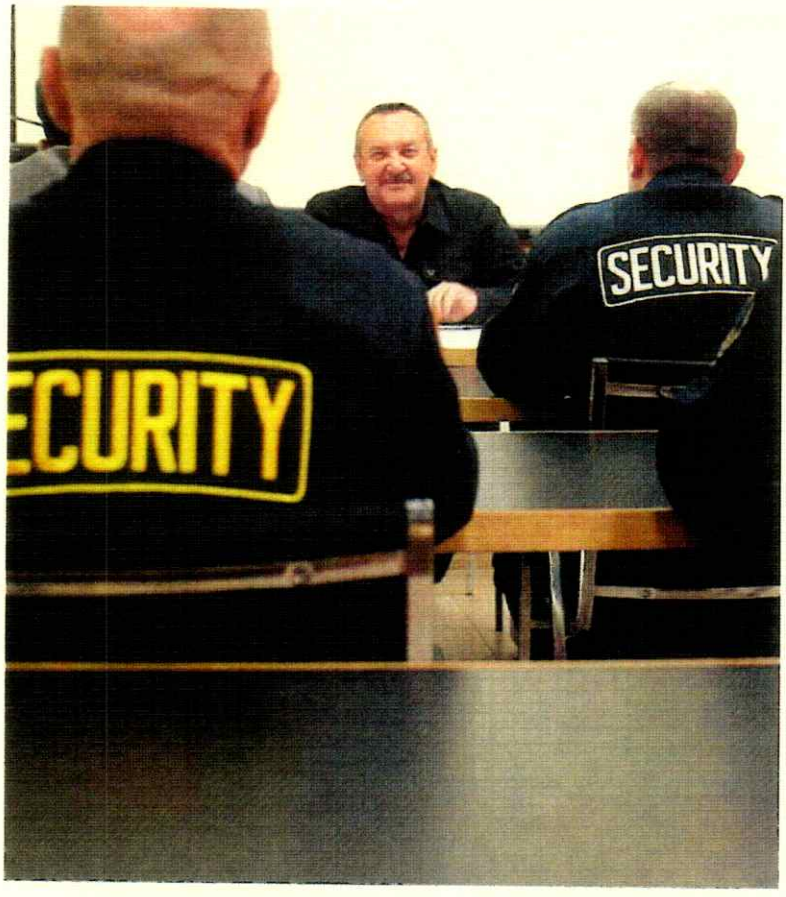
TRAINING

Hollywood Elite Security trainings are the most extensive and the most comprehensive in the industry. During our trainings, knowledge, experience and competence are passed on to new employees. In addition to the state-mandated certification courses, *Hollywood Elite Security* personnel are required to attend:

- 40-hour Police Defensive Tactics Training
- 24-hour Patrol Techniques & Criminal Law
- 16-hour Customer Service Seminar

Agents working for *Hollywood Elite Security* receive continuous trainings throughout their career. This allows us to monitor, update and upgrade their know- how to better serve the needs of our clients.

Our uniformed security personnel are trained to act as crime-deterrents by adopting the community police officer program (CPOP) approach and methodology. Our guards are trained to be an approachable source of information to patrons, residents and employees. Letting the public know that we are there for them generates a feeling of community and safety



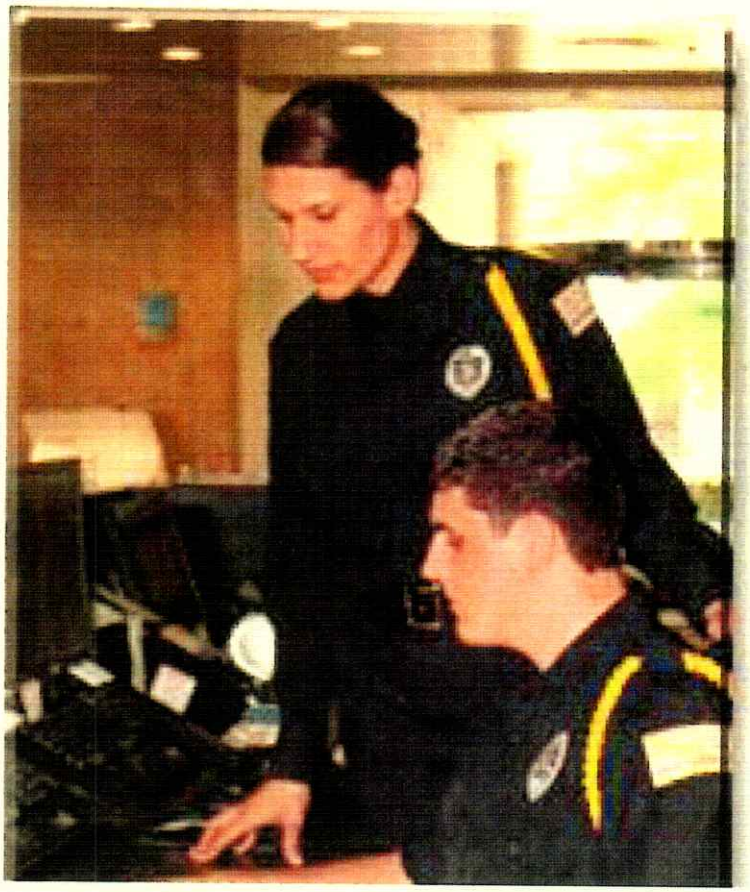
HOLLYWOOD ELITE SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067

SUPERVISION



Hollywood Elite Security supervisory personnel are required to possess a minimum of seven years of law enforcement experience. Our supervisors are charged with scheduling, assigning security posts and acting as liaisons between the board of directors and our clients. Available 24/7, our supervisory personnel are key in maintaining the quality of the services that we provide.

Our offices are permanently staffed with customer service representatives. Unlike competitors that rely on off-site representatives, *Hollywood Elite Security* employs only on-site staff. Our customer service representatives are not salespeople; they are security professionals assigned to light duty and administrative functions. Desk personnel are trained as watch-commanders with full authority to make supervisory decisions 24 hours a day, 365 days a year.

HOLLYWOOD ELITE
SECURITY

PPO# 120908

REST ASSURED, PROTECTION PERFECTED.

1800 Century Park East, 6th Floor, Los Angeles, California 90067

SCREENING

At Hollywood Elite Security, we only employ the best security professionals. Our strict qualification criteria and our rigorous tests and backgrounds checks ensure that only the few and the best candidates are selected. Our board of directors has resolved to make high quality recruitment and training a priority and a singularity that distinguishes us from the competition.

Our comprehensive pre-employment background investigation exceeds what is done in most security companies and in some police departments. All our prospective employees are subjected to written psychological tests as well as comprehensive psychological interviews. They are also subjected to a battery of aptitude tests and a five-drug screening panel. Successful candidates are provided with and extensive in-service training regarding criminal law and police defensive tactics.



HOLLYWOOD ELITE
SECURITY

REST ASSURED, PROTECTION PERFECTED.

PPO# 120908

1800 Century Park East, 6th Floor, Los Angeles, California 90067

UNIFORMS



Our security personnel are outfitted with police-type uniforms. Our corporate guidelines require that our personnel keep their uniforms pressed and cleaned always. They are also required to have their shoes polished. Men are required to be clean-shaven and have neat haircuts. Our female officers are held to the same standards. The neat appearance of our uniformed personnel is the reflection of our attention to detail and striving to provide the best possible service. In addition to using our standard uniforms, our personnel can adjust to the specific uniform requirements of any client.

HOLLYWOOD ELITE SECURITY

PPO# 120908

REST ASSURED, PROTECTION PERFECTED.

1800 Century Park East, 6th Floor, Los Angeles, California 90067

OUR FAMILIAR, HIGHLY VISIBLE PATROL CARS, AND THE SECURITY OFFICERS WHO OPERATE THEM, ARE READY TO BE OF SERVICE TO YOU OR YOUR LOVED ONES.

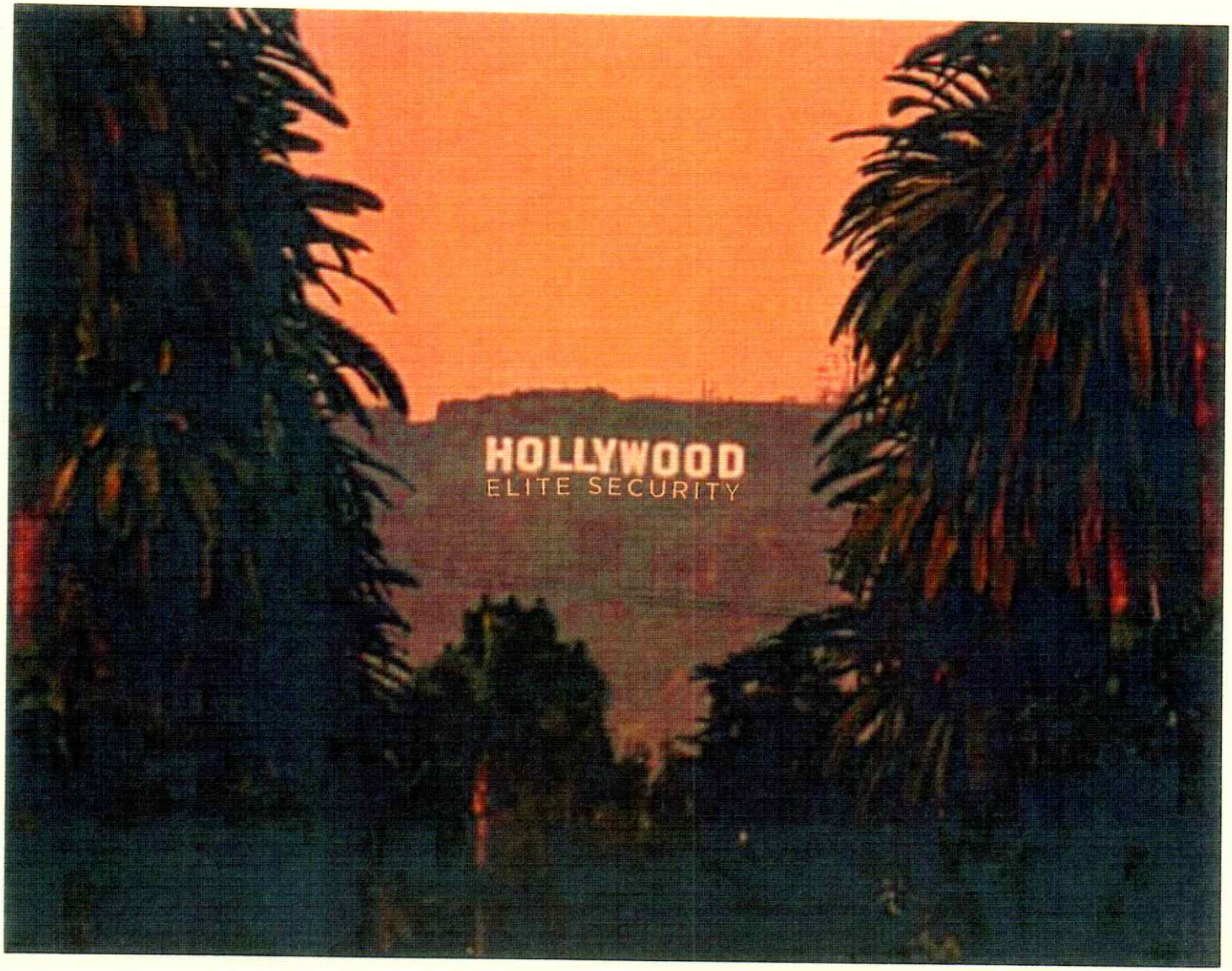


PATROLLING YOUR STREETS 24-HOURS PER DAY, HOLLYWOOD ELITE SECURITY OFFICERS WOULD PROVIDE ASSISTANCE AND PROTECTION IN MANY UNIQUE WAYS.





HOLLYWOOD ELITE
SECURITY



REFERENCES

HOLLYWOOD ELITE
SECURITY

LEVY
AFFILIATED

2016-Present
Levy Affiliated Holdings
201 Wilshire Blvd #2
Santa Monica,CA 90401

- Patrol on foot, vehicle, and motorized cart of various locations.
- Prepare reports as required. Complete reports by recording observations, information, occurrences, and surveillance activities; interviewing witnesses; obtaining signatures.
- Patrols premises to prevent and detect signs of intrusion, failed equipment operation and any safety hazards. Patrols to secure doors, gates and windows during off-hours.

Levy Affiliated Holdings
Tammy Sin
tammy@levyre.com
310-883-7900

HOLLYWOOD ELITE
SECURITY

2014 - Present
State Of California Fish and Wildlife
3883 Ruffin Road
San Diego, CA 92123

- Patrol on foot, vehicle, and motorized cart of various locations.
- Report all incidents, accidents, or emergencies as required. Act as a first responder to any emergencies or suspicious activities.
- Control access to the properties by maintaining entry logs, as well as writing reports of daily activities and irregularities such as property or equipment damage, the presence of unauthorized persons, theft or unusual occurrences

State Of California Fish and Wildlife
Christine Thompson
christine.thompson@wildlife.ca.gov
858-354-9919

HOLLYWOOD ELITE
SECURITY

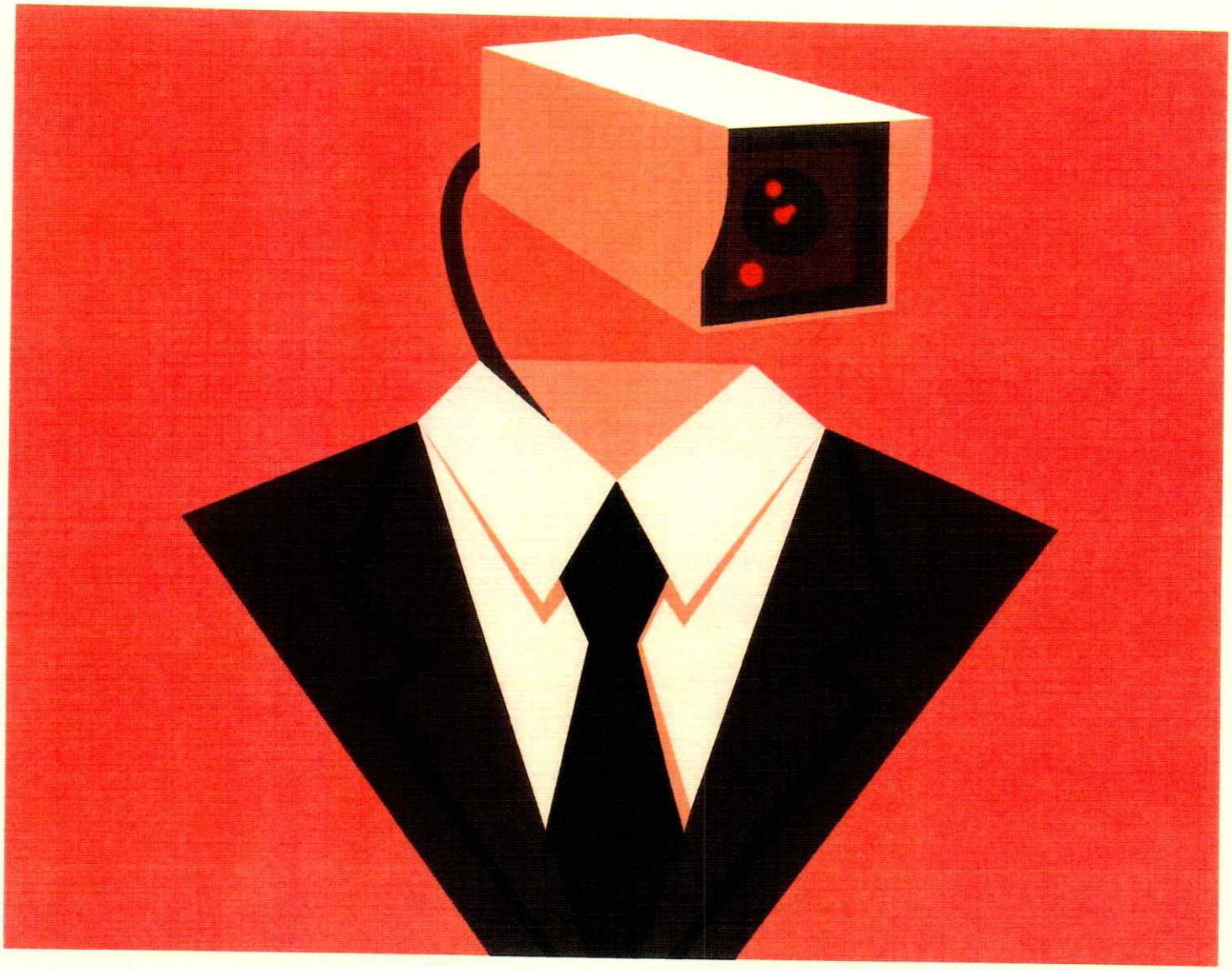
RA CONSULTING

2002-2009
RA CONSULTING
2700 N. Main St STE 1070
Santa Ana, CA 92705

- Patrol on foot, vehicle, and bicycle all areas of the campus.
- Help deter potential criminal activity on campus, such as trespassing, vandalism, unauthorized visitors. Provides Unarmed, Armed, Off Duty LEO Services
- Secures premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; permitting entry.

RA Consulting
John Gaisoa
john@raconsulting.us
808-494-6923

HOLLYWOOD ELITE
SECURITY



PROJECT STAFFING

HOLLYWOOD ELITE
SECURITY



There's something special about **Hollywood Elite Security**, because it is run entirely by people who have been here since the start. Our employees are bound by a common story about the company's founding and share a certain philosophy about our distinct work culture. That culture not only sets HES apart as a workplace, but it may very well be part of the brand that our clients buy into. We find, many of our part-time staff have left larger security companies to work for us, because safety becomes harder to maintain, and the term **"Too big, to fail!"** no longer applies.

H.E.S. CORE PERSONNEL

HOLLYWOOD ELITE SECURITY



Berzelius Bert Baker Jr.
Owner/Chief



Betty Jones
Human Resources/
Payroll



Nicole Watkins
Human Resources/
Scheduling/Billing



Landon Grandison
Director Of Protocol | Captain



Rashad Sykes
Director Of
Operations Los
Angeles County



Shawn Watkins
Director Of Events/
Director Of
Operations Inland
Empire

SKILLS: Firearms Training, Weaponless Defense Training, Advanced Defensive Driving, Powers To Arrest, Weapons Of Mass Destruction, Communications, Public Relations, Legal Liability, Observation and Documentation, Arrest, Search & Seizure, Arrest Control Tactics, Weapons Defense, Post Orders, Work Place Violence, Use Of Force, Report Writing, Baton(Side Handle/Expandable) Training, First Aid/CPR, Krav Maga, Crowd Control, Emergency Preparation and Readiness, Microsoft Windows, Word, Word Perfect, Excel, Powerpoint, Outlook, One Note, Publisher, CCTV

R.T.A. PROPOSED STAFF

HOLLYWOOD ELITE SECURITY



Berzelius Bert Baker Jr.
Owner/Chief



Betty Jones
Human Resources/
Payroll



Nicole Watkins
Human Resources/
Scheduling/Billing



Landon Grandison
Director Of Protocol | Captain



Rashad Sykes
Director Of
Operations Los
Angeles County



Shawn Watkins
Director Of Events/
Director Of
Operations Inland
Empire



PART TIME



PART TIME



PART TIME



PART TIME



PART TIME



PART TIME



HES PART-TIME STAFF

HES Part-time staff are an integral part of our workforce, and are given the same training and background process as our full time staff. Currently our part time staff handle our multi-location clients, and coverage if applicable. For Riverside Transit Agency, we have a number of part-time staff ready to transition to full-time for this opportunity.

Firearms Training, Weaponless Defense Training, Advanced Defensive Driving, Powers To Arrest, Weapons Of Mass Destruction, Communications, Public Relations, Legal Liability, Observation and Documentation, Arrest, Search & Seizure, Arrest Control Tactics, Weapons Defense, Post Orders, Work Place Violence, Use Of Force, Report Writing, Baton(Side Handle/Expandable) Training, First Aid/CPR, Krav Maga, Crowd Control, Emergency Preparation and Readiness, Microsoft Windows, Word, Word Perfect, Excel, Powerpoint, Outlook, One Note, Publisher, CCTV

HOLLYWOOD ELITE SECURITY



BERT BAKER

OWNER | CHIEF

A native of Compton, Bert has provided elite service as an Executive Protection/Bodyguard, Tour Manager, Campus Safety Officer/School Police, Executive Driver, Security Officer (Armed & Unarmed), as well as Head Of Security for various nightclubs, lounges and for Los Angeles Fashion Weekend for over 20 years. In these roles, Bert has discovered that he enjoys both the synergy of teamwork, and the ability to be a leader when the opportunity arises.

Moreover, his calm demeanor coupled with his ability to exercise independent judgment and discretion in all situations have proven to be a critical asset in developing, maintaining, and supporting a wide range of constituencies in his previous roles. Furthermore, his hard work and dedication did not go unnoticed, as was indicative when he was placed on special detail during his employment at Lynwood Unified School District.

Bert has worked with Fortune 500 CEO'S, Entertainers, and Local and International Dignitaries. All these experiences led Bert to start Hollywood Elite Security INC.

EXPERIENCE

PINKERTON| Corporate Risk Management Services
2015 - 2018 Executive Protection Agent
Provide for the safety and personal security of the principal and his immediate family, and other Company executives as situations warrant and as directed. Travel with the principal as needed often on short notice including extended worldwide travel. Provide safety and security for various high profile events. Provide Estate Security for high profile clients, which includes CCTV, foot patrols, daily logs, visitor entry and investigating suspicious activity. Assigned as Lead Agent when directed by management. Be able to provide emergency first aid/CPR if needed. Review material and conduct investigations related to executive protection. Mitigate threats and vulnerabilities via investigation, proactive means, site visits, and pre-planning security at events. Perform vehicle transportation functions as necessary and maintain the executive transportation vehicle to include the mandatory equipment (road emergency kit, medical/trauma kit, defibrillator, etc.). Coordinate and plan route analysis and force protection procedures to ensure safety and physical security for all levels of clientele. Absolute confidentiality in all business matters. Maintain proficiency in relevant protective services training. Maintain flexible schedule and on-call hours as needed. Performs other job related duties as requested. Threat assessment for client's home, office and vehicles.

Hype Projects
2012 - 2016 Tour Manager/Director of Security
Advancing with each promoter and venue to ensure the entire artist's technical and hospitality demands (the rider) are met and to resolve any problems the promoter or venue can foresee Overseeing hotel departures on time. Settling accommodation bills Overseeing travel arrangements; i.e. band and crew onto the bus or to the airport in good time. Paying per diems to the band/artist and crew Overseeing venue arrival - double-checking hospitality and technical arrangements. Arranging up-to-date running order with venue and promoter Overseeing promotional activities; i.e. TV, radio and press interviews at the venue or at other locations. Supervising setup operations Supervising any support or opening acts. Ensuring venue is ready to open on time by supervising sound check times. Liaising with transport department regarding the next days' travel. Ensuring all acts perform on time and for the allotted time. Settling performance fee with promoter and collecting any due cash. Ensuring all touring equipment is re-packed and loaded back onto tour transport. Preparing band and crew schedule sheets for the next day Overseeing band and crew on to appropriate overnight transport or to next hotel. Reporting this show's attendance figures to management and booking agent. Troubleshooting unforeseen issues and emergencies that occur Ordering after show food for

HOLLYWOOD ELITE
SECURITY



LANDON GRANDISON

DIRECTOR OF PROTOCOL | CAPTAIN

Landon was born in West Virginia and raised in Ohio, where he experienced his first community service with the Boy Scouts of America; first as a Cub Scout, then as a Boy Scout, where he enjoyed his experiences. He later joined the Air Force R.O.T.C. at his new high school where he learned about discipline and honor, he was appreciative after the family had relocated to New Orleans. Landon relocated back to Ohio and his hometown and immediately started working with a local security company in 1981, where some of the security officers he worked with introduced him to the local police departments law enforcement explorer program. Landon later became a Police Officer and later as a Sergeant as well as being one of the Explorer Program supervisors. As a liaison to the Boy Scouts of America program in his County. Landon relocated to Los Angeles to help family and continue his law enforcement endeavor's in 1987. Landon soon found himself working in security and executive protection sector.

Landon worked in the Real Estate and Mortgage business as a managing Vice President in a family business; while he also continued his passion in law enforcement, where he helped family and friends; who introduced him to Los Angeles County services in 1995, where he was proud to join the District Attorney's office Bureau of Family Support, and in December 2019 he retired after 25 years of stellar service. Landon says, "I have had the privilege of living, my God life, working as an ordained minister for 25 years, my dream life with my wife by my side, and a great reality life with a daughter working as a police officer". "I couldn't ask for more".

Landon is currently married to the love of his life for the past 32 years and working at what he calls "My Best Job Ever" when he refers to Hollywood Elite Security where he is an active Captain, and he calls his boss, Bert Baker "The Best Boss Ever"

EXPERIENCE

Personal Best Security 2012 - 2016
Supervisor
Responsible for monitoring security patrols, training and enforcing security procedures, supervising and monitoring activity on property to deter and prevent theft, sabotage, fire and accidents, responding to calls for assistance, writing reports on accidents, various incidents, suspicious activities, safety and fire hazards and other security related situations, providing needed assistance to customers, residents, employees and visitors in accordance to company or department procedures, serving as training officer to new security staff.

Gates Security 2008 – 2012
Security Patrol
Secures premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; permitting entry. Obtains help by sounding alarms. Prevents losses and damage by reporting irregularities; informing violators of policy and procedures; restraining trespassers.

Andrews International
Security Officer
Secures premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; permitting entry. Obtains help by sounding alarms. Prevents losses and damage by reporting irregularities; informing violators of policy and procedures; restraining trespassers.

HOLLYWOOD ELITE
SECURITY



RASHAD SYKES

DIRECTOR OF OPERATIONS LOS ANGELES COUNTY

Rashad Sykes is Director of Operations Los Angeles County Hollywood Elite Security. Rashad was born in Detroit Michigan and began his security experience at the age at 18. Rashad moved to Los Angeles where his security career begin to blossom. He began working at Various Nightclubs and Corporate Buildings throughout Los Angeles. He then was promoted to Security Operations Manager for House of Blues Hollywood for 8 years until it was ultimately closed. He then went on to be Security Manager for Rainbow and The Roxy. Rashad's motto is "Life is what you make it, so make it a movement!"

EXPERIENCE

House Of Blues Sunset 2008 - 2015
Security Operations Manager
Oversee all aspects of an organization's public safety initiatives. Managers assume responsibility for the safety of staff, the facility, and the facility's assets. They serve in supervisory as well as advisory capacities. responsible for interviewing candidates and hiring, training, overseeing, and evaluating security staff. They also serve as mentors in security employee development and also assume responsibility for disciplinary actions, including employee termination if necessary. Security operations managers work with various upper-level management with regard to staffing needs and payroll. They plan, establish, and implement security and public safety measures for an organization. They analyze and assess an existing organization's public safety and security protocols and procedures and suggest and implement improvements for the organization's safety and security infrastructure.

CSC Security 2006 - 2008
Security Officer
Secures premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; permitting entry. Obtains help by sounding alarms. Prevents losses and damage by reporting irregularities; informing violators of policy and procedures; restraining trespassers.

HOLLYWOOD ELITE
SECURITY



SHAWN WATKINS

DIRECTOR OF EVENTS & OPERATIONS: INLAND EMPIRE

Shawn has fourteen years of experience from unarmed and armed security services, from all levels such as construction, events, and corporate security. Shawn has also owned and operated his own security company for six successful years in the state of California, Shawn is attentive to the client's needs while still maintain a professional relationship. With a military background of six years, he can run a tight ship from the highest level of clientele.

He also has extensive experience as well as related specialized security officer training including: suspicious activities identification and reporting, security analysis, and deployment planning designed to meet and exceed the needs of everyday clients. His passion for perfection and desire to continuously improve the quality of his operation has earned the respect of both his security team and customers alike.

EXPERIENCE

Global Security Solutions 2012 - 2017
Operations Manager
Oversee all aspects of an organization's public safety initiatives. Managers assume responsibility for the safety of staff, the facility, and the facility's assets. They serve in supervisory as well as advisory capacities. responsible for interviewing candidates and hiring, training, overseeing, and evaluating security staff. They also serve as mentors in security employee development and also assume responsibility for disciplinary actions, including employee termination if necessary. Security operations managers work with various upper-level management with regard to staffing needs and payroll. They plan, establish, and implement security and public safety measures for an organization. They analyze and assess an existing organization's public safety and security protocols and procedures and suggest and implement improvements for the organization's safety and security infrastructure.

CSC 2011 - 2013
Events Operations Manager
In general, they are responsible for planning, organizing, managing and coordinating various types of events. Usually, they coordinate meetings with clients determine details about events.

EES 2010 – 2016
Security Manager
Developing and implementing security policies, protocols and procedures. Controlling budgets for security operations and monitor expenses. Recruiting, training and supervising security officers and guards.

HOLLYWOOD ELITE
SECURITY



NICOLE WATKINS

HUMAN RESOURCES | SCHEDULING | BILLING

Nicole can maintain a level of respect with clientele and is able to post the proper officers to meet the client's needs. Nicole has owned and operated her own company with a partner for 3 years. Nicole is always attentive to the needs of our officers in a timely matter and has the ability to wear different hats when needed and find fast solutions.



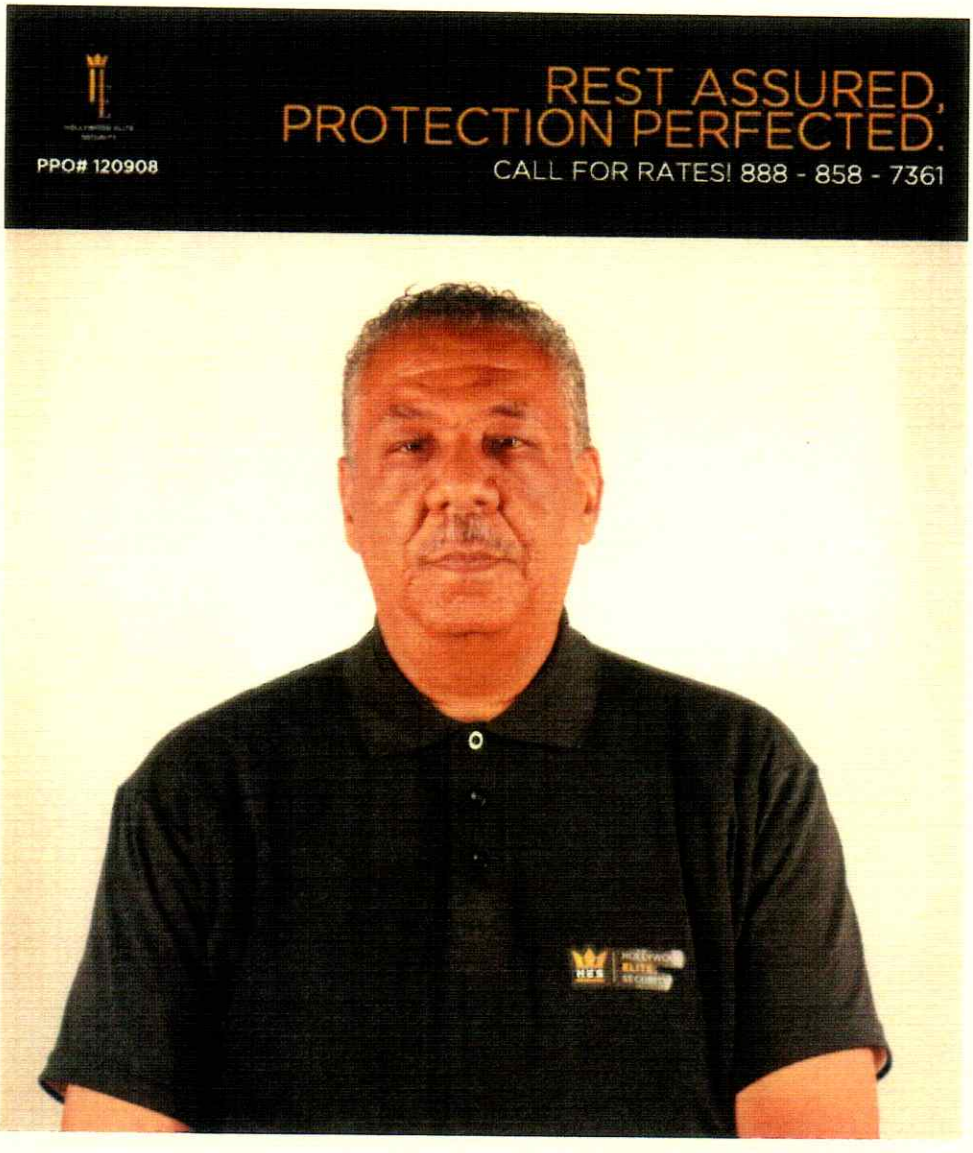
BETTY JONES

HUMAN RESOURCES | PAYROLL

Betty Jones is a Human Resources & Payroll Professional with experience working in various industries. With over 30 plus years in HR and Payroll in both public and private sectors. Betty has a master's degree in clinical psychology and current working on her PhD in Clinical Psychology. Betty is excited to be a part of this growing organization and is available for answer any questions or concerns regarding Payroll.

PROJECT MANAGER

HOLLYWOOD ELITE SECURITY



Landon Grandison, born in West Virginia and raised in Ohio, experienced his first community service with the Boy Scouts of America. He later joined the Air Force R.O.T.C. and when Landon relocated back to Ohio and his hometown, he immediately started working with a local security company in 1981. After being introduced to the local police departments law enforcement Explorer Program; Landon later became a Police Officer, then Sergeant. Landon relocated to Los Angeles to help family and continue his law enforcement endeavor's in 1987, and has since found himself working in security and executive protection sector.

BADGES & IDENTIFICATION

HOLLYWOOD ELITE SECURITY



HOLLYWOOD ELITE SECURITY

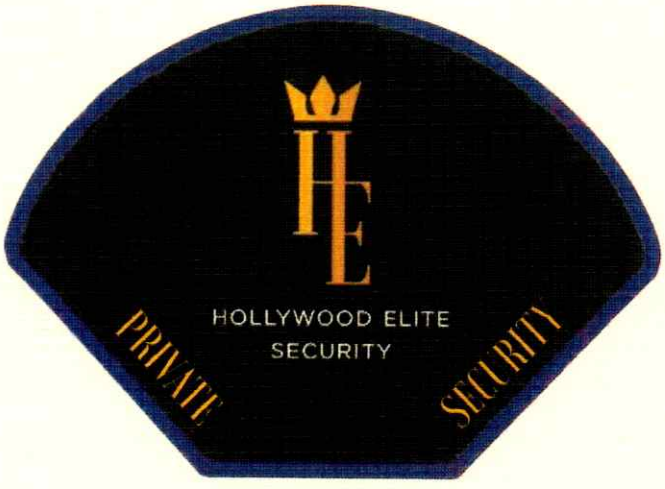




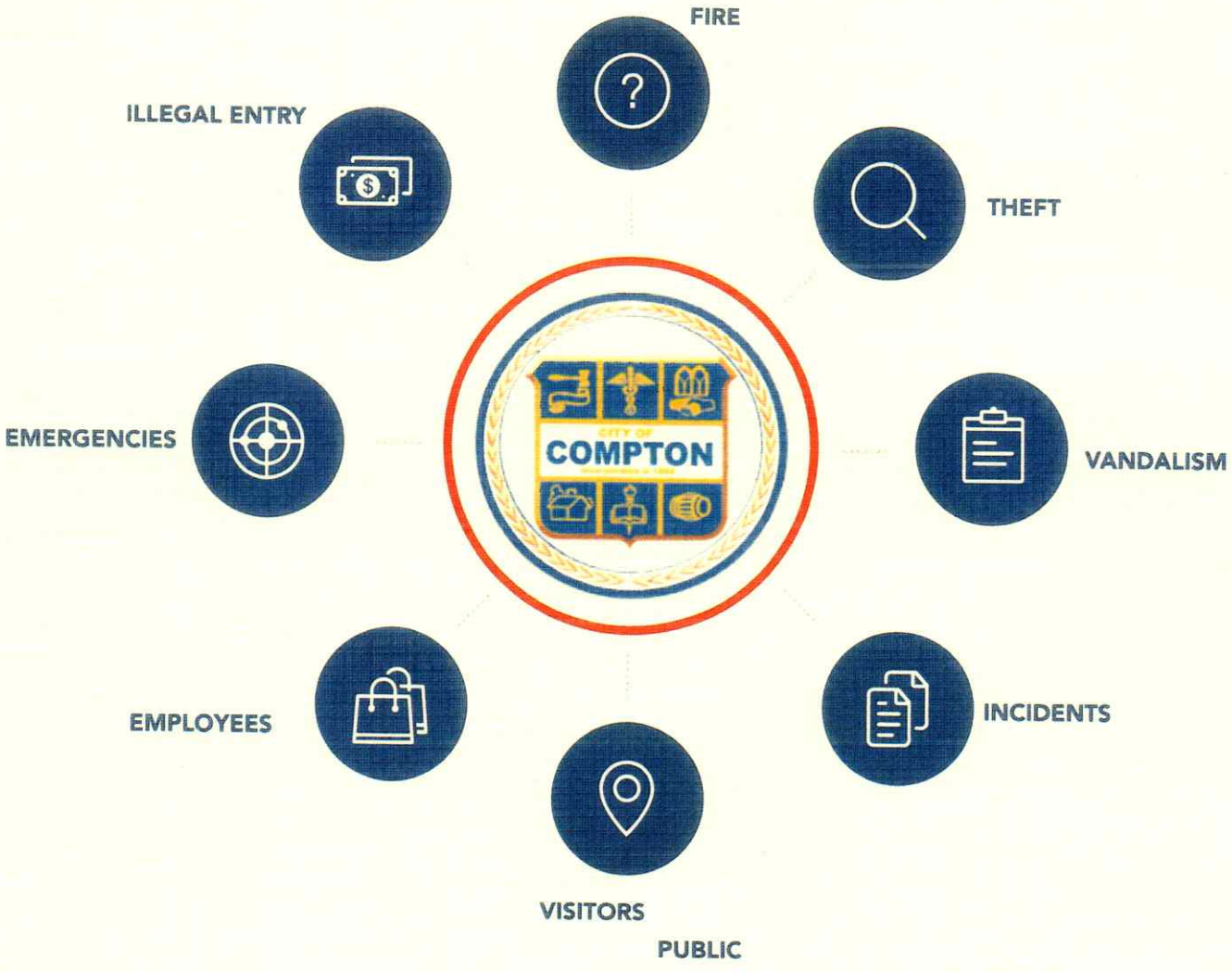
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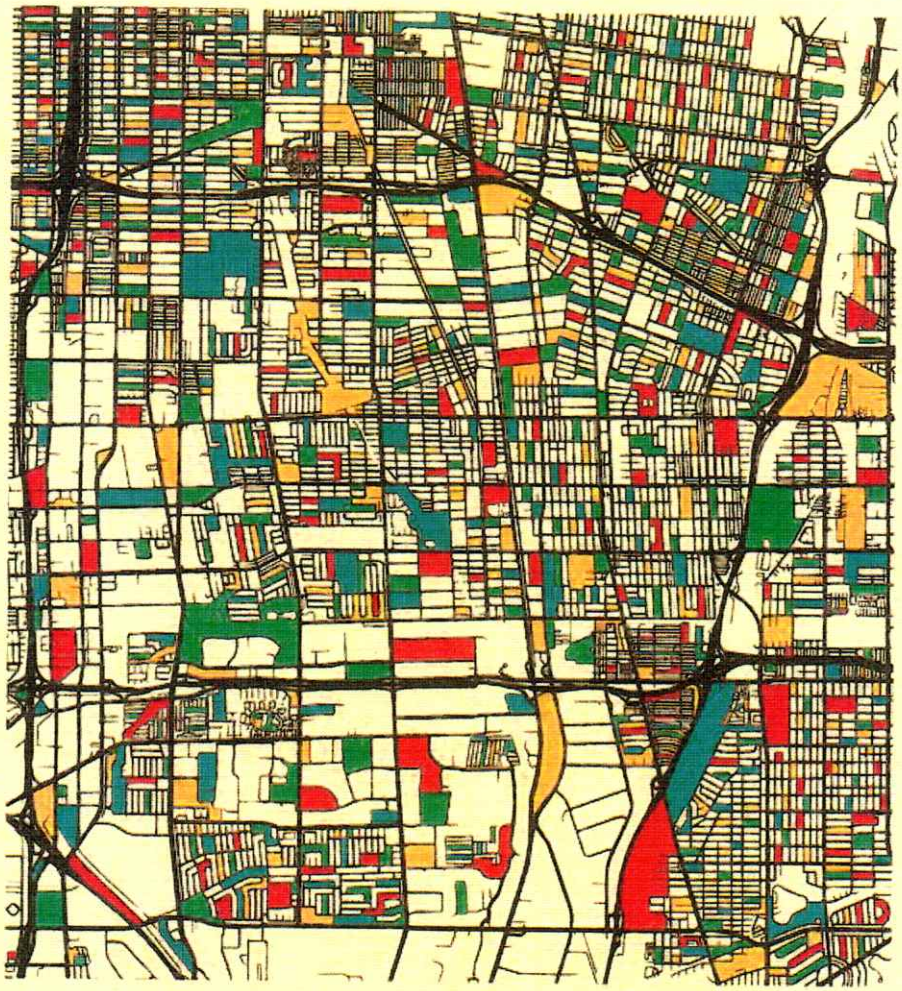


HOLLYWOOD ELITE SECURITY



PROPOSED WORK PLAN

HOLLYWOOD ELITE
SECURITY



COMPTON

SECURITY PATROL

Our Work Plan approach will assume other City of Compton operational manuals and plans, which will serve as further training tools and guides to provide general security for the visitors, employees, volunteers, facilities, parks and equipment. HES has the ability to provide uniformed (unarmed & armed) security personnel for patrol and surveillance for the City of Compton.

Ellerman Park

- 1.8 acres
- 78,408 sq. ft.
- Kids & Toddler Playground
- Multipurpose Field

FigOleander Park

- 0.8 acres
- Children's Playground Apparatus

Oaks Parks

- 2.4 acres
- 104,544 sq. ft.
- Kids & Toddler Playground
- Multipurpose Field Outdoor
- Basketball Court

Raymond St. Park

- 2.5 acres
- 108,900 sq. ft.
- Kids & Toddler Playground
- Baseball Diamond

Sibrie Park

- 3.8 acres
- 165,528 sq. ft.
- Kids & Toddler Playground
- Baseball Diamond
- Multipurpose Field

South Park

- 4.83 acres
- 210,395 sq. ft.
- Baseball Diamond
- Multipurpose Field

Tragniew Park

- 4.5 acres
- 196,020 sq. ft.
- Outdoor Basketball Court
- Multipurpose Field
- Tennis Courts
- Kids & Toddler Playground

WalterTucker Park

- 4.9 acres
- 213,222 sq. ft.
- Kids & Toddler Playground
- Multipurpose Field Recreation
- Meeting Rooms

BurrellMacdonald Park

- 5.0 acres
- 217,800 sq. ft.
- Community Banquet Room with Stage
- Baseball Diamond
- Multipurpose Field
- Picnic Area
- Recreation Rooms
- Outdoor Basketball Court
- Kids & Toddler Playground

Par 3 Golf Course

- 13.4 acres
- 587,186.83 sq. ft.
- Par-3 Golf Course
- Fully Stocked Pro Shop
- Snack Bar w/food, beer & other beverages
- Small Parking lot & Off-street

Gonzales Park

- 14.06 acres
- 609,840 sq. ft.
- Community Banquet Room
- Baseball Diamond
- Jackie Robinson Baseball Stadium
- Multipurpose Field
- Picnic Area
- Recreation Rooms
- Gymnasium
- Aquatic Center
- Kids & Toddler Playground

Kelly Park

- 3.8 acres
- 165,528 sq. ft.
- Community Banquet Room with Stage
- Baseball Diamond
- Multipurpose Field
- Picnic Area
- Recreation Rooms
- Outdoor Basketball Courts
- Kids & Toddler Playground

Lueders Park

- 6.0 acres
- 261,360 sq. ft.
- Community Banquet Room
- Picnic Area
- Gymnasium
- Aquatic Center
- Tennis Courts
- Kids & Toddler Playground

Wilson Park

- 3.9 acres
- 169,884 sq. ft.
- Community Banquet Room with Stage
- Picnic Area
- Recreation Rooms
- Gymnasium
- Skate Park
- Kids & Toddler Playground
- Street Parking
- Open Area, No Fencing

PROPOSED WORK PLAN

Hollywood Elite Security will make reasonable efforts to ensure that all parks, recreation facilities owned or managed by City of Compton and all recreation programs offered by or through City of Compton are Safe and Legally Compliant.

- **SAFE** means that dangerous conditions and practices have been removed or mitigated, to the extent possible, according to applicable professional standards and the viewpoint of the reasonable person. Safe does not mean that all hazards inherent in active recreation facilities and programs have been removed. Some recreation activities are inherently more dangerous than others and the impact of people having unknown abilities and intentions interacting with the built environment cannot be comprehensively forecast. Safe means that Hollywood Elite Security has employed and documented its best efforts, as those efforts are described in this procedure, to address unsafe conditions and activity.

- **LEGALLY COMPLIANT** means that those responsible for City Of Compton facilities and programs have made reasonable efforts to educate themselves on the applicable laws and regulations governing the design and use of parks and recreation facilities as well as programs, and may take reasonable steps to ensure that the applicable laws and regulations are followed.

The purpose of this **WORK PLAN APPROACH** is to outline procedures to guide Hollywood Elite Security personnel in the management of the risks associated with operating City Of Compton; while primarily addresses procedures that are unique to Hollywood Elite Security, including assignment of responsibility for:

- Facility planning
- Facility inspections and repair
- Facility operations and security
- Safety and risk management program coordination
- Contacts, in the event of a safety or risk management issue
- Liaison to local law enforcement and other first responder agencies, when needed
- Procedures to promote public safety, employee safety and security of public parks and recreation operated by Hollywood Elite Security

Hollywood Elite Security has adopted as its guiding principle, that Safety is a primary value for our clients, employees, and business partners. This means that safety takes a pre-eminent role in decision making before all other considerations. All levels of management and all employees are accountable for the delivery of this highest level of safety performance. Our Implementation Checklist is a means of integrating new processes; with existing and effective ways of working.

IMPLEMENTATION CHECKLIST

HOLLYWOOD ELITE SECURITY

General	% COMPLETE
Scope and Purpose	
Safety Goals	
System Description	
Safety Goals	
Safety Plan (Section Nos. correspond to FTA rule)	
Safety Performance Measures and Performance Targets	
Review and Update of the Safety Plan	
Emergency Management Program	
Certification of Compliance	
Coordination with Planning Stakeholders	
Safety Management System	
Safety Management Policy	
Written Statement of Policy	
Process for Reporting Unsafe Conditions/Near-miss incidents	
Safety Management Policy Communication	
Authorities, Accountabilities, and Responsibilities	
Safety Risk Management	
Safety Risk Management Process	
Safety Hazard/Near-Miss Incident Identification and Reporting	
Safety Risk Assessment	
Safety Risk Mitigation	
Safety Assurance	
Safety Performance Monitoring and Measurement	
Hazard Mitigation Monitoring Process	
Accident Notification, Investigation, and Reporting	
Internal Safety Reporting Program Monitoring	
Management of Change	
Continuous Improvement	
Safety Promotion	
Safety Training Program	
Safety Communication	
Safety Documentation and Record-keeping	
Safety Plan Documentation	
Operations and Maintenance Organization Chart	
System Description	
Safety Performance Measures and Performance Targets	
Operations and Maintenance Departments	
Accident Investigation Procedures	
Park Transportation Instruction Training Matrix	
Operation Central Instruction Training Matrix	
State Safety Oversight Elements & Escalation Plan	
Safety Performance Monitoring and Measurement	

HES CORE BELIEF SYSTEM

HOLLYWOOD ELITE SECURITY

OPERATION OF FACILITIES

Facilities and parks shall be operated to offer secure day-to-day operations and to insure proper evacuations, maintenance operations and storage of equipment. Employees shall adhere to patrol schedules as applicable to their respective assignment regards to their job position. Preventive maintenance shall assist in providing properly maintained and operating passages, locks, gates, entry and exit areas, lighting and signage.

OPERATION OF PROGRAMS

Designed with the safety and security of the visitors and employees as the top priority, HES shall make themselves aware of and further instruct their employees as to the following: Hours of operation, Risks, Procedures of fire drills, Evacuation drills, Exits (nearest and alternate locations) and Emergency phone numbers.

INSPECTIONS & FORMS

Inspection of each facility, park, shall be done in accordance with the Schedule, Recreation Operations Guide, Playground Manual or Building Security Plan. Inspection Forms from the appropriate manual/plan and reports for the applicable facility, park shall be completed and returned to the issuing department to be kept on file.

LOCKING & CLOSING

Security of facilities and parks shall be visually inspected by HES staff upon closing. Care should be taken to assure doors, windows and gates are closed, locked and secured and alarm systems are activated. Anything strange or out of routine should be further inspected. The Park Maintenance Division, the Recreation Center Supervisor or the Park Warden should be contacted if security of a facility or park cannot be accomplished at closing.

TRAININGS & SUPERVISION

Supervisory employees will be trained as to how to train other employees in the use of this plan, the application of drills prescribed by the plan and emergency procedures prescribed by appropriate operations. All training shall be accessible to all staff members and volunteers and documented with dates, topics discussed and attendance. Training with personnel from the local law enforcement agencies, emergency medical management, fire department or natural resources services shall be conducted if possible.

PREVENTION

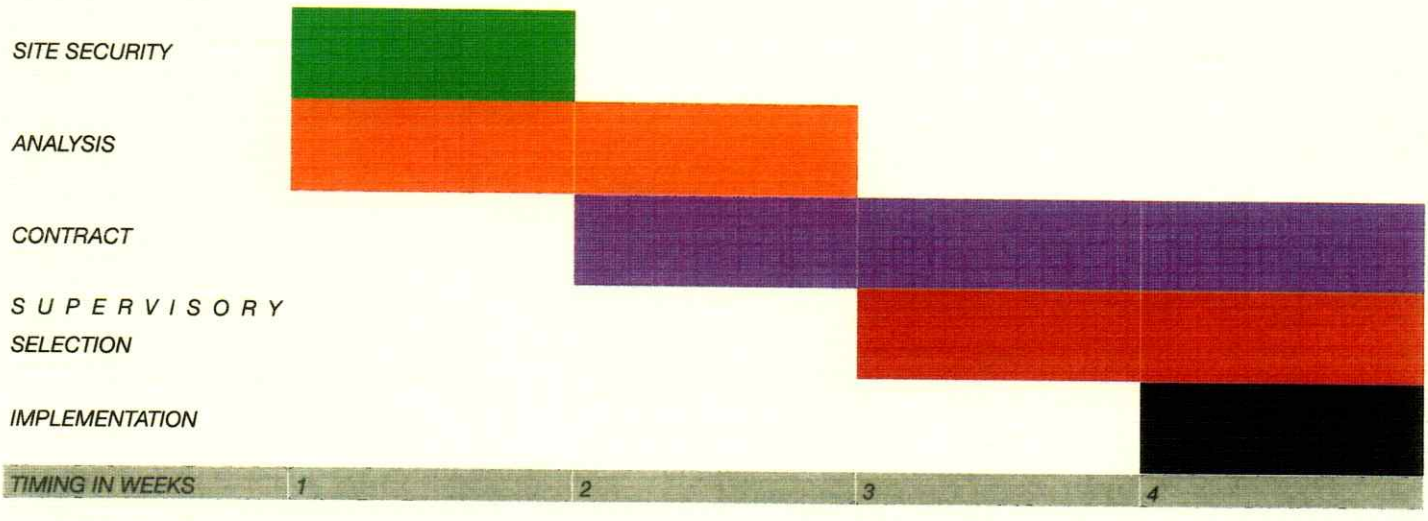
In an effort to prevent crime, vandalism and emergency situations from arising in facilities and parks of the Department, a community involvement program should be instituted in centers and facilities where appropriate.

TRANSITION PLAN

HOLLYWOOD ELITE SECURITY

At *Hollywood Elite Security*, we use efficient business processes that allow us to produce custom-made security plans in four weeks or less. Our projects include a survey of the client's site, assessment of all security needs, analysis of the best way to fulfill these needs, contract drafting and approval, training or agents and staff, selection of supervisory personnel and implementation and deployment of the security plan.

HOLLYWOOD ELITE SECURITY TRANSITION PLAN



HOLLYWOOD ELITE
SECURITY



QA PROGRAM

Hollywood Elite Security's Quality Assurance Program aims to train, motivate and manage our security personnel. We bring decades of security experience working in government, private and nonprofit sectors.

THIRD PARTY VALIDATION

HOLLYWOOD ELITE SECURITY



TRACKTIK SECURITY SYSTEMS

To assist our needs and to remain scalable we have employed TRACKTIK to manage us a non-bias third party vendor. Their multifaceted offerings provide a plethora of reports at any frequency.

- **Site Inspections -** Conducting site inspections to make sure security officers understand their mission, and possess the skills to recognize threats and suspicion in their protected environment. We make sure officers follow the SOP and that their equipment and appearance is up to the client's standards.
- **Red Teaming and Penetration Testing** - Adversarial simulations ensure that security officers and the security system is effective in mitigating or preventing threats. Making recommendations for enhancements to the Security Standard Operating Procedures based on the red teaming results.
- **Training and Certification** - Develop, customize and deliver training programs for officers and supervisors on proactive threat assessment, security questioning, emergency response and much more.
- **Awareness Training for General Staff** - Training non-security personnel on preventative behaviors and educating them on how to enhance security with vigilance and awareness.
- **Daily Patrol and Activity Logs (Patrol Logs)** - are to be complete and submitted to the Contractor by Unarmed Security Guards. Contractor is responsible to collect daily patrol logs and store them for the duration of the contract period and shall be retained at least two years after the contract expires. Daily Patrol and Activity Logs will be made available upon request at no additional charge to the State.

ACTIVITY REPORT

HOLLYWOOD ELITE SECURITY

Daily Activity Report

Employee: Phil Allan

Account: Mobile Patrol - East Division

Started on: 09/25/2017 08:38am

Ended on: 09/25/2017 04:42pm

Time	Action	Details
	#653 Mobile Patrol Report	**Arrival Time:** 08:41am **Activity Performed:** Location Inspection **Narrative:** Nothing to report. **Departure Time:** 08:42am **Reporter's Signature** 
	Checkpoint Scan	→ Back Exit
	#654 Activity Log	**Narrative:** All clear.
	Checkpoint Scan	→ Front Lobby
	Checkpoint Scan	→ Main Entrance
	Checkpoint Scan	→ North Parking Lot
	Checkpoint Scan Question	**North Parking Lot Checklist** Any trespassers on site?: no
	Checkpoint Scan	→ Server Room
	#655 Tour Exception	**Checkpoint** Server Room **Exception Question** What is the temperature of the server room? (15 - 20) **Exception Answer** 23 **Category** Maintenance / Electrical (300-B)
	Checkpoint Scan Question	**Server Room Checklist** What is the temperature of the server room?: 23
	Checkpoint Scan	→ Side Entrance
	Checkpoint Scan Question	**Side Entrance Checklist** Is the door locked?: yes

RUN-SHEET REPORT

HOLLYWOOD ELITE SECURITY

Runsheet Report — **Mobile Patrol - North West**

Unit 1303

Runsheet: Unit 1303 (Mobile Patrol Unit) [Id: 57]
From: 08/23/2019 08:00am
To: 08/23/2019 05:00pm

Start: 08/23/2019 10:28am
End: 08/23/2019 03:11pm

#	Type	Site	Employee	From	To	On Route	On Site	Completed	Status
	Parking Lot Inspection	City Healthcare Center	Spring Fleming	09:00 AM	05:00 PM	12:48 PM	12:58 PM	01:26 PM	Completed
	Parking Lot Inspection	City Healthcare Center	Spring Fleming	09:00 AM	05:00 PM	02:36 PM	02:39 PM	02:54 PM	Completed
	Site Inspection	Luxury Suites Hotel	Spring Fleming	09:00 AM	11:00 AM	10:28 AM	10:43 AM	10:51 AM	Completed
	Site Inspection	Goliath Construction	Spring Fleming	09:00 AM	05:00 PM	11:27 AM	11:50 AM	12:46 PM	Completed
	Site Inspection	Sun Life Building	Spring Fleming	09:00 AM	11:00 PM	01:30 PM	01:39 PM	02:35 PM	Completed
	Site Inspection	Luxury Suites Hotel	Spring Fleming	11:00 AM	03:00 PM	02:54 PM	03:00 PM	03:16 PM	Completed
	Site Inspection	Goliath Construction	Spring Fleming	09:00 AM	05:00 PM	03:17 PM	03:25 PM	04:18 PM	Completed
	Unlock / Lock Services	Platinum West-Island	Spring Fleming	08:00 AM	05:00 PM	10:53 AM	11:15 AM	11:24 AM	Completed
	Unlock / Lock Services	Platinum West-Island	Spring Fleming	08:00 AM	05:00 PM	04:19 PM	04:25 PM	04:38 PM	Completed
	Unlock / Lock Services	The Random Store	Spring Fleming	08:00 AM	05:00 PM	04:38 PM	04:45 PM	05:16 PM	Completed

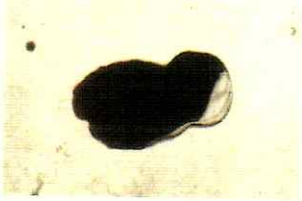
Runsheet: Unit 1303 (Mobile Patrol Unit) [Id: 57]
From: 08/23/2019 08:00am
To: 08/23/2019 05:00pm

#	Type	Site	Employee
	Parking Lot Inspection	City Healthcare Center	Spring Fleming
	Parking Lot Inspection	City Healthcare Center	Spring Fleming
	Site Inspection	Luxury Suites Hotel	Spring Fleming
	Site Inspection	Goliath Construction	Spring Fleming
	Site Inspection	Sun Life Building	Spring Fleming
	Site Inspection	Luxury Suites Hotel	Spring Fleming
	Site Inspection	Goliath Construction	Spring Fleming

RUN-SHEET DETAILS

HOLLYWOOD ELITE SECURITY

Runsheet Details

Time	Actions	Details
	Parking Lot Inspection City Healthcare Center	**Duration:** 28 Minutes
	#5165 Parking Lot Inspection City Healthcare Center	**Report Date:** 08/23/2019 03:04pm **Parking lot location** West Parking Lot **Any obstructions in the way of the main entrance?** No **Any foreign substances visible?** No **Are there potholes or other deterioration requiring repair?** No
	Parking Lot Inspection City Healthcare Center	**Duration:** 15 Minutes
	#5173 Parking Lot Inspection City Healthcare Center	**Report Date:** 08/23/2019 03:10pm **Parking lot location** West Parking Lot **Any obstructions in the way of the main entrance?** No **Any foreign substances visible?** Oil **Are there potholes or other deterioration requiring repair?** Yes **Please take a picture of the incident** 
	Site Inspection Luxury Suites Hotel	**Duration:** 9 Minutes
	#5156 Site Inspection Luxury Suites Hotel	**Report Date:** 08/23/2019 10:51am **Time of Arrival** 10:43am **Site Location of Inspection** Parking Lot **Time of Departure** 10:52am **Signature** 
	Site Inspection Goliath Construction	**Duration:** 56 Minutes
	#5164 Site Inspection Goliath Construction	**Report Date:** 08/23/2019 03:03pm **Time of Arrival** 11:50am **Site Location of Inspection** Left Wing Storage **Time of Departure** 12:47pm **Signature** 
	Site Inspection Sun Life Building	**Duration:** 56 Minutes

OFFICER SCHEDULING

HOLLYWOOD ELITE SECURITY

Slaka Spa
125 boul. Labelle
Rosemere, QC J7A 1G9
514-919-0888

Client: Slaka Spa
Week of: 08/25/2019
Total Hours: 84

Sunday August 25	Monday August 26	Tuesday August 27	Wednesday August 28	Thursday August 29	Friday August 30	Saturday August 31
Hours: 15	Hours: 37	Hours: 8	Hours: 8	Hours: 8	Hours: 8	Hours: 0
Karman Aujla Unarmed Guard (SS) 08:00am - 08:00pm	Mark Tudor Armed Guard (SS) 03:00am - 09:00am	Sarah Evans Unarmed Guard (SS) 06:00am - 02:00pm	Mark Tudor Armed Guard (SS) 06:30am - 02:30pm	Mark Tudor Armed Guard (SS) 09:00am - 05:00pm	Mark Tudor Armed Guard (SS) 09:00am - 05:00pm	
Karman Aujla Unarmed Guard (SS) 09:00pm - 12:00am	Karman Aujla Unarmed Guard (SS) 08:00am - 08:00pm					
	Mark Tudor Armed Guard (SS) 09:00am - 05:00pm					
	Sarah Evans Unarmed Guard (SS) 09:00am - 05:00pm					
	Karman Aujla Unarmed Guard (SS) 09:00pm - 12:00am					

Phil, You Have 5 Upcoming Shifts

[redacted]

Legend	Assigned Shift	Unassigned Shift	PTO Shift

Mon 09:00am - 05:00pm [redacted]
Shell Company /Unarmed Guard
411 Elm Street
Dallas, TX 75202

[redacted]

Tue 09:00am - 05:00pm [redacted]
Shell Company /Unarmed Guard
411 Elm Street
Dallas, TX 75202

[redacted]

Wed 09:00am - 05:00pm [redacted]
Shell Company /Unarmed Guard
411 Elm Street
Dallas, TX 75202

[redacted]

Thu 09:00am - 05:00pm [redacted]
Shell Company /Unarmed Guard
411 Elm Street
Dallas, TX 75202

[redacted]

Fri 09:00am - 05:00pm [redacted]
Shell Company /Unarmed Guard
411 Elm Street
Dallas, TX 75202

[redacted]

[redacted]

INCIDENT REPORT [DATE]

HOLLYWOOD ELITE SECURITY

TRACK TIK

Incident Report	
Report #	567
Report Date	09/18/2017
Report Time	12:07pm
Created By	Johnny Smith #1000
Client	#GGC-001

Information	
Select Date:	09/18/2017
Select Time:	11:30am
Incident Location:	Autumn Cr. 1260 / Parking Spot
Incident Type:	Accident / Property Damage (800-B)
Name of Suspect	Unknown
Contacted Police	✓
Name of Officer	Officer R. Jones
Additional Details to Report	While waiting for the police, an inspection of the property was completed and no signs of forced entry were found. The alarm was still armed. Could not confirm if anything had been stolen as the owner was not home at the time. Left a note at the residence to contact security when they return.
Narrative:	During patrol vehicle was found with the interior lights on and, on further inspection, it was discovered that the vehicle had been broken into. Glovebox and trunk were secured when vehicle was found. Contacted police and completed a full report with them (#86796-837) regarding the matter. Responding officer was a R. Jones.

INCIDENT REPORT [WEEK]

HOLLYWOOD ELITE SECURITY

Incident Category by Day of Week
08/28/2018 - 08/28/2019

TRACKTIK SECURITY SYSTEMS

Incident Category	Sun	Mon	Tue	Wed	Thu	Fri	Total
Accident / Other					2		2
Accident / Personal Injury				1			1
Alarm / Access		3	1	1	2	3	10
Alarm / Fire			3	2	2	4	11
Alarm / Intrusion				1			1
Alarm / Liquid					1		1
Alarm / Other			1			1	2
Alarm / Panic					1	1	2
Alarm / Smoke		1				3	4
Alarm / Trouble				1	1		2
Assault / Weapons				1			1
DELETE		5	8	3	6	7	29
Disturbance / Drugs				19	2		21
Disturbance / Drunkenness					1	1	2
Disturbance / Fighting			1	13	1		15
Disturbance / Harassment		1					1
Disturbance / Intoxication				1			1
Disturbance / Liquor Offence			1				1
Disturbance / Lotering		7	27	17	8	5	64
Disturbance / Other		1	2	1	1		5
Disturbance / Soliciting				1		1	2
Disturbance / Suspicions Activity		1	1	1			3
Disturbance / Threats		1					1
Disturbance / Vandalism		1	1	1	2		5
Emergency / Bomb Threat						1	1
Fire Equipment / Inspection Date Due		1					1
Fire Equipment / Missing		2					2
Fire Equipment / Repair Required		1		1			2
Found / Keys		1		1			2
Found / Other					2	1	3
Found / Person		1					1
Found / Property			2	1	1		4
General / Garbage		2				1	3
General / Move In / Out - Unauthorized				1			1
Hazards / Safety			1				1
Insecure / Cash			1				1
Insecure / Computer Equipment		1					1
Insecure / Display			1	1	1		3

INVOICE REPORT

HOLLYWOOD ELITE SECURITY

Hours / Timesheets

INVOICE NUMBER: 99
INVOICE DATE: 09/12/2017
DUE DATE: 09/19/2017

Date	Account	Position	Quantity	Total
09/04/2017	Dynamite Industries	Armed Guard	8 HOL x $45.00	$360.00
09/04/2017	Dynamite Industries	Armed Guard	0 REG x $30.00	$0.00
09/04/2017	Greenwoods Apartments	Unarmed Guard	8 HOL x $37.50	$300.00
09/04/2017	Greenwoods Apartments	Unarmed Guard	0 REG x $25.00	$0.00
09/05/2017	Dynamite Industries	Armed Guard	8 REG x $30.00	$240.00
09/05/2017	Greenwoods Apartments	Unarmed Guard	8 REG x $25.00	$200.00
09/06/2017	Dynamite Industries	Armed Guard	8 REG x $30.00	$240.00
09/06/2017	Greenwoods Apartments	Unarmed Guard	8 REG x $25.00	$200.00
09/07/2017	Dynamite Industries	Unarmed Guard	16 REG x $25.00	$400.00
09/08/2017	Dynamite Industries	Unarmed Guard	16 REG x $25.00	$400.00

INVOICE

REMIT TO
HOLLYWOOD ELITE SECURITY
Your Address Here
Your City Here, Your Zip/Postal Code Here
Your Phone Number
youremail@email.com

BILL TO
RTA

INVOICE NUMBER: 99
INVOICE DATE: 09/12/2017
DUE DATE: 09/19/2017
TERMS: Net 7
P.O. NUMBER: PO-2017

Amount Enclosed: $_____
AMOUNT DUE: $0.00

Period	Description	Qty	Unit Price	Total
09/04-09/10	Unarmed Guarding: Unarmed Guard	16	25	400.00
09/04-09/10	Mobile Patrol: Mobile Patrol Services	12	20	240.00
09/04-09/10	Mobile Patrol: Holiday Rate: Mobile Patrol Services	3	30	90.00
09/04-09/10	Mobile Patrol: Fuel Surcharge Mobile Patrol Services	1	16.5	16.50
09/04-09/10	Unarmed Guarding: Unarmed Guard (Labour Day) Service Location: Greenwoods Apartments 727 verv-ville s Montreal QC H3C 1Z5	8	37.5	300.00
09/04-09/10	Unarmed Guarding: Unarmed Guard	32	25	800.00
09/04-09/10	Mobile Patrol: Mobile Patrol Services	10	20	200.00
09/04-09/10	Mobile Patrol: Holiday Rate: Mobile Patrol Services	3	30	90.00
09/04-09/10	Mobile Patrol: Fuel Surcharge Mobile Patrol Services	1	14.5	14.50

Subtotal	Tax	Credit	Total
$3,798.50	$512.80	$0.00	$4,311.30

SUBTOTAL $3,798.50
TAXES $512.80

TOTAL $4,311.30

INVOICE

REMIT TO
HOLLYWOOD ELITE SECURITY
Your Address Here
Your City Here, Your Zip/Postal Code Here
Your Phone Number
youremail@email.com

BILL TO
RTA

INVOICE NUMBER: 99
INVOICE DATE: 09/12/2017
DUE DATE: 09/19/2017
TERMS: Net 7
P.O. NUMBER: PO-2017

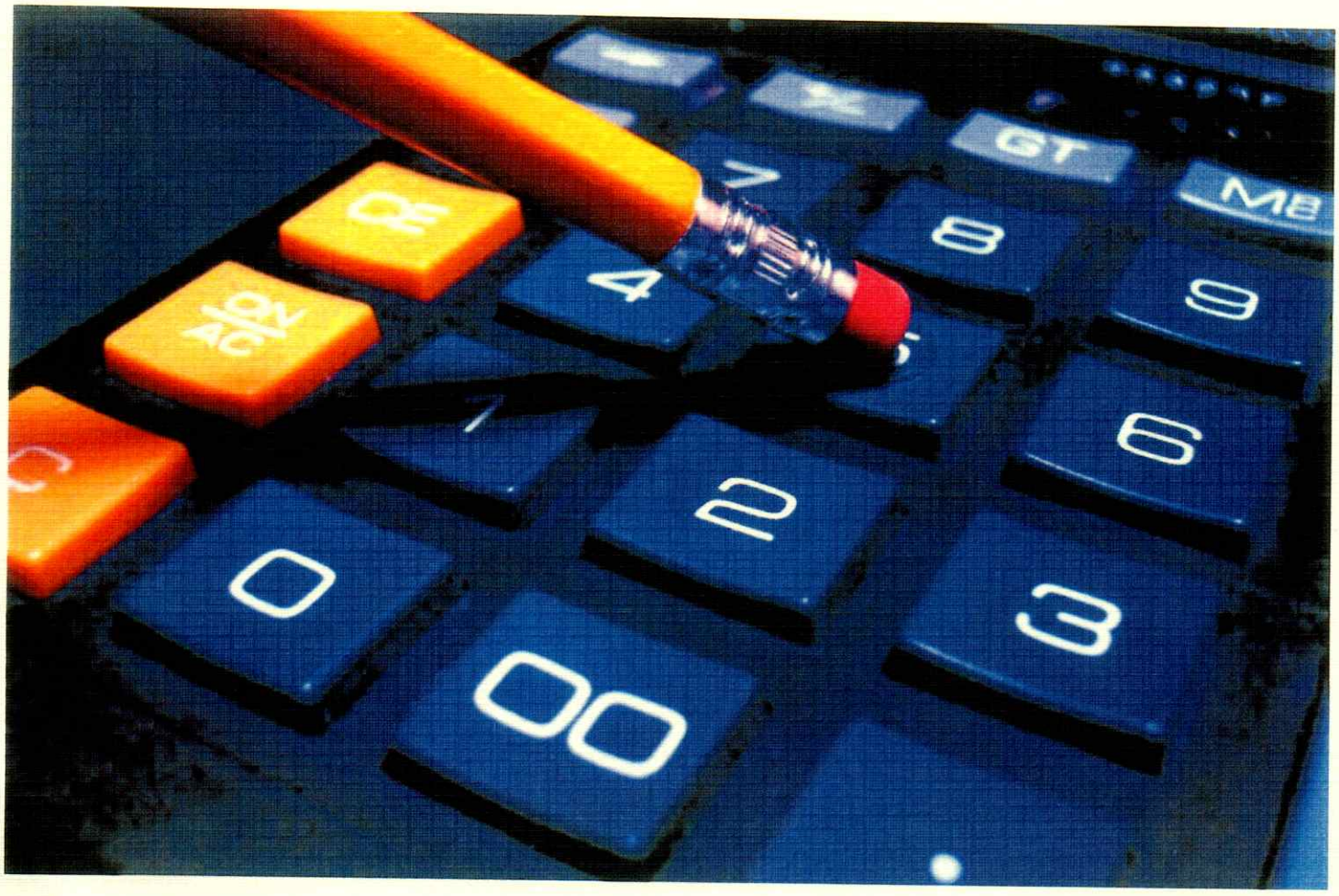
Amount Enclosed: $_____
AMOUNT DUE: $0.00

Period	Description	Qty	Unit Price	Total
09/04-09/10	Mobile Device: Mobile Device Fee Service Location: BrandAlliance [HQ] 691 Notre-Dame west Montreal QC H3C 1H9	1	80	80.00
09/04-09/10	Monitoring: Alarm Response Monitoring Fee	1	150	150.00
09/04-09/10	Mobile Patrol: Fuel Surcharge Mobile Patrol Services	1	0	0.00
09/04-09/10	Mobile Patrol: Mobile Patrol Services Service Location: Delta Corp 475 Avenue du Président-Kennedy Montreal QC H3A 1J7	20	20	400.00
09/04-09/10	Mobile Patrol: Holiday Rate: Mobile Patrol Services	5	30	150.00
09/04-09/10	Mobile Patrol: Fuel Surcharge Mobile Patrol Services	1	27.5	27.50
09/04-09/10	Armed Guarding: Armed Guard (Labour Day) Service Location: Dynamite Industries 5137 5e avenue Montreal QC H1Y 2S6	8	45	360.00
09/04-09/10	Armed Guarding: Armed Guard	16	30	480.00

Subtotal	Tax	Credit	Total
--	--	--	--

Streamline your security operations with TrackTik!

HOLLYWOOD ELITE
SECURITY



PRICE COST ESTIMATE

HOLLYWOOD ELITE SECURITY

City Of Compton Security Cost 2021

We always provide clients with a comprehensive breakdown of our cost specifications. At Hollywood Elite Security, we aim at retaining the highest quality security professionals. Therefore, we pay for performance and compensate to the level of qualification. The board of directors has chosen to reduce profit margins over low compensations to security personnel. Our costing structure provides for well-paid security professional while offering conservative rates to our clients.

Basic Unarmed	Basic Armed	Advanced Unarmed	Advanced Armed	Unarmed w/ Patrol Vehicle	Armed w/Patrol Vehicle	Supervisor w/Patrol Vehicle	Executive Protection Bodyguard	Off-Duty/LEO
$23Hr	$25Hr	$26Hr	$30Hr	$35Hr	$40Hr	$45Hr	$75Hr	$65Hr

Included in The Cost:

- Wages
- Vacations, PTO
- Training, NBT
- Sick Leave (new CA sick leave law or CBA or City)
- Overtime (non-billed), NBOT
- FUTA or FUI
- SUTA or SUI
- FICA or Social Security
- Workers' Compensation, Safety
- General Liability or GLI
- Uniforms, Uniform Maintenance Allowance/Cleaning
- Drug Tests, Backgrounds, all other Hiring Costs
- Job Site Supplies Equipment, Vehicles, Cells, Flashlights, Seats, etc.



HOLLYWOOD ELITE
SECURITY

Thank You

HOLLYWOOD ELITE
SECURITY

CITY OF COMPTON

INVITATION FOR BID

ARMED AND/OR UNARMED SECURITY GUARD SERVICES

Office of the City Clerk City of Compton
205 South Willowbrook Avenue Compton CA 90220
Attention: PROPOSAL TO PROVIDE SECURITY GUARD SERVICES - CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

SUBMITTED BY: BERT BAKER
HOLLYWOOD ELITE SECURITY SERVICES

22736 VANOWEN ST. #300 WEST HILLS, CA
91307
800.613.5903
Ricky Vasquez, Procurement Specialist
10/27/2021

REQUEST FOR PROPOSAL RESPONSE
FOR CITY OF COMPTON:

ARMED AND/OR UNARMED

SECURITY GUARD SERVICES

CITY OF COMPTON

CITY'S PUBLIC PARKS AND RECREATIONAL BUILDINGS

October 27, 2021
Aubrey Relf
Grants Compliance Manager
The City of Compton

Dear Aubrey,

Thank you for inviting Citiguard Inc. to participate in your security services proposal process. Our team appreciates the time your team took with us to explain your vision for finding a partner that shares your values and what is important to you as you move forward.

We are in a new era in which public safety and public relations co-exist to serve the community, and where robust, progressive security guard services and security strategies for the 21st century reduce risks and protect the bottom line. Our Armed/Unarmed security guards are the foundation to a successful program. Paramount to their success is that we strive to ensure our employees become part of the fabric of a security community. Beyond our focus on the specialized training and services conducted by our team, we place an emphasis on providing our security officers with professional growth and career opportunities. This is a clear differentiator that sets us apart from typical contract security services providers.

Citiguard Inc.'s corporate office is located in Los Angeles; 22736 Vanowen St. #300, West Hills, CA 91307. Gharzai Nomair, our Chief Executive Officer is located at our corporate office and will have the contractual responsibility with The City of Compton ("City"). He can be contacted by phone at (800) 613-5903 or by email at gharzai@citiguardinc.com.

We look forward to establishing a strong partnership with The City of Compton team. We thank you for your time and consideration.

Best Regards,

Ricky Vasquez

Ricky Vasquez
Procurement Specialist
Citiguard Inc.

CONFIDENTIALITY STATEMENT

This entire proposal is considered confidential information by Citiguard Inc. and may not be distributed, in whole or part, to any person, firm or cooperation outside of the receiving company. In addition, this proposal may have been distributed only to those employees or affiliates within the receiving company who have direct responsibility for proposal/decision-making process.

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I. INTRODUCTION

EXECUTIVE SUMMARY

Citiguard was established by two dedicated individuals in 2007. Having observed the many deficiencies by multiple security providers they had previously worked for led them to the creation of an upstart model that would address all clients' concerns. Citiguard started as a basic guard services provider with less than a dozen employees but has presently grown to a corporation of over 4,000 employees and office supporting staff devoted to safeguarding both the assets and personnel of each client and providing impeccable security for the last 14 years.

Reliability, Teamwork and Professionalism

We now have 7 offices throughout California located in Los Angeles, Irvine, Rancho Cucamonga, San Diego, Sacramento, Oakland, and West Hills. Consequently, Citiguard's reputation for maintaining the highest professional standards for diligent onsite security vigilance and protective response continues to exceed client expectations today. Citiguard is one of the most trusted security guard companies in the Southern California Region, and is rapidly approaching to the top in Central and Northern California, providing security guard services to some of the largest Health Care Organizations, Schools, Hospitals, Property Management Companies, Community Construction Projects and Fortune 500 companies.

Our security protection consultants at Citiguard are highly educated and experienced with over 50 years of experience. Our security consultants manage highly trained and skilled field security supervisors and security guards, with yearly refresher

courses and continuous on the job training to ensure our security guards are always "on their toes" for our client's needs.

We believe in recruiting the Best Security Officers

Citiguard offers Security Support to our communities in many ways.

- On-Site Uniformed Unarmed Security Guards
- On-Site Uniformed Armed Security Guards
- On-Site Uniformed Concierge Security Guards
- On-Site Vehicle Patrols
- Off Duty Police Officers.

Citiguard's valued clients have acknowledged and appreciate the training; experience and knowledge of the field supervisory team and the excellence of our advanced training.

Citiguard understands the scope of work required and will supply all qualified personnel. All security staff will be properly trained with a minimum of 40 hours through contract requirements before working on site. Citiguard understands that although not presently utilized, if requested, will provide armed guards with prior law enforcement experience. Citiguard will conduct at least eight project visits each year and will ensure all staff is dressed in Citiguard's highly visible uniforms. We also understand security operations are in place 24/7 with day, swing, and graveyard shifts. Both a daily and weekly shift schedule will be provided to management. All guards will work in unison and will report all incidents both emergency and maintenance in the dispatch log and incident reports. Citiguard will be responsible for monitoring of CCTV and key control. All guards will be trained to handle fire related incidents as specified in the scope of service. Citiguard is responsible for all vehicle maintenance, repairs, and replacements.

TOTAL COSTS

Officer	Weekly	Monthly	Annual
(1) Officer - Armed	$4,872.00	$21,112.00	$253,344.00
(1) Officer - Unarmed	$4,200.00	$18,200.00	$218,400.00

Total cost is calculated based on 7 days a week, 24 hour coverage schedule.

II. SCHEDULE OF COSTS

LABOR

Officer	Hourly Rate	OT/Holiday/Emergency
(1) Officer – Armed	$29.00/hr	$43.50/hr
(1) Officer – Unarmed	$25.00/hr	$37.50/hr

OVERTIME: Time & 1/2
HOLIDAY: Time & 1/2
EMERGENCEY: Time & 1/2

EQUIPMENT

Equipment	Rate
Cell Phone	Included
CitiTrac Reporting System	Included
Body Camera	Included
Vehicle	$2,000.00 per vehicle

III. COMPANY

COMPANY INFORMATION

Main Corporate Office number: (800) 613-5903

Toll Free number: (818) 456-4601

Facsimile number: (877) 765-0955

Email addresses:

Gharzai Nomair, CEO:
gharzai@citiguardinc.com
Sami Ullah, President:
sami@citiguardinc.com
Taylor Noblett, Client Relations Manager:
taylor@citiguardinc.com
Steven Barragan, Regional Manager:
steven@citiguardinc.com

Type of Entity:

S Corporation

Federal Employer ID:

90-1003623

Firm Locations:

Citiguard Inc.
22736 Vanowen St. #300 West Hills, CA 91307

Citiguard Inc.
2372 Morse Ave #430 Irvine, CA 91326

Citiguard Inc.
1721 Broadway suite 201 Oakland, CA 94612

Number of Years in Business as Present Name:

14 Years (Citiguard was established in 2007). Citiguard has not done business under any other name.

Number of Years of Provision of Related Services:

14 Years, Citiguard has solely provided security related services since its opening in 2007.

License Statement:

All licenses are both in good standing and are current. This includes our BSIS PPO License, State of California Business License.

Annual Revenue and Notable Clients:

Citiguard has annual revenue of $37,000,000 in 2020 and has worked with Project Roomkey – LAHSA, Los Angeles County, and the State of California.

Failure to Complete Contract Statement:

In the 14 years of Citiguard's existence we have not failed or refused to complete any and all contracts. Each contract has been met to its full capacity.

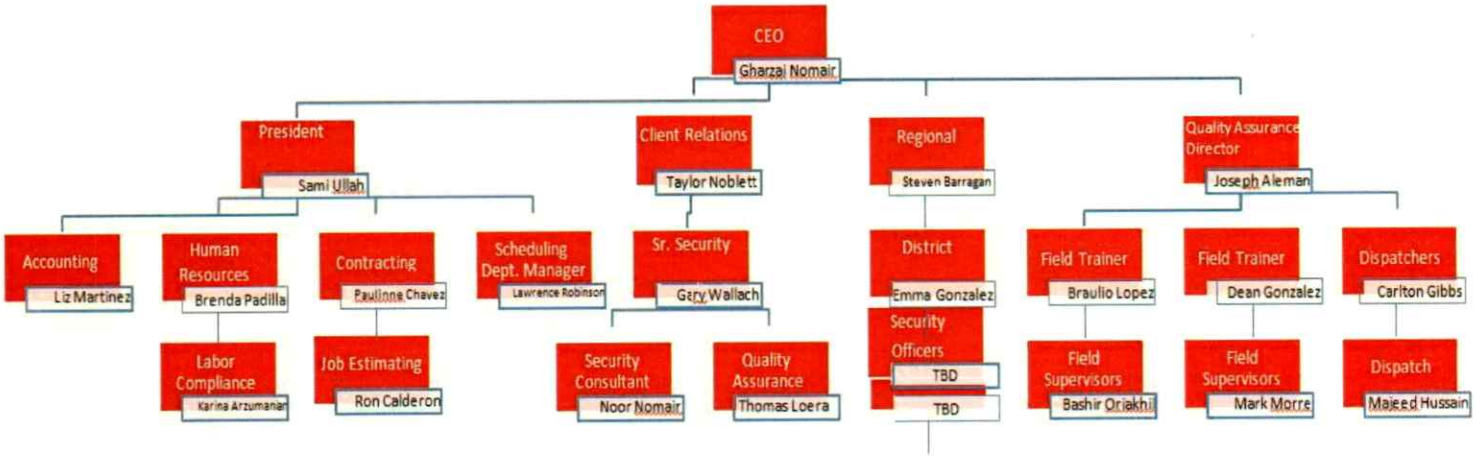
IV. OWNERSHIP STRUCTURE

Individuals Who Own an Interest of 10% or Greater within Citiguard:

Sami Ullah, President

Ownership Statement:

Citiguard is presently not nor has ever been totally or partially owned by another business organization or individual. Citiguard is an S-Corporation.



V. MANAGEMENT STRUCTURE

KEY PERSONNEL

Name:	Current Assignment:	Proposed Position:	Current Location:	Time Spent on Project Management:	Years with Company:	Availability for Assignment:
Sami Ullah	Director of Operations	Account Manager	West Hills	High	14	Open
Taylor Noblett	Client Relations Manager	Client Relations Manager	Sacramento	High	4	Open
Steven Barragan	Regional Manager	Regional Manager	Los Angeles	High	5	Open
Joseph Aleman	Quality Assurance Director	Quality Assurance Director	West Hills	High	4	Open
Lawrence Robinson	Scheduling Manager	Scheduling Manager	West Hills	High	4	Open
Dean Gonzalez	Field Trainer	Field Trainer	Orange County	High	2	Open
Braulio Lopez	Field Trainer	Field Trainer	Los Angeles	High	3	Open
Bashir Oriakhil	Field Supervisor	Field Supervisor	West Hills	High	5	Open
Majeed Hussain	Field Supervisor	Field Supervisor	Los Angeles	High	2	Open
Mark Moore	Field Supervisor	Field Supervisor	Los Angeles	High	1	Open
Sergio Torosyan	Fleet / Equipment Maintenance	Fleet / Equipment Maintenance	Los Angeles	Low	4	Limited
Karina Arzumanian	Labor Compliance	Labor Compliance	West Hills	High	6	Open
Brenda Padilla	Human Resources	Human Resources	West Hills	High	3	Open
Thomas Loera	Quality Assurance	Quality Assurance	West Hills	High	2	Open

RESUMES

Background information on Account Manager Sami Ullah:

Sami Ullah has been employed by Citiguard since the business was established in 2007 and began working in the field as a security officer at the age of 19. While employed by Citiguard, Mr. Ullah differentiated himself with a continuous work ethic, ambitious demeaner, and willingness to learn. Clients continuously requested Mr. Ullah as their designated security officer because they loved his attention to detail and commitment to providing constant communication. During his eight months of as a security officer with Citiguard, Sami showed potential to Citiguard's management team and worked his way up to field supervisor. He continued to impress and was awarded employee of the month five consecutive times. With twelve months of exceptional experience, Citiguard's owner promoted Mr. Ullah to Security Consultant. He continued to maintain the same work ethic; he always surpassed client expectations leading to his ability to retain clients and the acquisition of a larger portfolio of satisfied clientele. Due to Sami's success, he was immediately promoted in 2013 and is one of the leading assets in the consulting team. Presently, Mr. Ullah specializes in handling Citiguard's prominent accounts with emphasis on state and county funded projects.

Sami Ullah's Role with the RFP:

Sami will be an Account Manager for this RFP and is accountable for day-to-day operations of this assigned account, including hiring, training, disciplining, and terminating staff. Sami will build, improve and maintain relationships with clientele, develop and retain staff, coordinate needed support services, and solve problems to effectively run the account. Mr. Ullah's goal is to meet or exceed financial and operational goals and provide quality customer service. Mr. Ullah will oversee maintenance of each weekly operating schedules and subsequent completion of payroll for the assigned security personnel. Sami Ullah will be available after hours in case any of operational emergencies or discrepancies.

Sami Ullah's Educational Background:

Sami Ullah attended University of California Los Angeles and in 2011 graduated with a bachelor's degree in Business Management. Sami continues to participate in senior operational and business development training which includes Leadership Essentials, Coaching, Delegating, and Process Improvement and Crisis Management courses.

Sami Ullah's Related Work Experience:

In 2014 Sami was assigned to be an account manager for his first large scale project for providing onsite security services for Ontario International Airport located in Ontario, CA. As of most recently, Sami Ullah has been appointed to manage Los Angeles Homeless Services Authority (LAHSA) Project Roomkey. Sami presently continue to do an exceptional job managing security for 34 Project Roomkey hotels. Due to this exceptional handling, Citiguard is acquiring a larger scale of work with for (LAHSA) security services when needed.

Background Information on Regional Manager Steven Barragan:

Steven Barragan started working at Citiguard in 2015 and began as an account manager. Mr. Barragan began working in the security industry in 2010 as a security guard based in Los Angeles. During that time, Mr. Barragan studied the detailed communication required between account manager and the property managers in order to maintain a profitable relationship. Citiguard recruited Mr. Barragan at the beginning of 2015. Under the direction of Sami Ullah, Mr. Barragan managed more than 50 properties within his first year. With yearly growth in properties both managed and contracts maintained, Steven was promoted to regional manager in the beginning of 2019.

Steven Barragan's Role with this RFP:

Steven will be a Regional Manager for this RFP. Mr. Barragan is currently assigned to managing all of Southern California. Mr. Barragan will keep in constant communication with Citiguard Account Managers in order to ensure security excellence is maintained. Steven will oversee operations for this account including hiring, training, disciplining, and termination of staff. Mr. Barragan will also work with Scheduling Managers to assess and reassign any unexpected discrepancies in the schedule.

Steven Barragan's Educational Background:

Steven Barragan attended California State Fullerton and in 2009 graduated with a bachelor's degree in business administration. Steven participates in yearly corporate training seminars and administration training.

Steven Barragan's related Work Experience:

In 2019, Steven was promoted to Regional Manager beginning in Los Angeles and currently manages all of Southern California. His first large project management was with Eataly located in the Westfield Century City in 2016. He continued to prove excellence in managing Chesterfield Square located in Los Angeles,

CA in early 2018. As of recently, Steven has been appointed to manage large scale marketplaces and properties throughout Southern California.

Background Information on Quality Assurance Director Bashir Oriakhil:

Bahir Oriakhil began working with Citiguard at the beginning of 2016. Mr. Oriakhil worked as a Quality Assurance manager with multiple security providers since 2010. Mr. Oriakhil stood out with his experience and attention to detail. Mr. Oriakhil showed a dedication to learning every detail in his line of work and in 2018 he was promoted to Quality Assurance Director. Bashir maintains direct contact with each Quality Assurance Manager in the State of California and assesses each project site to maximize the quality of Citiguard's service.

Bashir Oriakhil's Role with this RFP:

Bashir Oriakhil will be Quality Assurance Director for this RFP and is accountable for the supervision of Quality Assurance Managers in the State of California. Mr. Oriakhil directly oversees Field Trainers, Field Supervisors, and Dispatchers. Mr. Oriakhil confirms the training is updated yearly and works with the Field Trainers to find the best applicable security programs. Bashir keeps in contact with Field Supervisors and Dispatchers to confirm scheduling is accurate and each guard is properly familiarized with the property.

Bashir Oriakhil's Educational Background:

Bashir Oriakhil has a military background and worked with the United States Defense in Afghanistan. He went to the University of Kabul and received his bachelor's in arts. Upon returning to the United States, Bashir avidly takes yearly quality assurance courses and seminars.

Bashir Oriakhil's Direct Contact Information:

VI. PRIOR EXPERIENCE

Citiguard has been servicing **schools (High School & Middle School), hospitals, health care organizations, hotels, community centers, city construction projects and residential properties** since its opening in 2007. We have since serviced **Azalea Regional Shopping Center, Bell Gardens Marketplace, Plaza Alameda, Olivo at Mission Hills** and others. We have experience with local businesses like **Lifeline High School in Compton** and **Lifeline Middle & Elementary School**. We understand that large scale properties require a dynamic security plan. **Project Room Key - Los Angeles Homeless Services Authority (LAHSA)** has been secured by Citiguard for the past 2 - 3 years where we provided 24/7 coverage between 36 properties with as many as 28 guards per shift. **Bell Gardens Marketplace** has also been safeguarded by Citiguard for the last 3 years and the contract amount was for 1,500,000. Plaza Alameda was contracted for 2,000,000 and has been with Citiguard for 1 year. We are also presently safeguarding Avanti Hospitals and Gardena Memorial Hospital around the clock. Citiguard is familiar with the citizen's arrest process and train all guards through the Department of Consumer Affairs BSIS Power to Arrest Training Manual. Citiguard implements citizen arrest training within all required training before starting employment. Citiguard has performed more than twenty-five citizens arrests since opening its doors in 2007 for trespassing or other illegal activity. We have a 5% prosecution rate within those arrests. Citiguard understands that guards cannot take someone into custody for simply violating rules such as foul language, large groups, or noisiness but only may step in if there is a present danger or clear violation of the law. In many cases, our guards will work together with law enforcement for situations that any person does not comply with the officer's request to leave the premises.

REFERENCES

Company Name: Gardena Memorial Hospital	Contact Person: Steve Stephens
Address: 1145 W. Redindo Beach Blvd.	Telephone Number: (909) 270-9663
City, State, Zip: Gardena, CA 90247	Email Address: sstevens@avantihospitals.com
Services Provided / Date(s) of Service: March 2020 to Present	

Company Name: Goldrich Kest	Contact Person: Richard Fisher
Address: 5150 Overland Ave.,	Telephone Number: (310) 280-5760
City, State, Zip: Culver City, CA 90230	E-mail Address: RFisher@GoldrichKest.com
Services Provided / Date(s) of Service: Nov. 2020 to Present	

Company Name: Primestor Development Inc	Contact Person: Marie Galindo
Address: 10000 Washington Blvd. #300	Telephone Number: (310) 729-5349
City, State, Zip: Culver City, CA 90232	E-mail Address: MGalindo@primestor.com
Services Provided / Date(s) of Service: February 2014 to Present	

Company Name: Sundance North Apartments	Contact Person: Clint Taylor
Address: 1819 Charlie Sifford Drive	Telephone Number: (909) 297-2548
City, State, Zip: Los Angeles, CA 90047	E-mail Address: ctaylor@keystonepacific.com
Services Provided / Date(s) of Service: April 2019 to Preset	

VII. READINESS TO PERFORM

Citiguard understands and will be ready to perform all services outlined in this proposal upon the commencement of contract term. Citiguard will become familiar with The City of Compton's current physical structure, staffing, equipment, and procedures as soon as possible after commencement of contract term.

Transition Plan:

Transitioning, either from an internal program, or from another security provider, to a relationship with Citiguard will bring a wealth of new resources and services to your security program, allowing you to focus entirely on your day to day operations. Upon commencement of an agreement, expect a transition that is smooth, swift, and presents no disruption to your operation. Of course, that takes careful planning and a partner like Citiguard - that has the experience of transitioning over a thousand of new service hours annually, communication is the key to a successful start-up. Citiguard management will conduct weekly meetings with you throughout the transition process to give status updates and implement all adjustments as prescribed by the meeting outcome.

Transition programs include:

- Thorough review of your facility to determine your specific security needs
- Preparation of a written timetable with measurable goals
- A transition management team specifically assigned to Alameda County PRK
- Development of detailed training programs and post orders
- Selective security professional recruiting and stringent screening
- Orientation training
- Continuous On-site training

- Testing and review of security professional knowledge
- Transition assessment and surveys

Our transition plan is tailored to incorporate your recommendations and requirements for each property's needs. If service is required before the scheduled start date, this transition plan will be altered as mutually agreed upon with you.

VIII. HUMAN RESOURCES

Is your staff independent contractors or employees?

Citiguard's staff are employees.

Are Citiguard's staff eligible to work in the United States?

Yes, all Citiguard staff are eligible to work in the United States

What is Citiguard's turnover rate for your personnel?

Citiguard's turnover rate is 6%.

Recruiting:

Security professional quality begins even before we identify a candidate for a position with The City of Compton. Our dedicated recruiters' primary focus is to identify and recruit only top-quality candidates. In today's highly competitive employment climate, it becomes even more important that we utilize industry-leading technology and unparalleled organizational resources to find individuals that represent the highest standards of both Citiguard Inc and our clients. The vast number of recruiting resources we utilize along with our reputation for being a great place to work directly contributes to the more than one million candidates in our hiring pipeline. Many applicants mean that we can select the right candidates for your The City of Compton security program. And, we have the resources to identify the most well-suited individuals quickly and efficiently.

Better recruiting translates into:

- "Best-fit" personnel for your environment
- Higher quality of performance
- High-quality, screened candidates
- Higher employee satisfaction and retention

Security Guard Qualifications:

In compliance with State Laws, all Citiguard security guards possess a registered Bureau of Security & Investigative Services certification cards.

Other **scrutinizing requirements** include:

- Criminal and Civil court background checks
- Previous employment verification
- Personal References
- Workers Compensation report
- Department of Motor Vehicles report
- Drug testing before hiring and ever six months while employed

Citiguard's **comprehensive training** programs include:

- PR-24 baton certification
- Pepper spray/Mace permit
- Firearm State of California certification
- PC-832 Arrest and Firearms Course
- Client Relations / Service Attitude
- Emergency Preparedness
- Antiterrorism and Crowd Control
- Emergency Evacuation Training
- De-escalation techniques

- Writing and Communication Skills
- Government Laws and Regulations
- Security Patrol Procedures

More than 40% of Citiguard's security personnel have had previous military and law enforcement experience. In maintaining the professional caliber of our security officers, Citiguard will only employ applicants who have at least three years of actual security guard field experience.

World-class, Award-winning Training:

Citiguard's Comprehensive Training Experience shows that virtually every measure of security professional quality can ultimately be tied back to learning and development. Your security program can only succeed if the security teams that support you are trained, knowledgeable and prepared. As the industry's training leader, Citiguard also believes that security professionals should not just be prepared for a job, but for a career. We are committed to providing The City of Compton with the security industry's most highly trained and prepared security professionals and managers.

Our award-winning learning and development program go beyond traditional training and provides enhanced course offerings, compliance functionality and opportunities for employee growth. Our comprehensive training program is the starting point for security professionals' growth and development.

A range of mandatory and voluntary training modules are offered pre-assignment, on-the-job and as continuing education as security professionals strive to

stay current with industry trends and your evolving needs. Our dedicated training department consists of an experienced and creative team of professionals committed to keeping training innovative and informative.

Citiguard Security Professional Training: Five Phases of security professional onboarding and development.

1. New Employee Orientation
2. On-the-Job-Training Post Certification
3. Core Training
4. Quarterly Site Training
5. Vertical Market Training

- Citiguard Supervisor Training: This is the next step for a supervisor and includes trainings such as Principles of Leadership, Time Management and Supervisor Essentials.
- Citiguard Management Training: This includes courses on Security Management Essentials and must be completed when an employee moves into a managerial position.

- Citiguard Leadership Training: This is for senior operational and business development leaders and includes Leadership Essentials, Coaching, Delegating, Process Improvement and Crisis Management courses.

Methods of Training:

Better-trained security professionals and managers not only help reduce risk and increase safety, but ultimately provide a higher return on your investment. Citiguard Inc. offers a variety of training options to ensure your security team has access to the information they need, when and how they need it. After each training program is delivered, knowledge is tested to ensure security professional comprehension. You have peace of mind knowing that security professionals are well-trained and prepared to exceed your expectations.

Benefits Package:

Citiguard strives to motivate and retain dedicated employees, therefore, our comprehensive program of benefits and incentives significantly enhances our ability to retain and attract competent security professionals. Citiguard consistently endeavors to create a working atmosphere that inspires employee satisfaction, as well as professional growth and development.

A sampling of our benefit and incentive program includes--but not limited to the following:

- Affordable Care Act Medical Insurance
- Sick / medical leave
- Competitive compensation
- Legal holiday pay

- Jury duty pay
- Paid training
- Company provided uniforms & equipment
- Uniform cleaning allowance
- Achievement bonuses
- Promotion compensation

Temporary Absences:

Citiguard employs a strict absence policy. We require all guards to call out of their shift at a minimum of four hours prior to their shift in order to properly schedule a replacement. This is to ensure that all posts are properly filled and Citiguard can fulfill the scope of services and schedules as projected. We understand the difficulties that

Covid-19 has brought and realize contact tracing is an important issue that needs immediate addressing. To circumvent this issue, Citiguard will hire and train approved replacement guards to handle any unexpected absences. Furthermore, if there is an unavoidable absence, Citiguard will have a post supervisor arrive within the hour of the scheduled shift to replace until a scheduled guard is able to come in and relieve the post supervisor.

Monitoring and Evaluation on Guard Performance:

Citiguard conducts quarterly performance evaluations reflecting the comprehensive training we enforce, and scope of work required. For all guards that will be joining Citiguard, we implement a 90-day evaluation period in which the post supervisors will ensure that they are fully dedicated to safeguarding The City of Compton. Post supervisors will make random site visits throughout this evaluation period and monitor performance. The designated account managers will work with authorized personnel at The City of Compton as well to find ways to improve and adapt security performance.

Authorized Signature: Ricky Vasquez: Ricky Vasquez
Date: 10/27/2021

California State Business License:

STATE OF CALIFORNIA
dca
DEPARTMENT OF CONSUMER AFFAIRS

Renewal License

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

PRIVATE PATROL OPERATOR

License No. PPO15728

Valid Until: 01/31/2023

Receipt No. 7595

METROGUARD DBA CITIGUARD
22736 VANOWEN ST
STE 300
WEST HILLS, CA 91307-2650

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the company named hereon is issued a Private Patrol Operator License Renewal.

---- NON-TRANSFERABLE ----- POST IN PUBLIC VIEW -----

WPIPPO 10/2015

METROGUARD DBA CITIGUARD
22736 VANOWEN ST
STE 300
WEST HILLS CA 91307-2650

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002

Insurance:

ACORD®

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 10/21/2020

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. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Brandy Ahearn
Newfront Insurance Services, LLC 55 2nd Street Floor 18 San Francisco CA 94105	PHONE (A/C, No, Ext): (415) 754-3635 FAX (A/C, No): E-MAIL ADDRESS: brandy.ahearn@newfront.com

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A :	Everest Indemnity Insurance Co	10851
INSURER B :	Everest Denali Insurance Co	16044
INSURER C :	Everest National Insurance Co	10120
INSURER D :		
INSURER E :		
INSURER F :		

INSURED	
Citiguard, Inc 22736 Vanowen St Ste 300 West Hills CA 91307	

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. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS		
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY X PRO-JECT LOC OTHER:			51GL014701-201	10/17/2020	03/26/2021	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ $ $ $ $ $	1,000,000 100,000 10,000 1,000,000 2,000,000 2,000,000
B	AUTOMOBILE LIABILITY X ANY AUTO ALL OWNED AUTOS SCHEDULED AUTOS HIRED AUTOS NON-OWNED AUTOS			51CAD00588-202	10/17/2020	03/26/2021	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ $ $ $	1,000,000
A	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED RETENTION $			51CC005874-201	10/17/2020	03/26/2021	EACH OCCURRENCE AGGREGATE	$ $	10,000,000 10,000,000
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y / N N / A If yes, describe under DESCRIPTION OF OPERATIONS below			5300004557-201	03/26/2020	03/26/2021	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ $ $	1,000,000 1,000,000 1,000,000

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

Evidence of coverage.

CERTIFICATE HOLDER	CANCELLATION
Citiguard, Inc. 22736 Vanowen St West Hills CA 91307	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

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Cal Saga License:



Citiguard
Sami Nomair
Membership Expiration: 10/27/2021

Section A

Title Page

PROPOSAL

BIDDER:	**Power Security Group**
Corporate:	**1390 W. 6th Street #120**
	Corona, CA 92882
Satellite:	**8555 Aero Dr. #108**
	San Diego, CA 92123
Satellite:	**2820 Northgate #A**
	Sacramento, CA 95833
	O: 877-769-3703 F: 877-667-2854
	info@pssca.com
	License No.: PPO 17051
	PSSCA.com
CONTACT / AUTHORIZED PERSON:	**Sid Hashemi**
	sid@pssca.com
	C: 951-283-9661
RFP TITLE:	**Armed and/or Unarmed Security Guard Services**
DUE DATE / TIME:	**10/28/2021 5:00pm**
RFP NO.	**Na**
ISSUED BY:	**Office of the City Clerk** **City of Compton**
	205 South Willowbrook Avenue
	Compton, CA 90220
	RECREATIONAL BUILDINGS
Contact Person:	**Aubrey Relf, Grant Compliance Manager**
	arelf@comptoncity.org
	310-605-5580

Section B
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Section C
Transmittal Letter

10/27/2021

Aubrey Relf
Grant Compliance Manager
City of Compton
205 South Willowbrook Avenue

RE: RFP – Armed and/or Unarmed Security guard Services

Dear Ms. Relf and Review Panel:

Thank you for your time, review, and consideration of our proposal submission for Armed and/or Unarmed Security guard Services. We can accomplish the scope of work in a comprehensive and thorough manner to meet the needs of the City of Compton with extensive experience and efficiency providing security services that encompasses multiple locations and can guarantee high quality, reliable and stable services without interruption.

To coincide with the general work orders, Power Security Group understands that is critical to have an open line of communication with the public, city-employees, and other vendors servicing the city to help create a safe and peaceful environment. As found in the Scope of Work we will work to promote a mutual trust with everyone within the patrol area.

Highly visible and alert security officers assigned to this contract, have previous experience with municipal agencies, extensive training in Public Reception and Business Conduct Principles and will be the *Goodwill Ambassadors* to meet and interact positively and courteously with guests, visitors, client staff and the general-public. Officers will secure and protect the employees, guests, visitors, facilities, equipment, supplies, and the structures from vandalism, theft, and harm. Primary focus is to reduce illegal activity at parks, buildings, facilities, and special events throughout the City.

Power Security Group is a trusted leader with proven expertise in a wide range of industries, with the staffing resources to provide security personnel who are highly skilled and trained for today's security needs. We have the experience, qualifications, staffing capabilities, and resources, to provide outstanding service for this contract and *it will show in our performance.* We feel our proven reputation working with different municipal departments, State, County, City, and Government agencies demonstrates a measurable benefit to our clients.

We are flexible to the changing needs of the City of Compton including those needs on limited notice. We appreciate the opportunity to submit our proposal and hope that we can further discuss our services. After you have reviewed all the proposals, please give us last look. If you should have any questions, please contact our office for further assistance.

Respectfully,

Sid Hashemi, Director of Operations

Section D
Company / Firm Information

Power Security Group, Inc. is a full service privately held, California Corporation providing Security Officer and Patrol Services in Northern and Southern California since July 2008. Licensed by the State of California, Bureau of Security and Investigative Services (B.S.I.S.) and the Department of Consumer Affairs (DCA). Private Patrol Operator Number 17051 – held by a Qualified Manager. We own our onsite State licensed training academy and security program which means we can guarantee 100% that any security officer assigned to this contract has completed all training requirements, including, continuing education and yearly training. The instructors have a unique way of keeping the workforce engaged in training. All instructors are B.S.I.S., NRA, and Red Cross Certified and experts in their chosen field.

General Information

Registered Company Name:	Power Security Group, INC
Year Founded:	2008
Year Incorporated:	2014
State of Incorporation:	California
Corporation Type:	Subchapter S
D-U-N-S Number:	079291726
CAGE Code:	730T1
PPO 17051	Held by a Qualified Manager

NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS)
561612 – Security Guard / Patrol Services
99046 – Guard and Security Services
99000 – Security Services
91893 – Security Consulting

Locations

Corporate Office	Corona, CA	2000 sq ft
Satellite Office	Sacramento, CA	1200 sq ft
Satellite Office	San Diego, CA	990 sq ft

Workforce
78 Employees

Sample – Major Clients

Department of Transportation
Merced County Transportation Joint Authority
Covina Metrolink
Department of Water Resources
California Corrections Health Care Services
County of Riverside
City of Riverside
City of Elk Grove
Kern County Housing Authority
San Diego Housing Commission
Riverside County Library System
City of Coachella
City of Covina
Riverside County Assessor Office – County Clerk

Financial Condition

Power Security Group is a trustworthy and ethical business operations delivering quality contract security services following the high standards and strict compliance requirements as outlined in the Better Business Bureau's (BBB) Code of Business practices. We have no outstanding or pending complaints as determined through the BBB, State of California Department of Consumer Affairs. Power Security Group's mechanisms for pricing, allocating, and managing financial risks are functioning well enough to contribute to the performance of this contract.

We have the administrative and fiscal capability to provide and manage the proposed services and the ability to withstand a temporary problem, such as a decrease in contracts, lack of capital or loss of a key client. Our key source of credit is with Wells Fargo Bank with a credit line of $300,000.00 including a Payment Bond. There are no plans to close any office locations and no pending merge or any drastic projected changes that may negatively impact our ability to meet the timelines and schedules or to provide the required services. We are not engaged with any other firms partnering or subcontracting for this proposal submission.

Disqualifications

Power Security Group has no disqualifications.

Default/Non-performance

Power Security Group has never had a contract cancelled or terminated by default or for performance, non-performance, unacceptable performance, or illegal activities.

Litigation

As with any security services company, we are subject to routine litigation in the ordinary course of our business, which could involve claims resulting from the conduct of our security services day-to-day operations. We maintain general liability and other insurance coverage that adequately insure us against the risks associated with these claims.

No record of on-going or pending lawsuits, litigation, mediation, arbitration, bankruptcy, regulatory action or legal proceeding since our existence July 2008 to current, that would cause a substantial change in Power Security Group's financial condition or our performance. No claims or disciplinary action has been taken against the company or any of company's key personnel within the past five years.

Accountant

One Hour Tax Service
951-736-7437
1450 W. 6th St., Ste. #112, Corona, CA
Lisa Skeldon

Power Security Group does not have any licensed contractors employed. We have 3 salespersons. We hire locally.

Organizational Chart

Please see attachments

Section E
Qualifications and References

Qualifying Experience:

i. Professionals –

Power Security Group is best prepared to handle the security needs of the City of Compton due to the experience of our management and transition team. Our transition team is fully committed to the implementation of our professional services to best meet the needs of the City of Compton. Upon notification of contract award Power Security Group will immediately mobilize our transition team. Our transition team is led by our Director of Operations and consist of our Operations Manager, HR Manager, Training Manager, and three Senior Field Officers. We believe that the combined experience of our transition team enables us to properly address any and all issues that may arise during the transition period, and creates a professional seamless, stress free environment for you, the client. Members of our transition team are current in all local, state, and federal laws that govern the security industry.

Account Management
Changes to key personnel at the Client's request will be done immediately for the good of the contract. We will use every best effort to ensure that these key personnel remain engaged to perform the Services for the duration of the contract. Any substitution of Managing Staff must be requested in writing and agreed upon by both the Client and Power Security Group. Key staff members are available 24/7 to assist client staff as needed.

Sid Hashemi
Managing Principal Representative
Mr. Hashemi has a 4-year degree in Criminal Justice and over 20 years' experience in the security services industry. Mr. Hashemi is an engaged "hands-on" manager involved in the entire operations of the company focusing on the security officers and supervisors in the field. Mr. Hashemi oversees account development, payroll, and invoicing. His unique management techniques contribute to our low turnover rate. Proven expertise in leading training academy operations. 30+ years experience.

Sheryl Lyden
Operations Manager

Ms. Lyden has over 7-years' experience in the security services industry and has worked all aspects that this industry has to offer. She is involved in the day to day operations of the company and focuses on hiring, H.R. functions, contract compliance, quality control, develops and writes post orders, provides training and performs on-site, face to face evaluations quarterly. Other responsibilities are equipment checks, vehicle maintenance and uniform program.

Dan Matloff
Captain

Mr. Matloff is a retired correctional officer with 25 years' experience in law enforcement and is 100% committed to new assignments. He has provided coverage support in many different capacities. He assisted with the shift of service and implementation of service for the Covina Valley Unified School District contract and provided the initial training, follow up training and on-going training. He is our choice for Lead Security Officer for transition of service. Employment period over 5 years.

Steve Briseno
Watch Commander

Mr. Briseno has 20 years' experience in the security services industry. Working many tactical post assignments throughout San Bernardino where there is gang affiliated activities. Works closely with local law enforcement on many occasions. He provides many different job functions for Power Security Group, such as; Project Manager for Covina Valley Unified School District, and School Security Officer for Etiwanda School District.

Freddy Mendoza Barajas
Security Officer Supervisor

Mr. Mendoza welcomes new challenges and commits 110% to new contractual relationships. In depth knowledge of State contracting and procurement. Reviews applications, conducts interviews, train, counsel, and inspect work shifts and all assigned areas. 8 years experience.

Resumes

Please see attachments

References:

i. Business References –

CITY OF COACHELLA

53462 ENTERPRISE WAY	COACHELLA, CA	92236	
MARITZA MARTINEZ	PUBLIC WORKS DIR.	760-501-8100	
mmartinez@coachella.org			
START: 8/10/2017	END: CURRENT		

Service:

Facilities/Parks/Buildings – Lock up Services

Conduct three patrols a night consisting of foot and vehicle patrols. During each patrol guards check all exterior doors/facility structure to assure they are locked and have not been tampered with. Lock up restrooms at park locations, evict trespassers and homeless loitering.

CITY OF COVINA

125 E. COLLEGE STREET	COVINA	91723	
SHARON GALLANT	TRANSP. MANAGER	626-384-5484	
sgallant@covinaca.gov			
CHRIS MARCARELLO	COVINA PD	626-991-4955	
cmarcarello@covinaca.gov			
START: 11/1/2016	END: CURRENT		

Parks and Recreation

Restroom Locking Services at various city parks. Highly visible presence in bodly marked patrol vehicles serving as a visual and physical deterrent to crime being the eyes and ears of the City. Providing a combination of foot and vehicle patrols to combat homeless problems and ensure no trespassing after parks close. *Goodwill Ambassadors.*

Alternative resources are given to homeless escorted off the property.

>Project Team / Duties:

- Sid Hashemi – Works with the Security, Claims, and Investigations department in developing, modifying and implementing a security plan for all City of Compton locations.
- Sheryl Lyden – Manages HR, recruitment, selection, onboarding process, uniform program, assist scheduler, coverage support and training compliance.
- Ahmad Walid – Maintains all of the training records for City of Compton security personnel. Ensures training compliance, orientation, pre-assignment training, State required training, continuing education, and annual training requirements.
- Dan Matloff – responsible for the day to day supervision of security personnel assigned to City of Compton parks and facilities. He reviews and maintains all daily activity reports, and meets regularly with the Operations Manager and Field Supervisors to ensure that our staff is meeting the needs of City of Compton.

ii. Litigation -

Power Security Group does not have any outstanding litigation in which it's a named party for a related study or audit.

Unique Qualifications:

- Multi-Lingual Employees.
- We are customer friendly and treat all visitors, vendors, staff and the public as customers, and we pay attention to the details. Our security officers maintain safety and security by always enforcing rules and regulations. Power Security Group security officers are the Ambassadors of Goodwill engaging the community at-large to create a welcome environment. Customer service is a priority when the guards are interacting with members of the public, answering questions in a courteous manner, and establishing area awareness. They are professional, helpful, and courteous, exercise authority without the use of physical force and capable of handling the public under demanding conditions.
- Uniform Program:
  Power Security provides uniforms to security personnel at no cost and uniforms are replaced due to normal wear and tear on a regular basis to ensure a highly professional appearance is maintained always. The uniform program starts when the guard is hired. Our program exceeds industry standards because of the attention to detail and commitment to ensure a professional look. The Program Coordinator is trained to measure for proper fit, provides education and tips on how to wear the uniform properly. The coordinator works with the field supervisors to maintain the inspection program's compliance in the field. Field supervisors observe the security officer's uniform for wear and tear, if any uniforms need to be exchanged or replaced, the supervisor will direct them to the Uniform Coordinator. This ensures that our Security Officers always look professional. A small uniform inventory is kept in each Supervisor patrol vehicle for emergencies.
- Uniform and Appearance: A neatly uniformed, well groomed security professional commands respect and authority and helps to project a professional image for your property. ***You will never see a Power Security Group guard wearing a sloppy, unfitted uniform!***
- We own our on-site Power Security Training Academy and training program, both, licensed by the State of California.
- All security officers check in/out with our 24/7 Communications and Dispatch center. When a security officer does not call within the assigned time frame of his/her scheduled work shift, dispatch sends a notification to the supervisor who will take the appropriate steps to ensure that the assigned post is covered. If a security officer is late or cannot arrive for their assigned shift, he/she is required to provide as much notice as possible and to speak directly to a supervisor or management. Emails, text messages or voice mails are not acceptable methods of communicating tardiness or absence. Security officers who are tardy or absent are subject to disciplinary action. Security officers who fail to arrive for their scheduled shift and fail to notify their supervisor in advance of that absence are subject to disciplinary action up to and including possible termination.

- Our training program exceeds the requirements mandated by the State of California.
- Our instructors are BSIS, NRA, and Red Cross Certified, and experts in their chosen field.
- One of the mandatory training courses we offer is *Sleeping on the Job*. All security personnel must complete this 2-hour course of training and pass the written exam.
- Another mandatory training course is Public Relations / Reception. All security personnel must complete this 6-hour course of training and pass the written exam.

Stats for 2020 / 2021

- Locked and secured over 3500 gates that were unlocked and/or opened
- Locked and secured 94 doors that were found unlocked when pulled on the handle
- Locked and secured 66 doors that were open/ajar
- 4 Arrests
- Alarm Response Calls over 10,000 +

Section F
Conflict of Interest

Power Security Group, the CEO, and key personnel do not have any potential conflicts of interest as they relate to any / specific transactions.

Section G
Approach and Performance

Hire locally
Coverage support / Flex Team
Supervision
Armed training
Org chart

Parks and Facilities:

Each site patrol is 15-20 minutes, with combined foot and vehicle patrols. Door and window checks to ensure locked and secured.

Park sites are locked up first and as close to 10pm as possible. QR code scans for confirmation of assigned patrols are being performed. Security personnel must remain awake and alert at all times. WE HAVE ZERO TOLERANCE FOR "SLEEPING ON THE JOB".

Security personnel, must complete a Daily Activity Report (DAR) for each shift worked.
Maintenance requests are submitted through City website "fix it requests".

Observe for maintenance repairs, vandalism, graffiti, dumping, lights out, sprinklers broken, large trees with branches over extending and blocking passage. Maintenance requests are submitted through City website "fix it requests".

The success of our business is dependent on the trust and confidence we earn from our client customers and employees. We gain credibility by adhering to our commitments, displaying honesty, integrity and reaching company goals solely through honorable conduct. Contract Compliance is a priority for our security guard service, with emphasis on:

- High Professional Standards
- Project a Professional and Alert Demeanor with a Highly Visible Security Presence
- Respond Effectively to Security Related Concerns

<u>Coverage Support</u>
All security officers check in/check out with our 24-hour Communications and Dispatch Center. When the security officer does not check in within the assigned time frame, the dispatcher notifies the supervisor of the issue, and the supervisor will take appropriate steps to ensure that the assigned post is covered. The Supervisor will ensure the post is covered even if he/she must cover it.
All security guards are required to be on their assigned location, in complete uniform, at the start of their assigned shift.

- ✓ In the event that a security guard is late for their assigned shift, they are to notify the supervisor as soon as possible. The supervisor will then arrange for the current guard to remain on-site until relieved by the late guard.

- ✓ In the event that a security guard is unable to work their assigned shift, they are to notify the supervisor at least 4-hours prior to the start of their scheduled work shift. Then the supervisor will assign a guard from our "Flex Team" to cover the work shift.
- ✓ In the event that a security guard has not arrived to start their scheduled work shift, the on-duty security guard will notify the supervisor and is not permitted to leave their assigned post until properly relieved.

Security officers who are tardy or absent with or without a valid reason are subject to disciplinary action. Security officers who fail to arrive for their scheduled shift and also fail to notify their supervisor in advance of that absence are subject to disciplinary action up to and including possible termination.
Emails or text messages are not acceptable methods of communicating tardiness or absence.

The "Flex Team" is a team of capable, trained and proficient security guards, in place locally, and cross-trained in all aspects of our contracts. Coverage support is maintained to fill an assignment when a regular guard, is a no-shows, calls-off, illness, emergency leave, has scheduled vacation time or there is a scheduling conflict. If, for any reason, coverage or replacement is not available the supervisor shall cover the assigned post.

GUARD TRACK

Power Security Group uses Q.R. Code technology to track the movement of our security guards, patrol check-points, attendance, check-in / check-out procedures and parking enforcement, **in real time**. We use a Q.R. Code Generator to create a custom QR code, with details such as; the security officers name, GPS location, date and time stamp, client name, and job site name and attach the QR code to his/her I.D. badge. Encode a URL in the QR code to get instant real time data, any day, any time.

The Security Guard uses the camera on a smart phone device to capture the QR code, just point the camera at the QR code to be scanned and the phone opens to the appropriate application for the "check-in" box where the guard will briefly report details regarding the immediate area check point. The scanned data allows us to link the QR code to a Google spreadsheet that records the name of the security guard scanning the QR code, the date and time of the scan, and the GPS location. In addition to tracking the security guard's movement, other options might interest the client such as;

a. The start and end times for the shift worked
b. Clock in and out for meal periods
c. Briefly describe an "security finding" (which will alert the client to expect a hand-written detailed Incident Report).

Google Sheets functions just like an Excel spreadsheet. We issue a user-name and password for the designated client contact person. Once the client logs in, they can view real time data, almost instantly, scans take 2 seconds to view on google sheets. There are several options for reports, click and highlight only the information you need, or the entire sheet. You could retrieve data, daily, weekly, monthly or yearly. All data is stored on our secure network for 2 years.

24/7 COMMUNICATION AND DISPATCH CENTER

open 24-hours a day, 7-days a week, including holidays for emergencies, special and unforeseen events, or incidents.

24 HOUR COMMUNICATION & DISPATCH CENTER

877-769-3703

Our experienced and highly trained operators monitor the attendance and performance of every scheduled employee.

Our operators are proactive, problem solvers, and committed to providing the highest levels of customer service.

Automated Post Orders

Once a client's post orders, emergency response plans, and crisis managements plans are updated, they are digitized and provided to our operators so that they can be used as a resource during an emergency or alternative resource if the security officer on-site has a question regarding the duties at the job-site.

Power Security Group continues investing in new software programs and computer-based technologies to enhance our level of service and efficiency, resulting in a greater return on your security investment.



Your business not only deserves outstanding service, but effective complete and timely communication 24/7.

★

Questions are addressed in a timely and professional manner

★

Communications among the security team is effective

★

Section H
Training

Armed Security Guard

Power Security Group has the staffing resources to provide both armed and unarmed security officers. Armed security officers are licensed by the State to carry an exposed firearm with their weapon linked to the license through B.S.I.S. Armed guards are responsible for the carrying, storing and maintenance of their firearm. Every 2 years Armed guards must re-qualify for certification.

Armed guards assigned to this contract:

- Ability to employ firearms and less lethal weapons and tactics to protect yourself and others.
- Demonstrated ability to safely, and responsibly carry a firearm, store, maintain, and transport the firearm. Including less lethal weapons, and other assigned equipment.
- Demonstrated ability to maintain an Exposed Firearms license/registration as mandated by the State and B.S.I.S.
- Demonstrated ability to participate in and pass firearms and less lethal weapons training and qualification courses without restrictions.

Arrest and Detention:

Security guards may make citizen arrests or detain individuals who jeopardize the safety of employees, clients and/or property. Power Security Group's security officers may only make a citizen's arrests in true life-or-death situations under the following conditions:

1. The local law enforcement agency would not be able to respond in time to prevent injury or death to the victim, or the escape of the suspect;

2. The security officer has witnessed a felony taking place;

3. The post orders must give permission to make a citizen's arrest for that specific site.

Use of Force

Power Security Group discourages the use of any physical force except when necessary. Reasonable physical force can only be used in self-defense, in defense of another person, or to make a lawful citizen's arrest. If it becomes necessary to use physical force, the security officer must justify its use.

- Attempts to resolve the incident without the use of force must have been tried and found to be not effective.
- The level of force must be the minimum amount needed to stop the attack or make the arrest;
- Any force must cease when the subject is subdued and order is restored.

Armed Guard Training

The Bureau of Security and Investigative Services (BSIS) is the controlling agency for security guards in the State of California. Although PC 832 is not required training for Armed guards, most of the topics covered is part of our training program at Power Security Academy.

Course Outline:

Power to Arrest

BSIS Firearms Training and Qualifications:
Course of Firearms Training (CCR Section 635)
Bureau-approved Firearms Training Facility, or
Bureau-approved Firearms Training Instructor
Pass the written examination
Pass range qualifications
Must qualify with the caliber of weapon that will be carried while on duty.

FIREARMS TRAINING INSTRUCTOR	Sadiq Hashemi	License No.: TIF2332
FIREARMS TRAINING FACILITY	Power Security Academy	License No.: TFF1460
CERTIFICATE OF ELIGIBILITY	Department of Justice	No.: 23571
NATIONAL RIFLE ASSOCIATION	Sadiq Hashemi	Range Safety Officer
NATIONAL RIFLE ASSOCIATION	Sadiq Hashemi	Certified Instructor
DOJ CERTIFIED INSTRUCTOR	Sadiq Hashemi	DOJ C.I. No.: 201173
AEROSOL WEAPONS OC INSTRUCTOR	Sadiq Hashemi	No.: 2031

Partial PC 832 training:

Leadership, Professionalism & Ethics
Crisis Intervention
Property Crimes
General Criminal Statutes
Crimes Against Children 4
Sex Crimes
Controlled Substances
Laws of Arrest
Search and Seizure
Presentation of Evidence
Investigative Report Writing
Vehicle Operations
Use of Force/De-escalation
Patrol Techniques
Crimes in Progress
Handling Disputes/Crowd Control
Critical Incidents
Crime Scenes, Evidence, and Forensics
Custody
Arrest and Control
First Aid, CPR, and AED
Firearms/Chemical Agents
Gang Awareness
Weapons Violations
Terrorism Awareness

Orientation Training **4 Hours**

This training covers business operations, the Employee Policy Handbook, Expectations of the Employer, Customer Service/Professional Conduct and Violations of Company Policies. Some of the topics covered in orientation are, but not limited to the following:

Employer Policies & Procedures	Vision & Mission Statements	Disciplinary Process
Time & Attendance	Performance/Attitude/Behavior	Chain of Command
Sleeping on the Job	Post Abandonment	Uniform & Appearance*

***Uniform & Appearance**

The uniform & appearance component of training is led by a member of our management team, who dress in full uniform for this 15-minute show and tell which covers the proper way to wear the uniform, and care for the uniform, from head to toe. Including the correct way to put on the duty belt, add a holster, pouch, handcuffs and case.

Pre-Assignment Training **48 Hours**

Each security officer must complete 48 hours of pre-assignment training in a wide range of topics to enhance the security officer's skills and performance. Scenario based training is very effective for when the security officer experiences a hands-on a situation, he/she will know how to respond. Topics included:

Officer Safety	Post Orders & Assignments	Radio 10-Codes
Authority of the individual Security Officer	Emergency Response Procedures	Harassment and Discrimination
Evacuation Procedures	Workplace Violence	Observation & Documentation
Work Place Security Awareness	Fire Safety Course	Technology in security
Parking Lot/Traffic Control	Officer Safety	Trespassing
Patrolling Techniques/Routes	Active Shooter	Public Safety
Urban Terrorism	Preserving the Incident Scene	Legal / Liability Aspects
Surveillance Awareness	Report Writing	Interview Techniques
Use of force and force continuum	Blood Borne Pathogens	Bomb Threats
Communication & It's Significance		Basic First Aid
Customer Service	Public Relations	Diversity in the workplace
Ethics, honesty, professional image and proper conduct	Fire prevention and control	Fire Equipment
Information security	Laws of evidence	Legal aspects of security
Testimony & Court Procedures	Nature and role of private security	Note taking/report writing
Physical security and access control	Preserving the incident scene	Cal Osha Safety training
Alcohol & Substance abuse	Patrol Methods & Patrol Hazards	

On-The-Job Training **8 Hours+**

On the job training is client specific and could be up to 2 weeks, depending on the site, location, and client requirements. The on-the-job training process is site-specific and customized according to the complexity of the worksite. The on-the-job training checklist is completed and entered into our online employee database providing a checkpoint for this important phase of officer training.

- **On Post Application of Classroom taught lessons**
- **Learning site-specific per post orders**
- **Site safety guidelines**

Continuing Education / Specialty Courses

CPR/AED/First Aid	**Officer Safety Preparing & Protecting Security Personnel in Emergencies (OSHA)**	**Access Control 1 & 2**
Parking / Traffic Control	**Handling Difficult People**	**Supervision**
Preparing for Mass Casualty Incidents	**Self-Defense 1 & 2**	**Alcohol Law and ID Recognition**
Motor Vehicle / Driver Safety	**Defensive Driving Course**	**School Security Guard**
Multi-hazard Planning	**Managerial Health and Safety**	**Commuter Rail Safety/Security Training**
Crowd / Riot Control	**Arrests, Search & Seizure**	**Courtroom Demeanor**
BSIS Certified Firearms	**Firearms Requalification**	**BSIS Certified Baton Training**
Pepper Spray	**Crisis Response**	**Alarm Response Management**
Lock and key control	**Conflict Resolution**	**Advanced Report Writing**
Theft Prevention		

Annual Training **16 Hours**

On a yearly basis, employees must complete 16 hours of continuing education, which can be a refresher course of a topic that the individual completed previously, site specific training, or supervisor recommended training. The State requires 8-hours of annual training, however we have over 80 hours of continuing education available to employees.

Management Training

PSG 100% supports continuing education. Our management team leads by example, always working towards continuing education programs. Each security officer must have completed all the pre-assignment training, including the mandatory and elective courses prior to being accepted for management training. Advance training is available in the following subjects:

Situational Awareness	**Defensive Tactics**	**Risk Mitigation**
Certified Crowd Control Manager	**Homeland Security Behavioral Detection**	**Fundamentals of Emergency Management**
Emergency Planning	**Leadership and Influence**	**Decision Making & Planning**
Effective Communication	**Diversity Awareness**	**Intro Incident Command Systems (IS)**
Intro Continuity of Operations (IS)	**US Homeland Security Active Shooter**	**Diversity Awareness**

<u>Other Training:</u>

Orientation
Uniform and Appearance
Pre-Assignment
On the Job
Continuing Education and Specialty Courses
Annual Training
Management training
Public Relations
Observation / Documentation

Communication and It's Significance
Liability / Legal Aspects
Patrol Methods & Patrol Hazards
Crime Detection
Post Orders & Assignments
Officer Safety
Access Control
Parking / Traffic Control
Active Shooter
Protecting the Crime Scene
Fire Safety Fire Extinguisher
Evacuation Procedures
Handling Difficult People
Surveillance Awareness
Self Defense
Motor Vehicle Safety (OSHA & DMV)
Driver Training Course
Patrol Techniques
Basic First Aid
De-escalation Techniques
Working as a Security Guard during the Coronavirus Pandemic
Emergency Response
COVID-19 / PPE
Safety and Goodwill Ambassador
Fire Watch
Observing Suspects / Suspicious Activity
Fire Extinguishers
Arrests, Search & Seizure
Trespass
Workplace Safety
Alarm Response Management
Bomb Threats
Substance Abuse
Defensive Tactics
Customer Relations
Crisis Response
Interview and Interrogation
Security and Safety Compliance
Situational Awareness

CPR AND FIRST AID TRAINING

First Aid is a valuable skill for all security personnel because they are frequently incident responders. Quick action and proper care while waiting for medical professionals to arrive can save lives. Officers learn the safe response to an emergency situation and how to recognize and care for life-threatening emergencies, injuries and illnesses. All essential personnel, including the Branch Manager and supervisors will be trained in CPR and First Aid. At the request of the Spokane Public Facilities, W will require any uniformed officers at certain sites to be trained in CPR and First Aid. Any uniformed officers that are not formally trained in CPR will handle emergency based on Our procedures – urgently engaging essential personnel that are trained and/or engaging EMS personnel directly.

Training will be accomplished through the utilization of the 8 hours American Red Cross CPR course which combines lecture, video demonstrations and hands-on mannequin training to prepare individuals to provide care for breathing emergency victims and to perform cardio-pulmonary resuscitation (CPR) on victims of sudden cardiac arrest. Training certification will be kept on file in the officer's personnel records. Certification will be updated annually, as required.

Section I
Pricing

Proposed Pricing

CATEGORY	REGULAR HOURLY RATE	OVERTIME HOURLY RATE	HOLIDAY HOURLY RATE	EMERGENCY HOURLY RATE
Basic Unarmed Guard	$25.00	$37.50	$37.50	$35.00
Basic Armed Guard	$30.00	$45.00	$45.00	$40.00
Unarmed Guard w/ advanced skills & experience	$27.00	$40.50	$40.50	$45.00
Armed guard with advanced skills & experience	$32.00	$48.00	$48.00	$50.00

CATEGORY	FEE'S AND COST
Basic Unarmed Guard	Includes, guard salary, payroll taxes, wage taxes, General Liability, Worker's Compensation, 401k, standard equipment, consumables, uniform, training, sick pay, PPE, overhead, profit, selection & screening, management & supervision, general administration.
Basic Armed Guard	Includes, guard salary, payroll taxes, wage taxes, General Liability, Worker's Compensation, 401k, tactical equipment, fully loaded duty belt, body camera, consumables, uniform, training, sick pay, PPE, overhead, profit, selection & screening, management & supervision, general administration.
Unarmed Guard w/ advanced skills & experience	Includes, guard salary, payroll taxes, wage taxes, General Liability, Worker's Compensation, 401k, equipment, consumables, uniform, extensive training, advanced skills, body camera, sick pay, PPE, overhead, profit, selection & screening, management & supervision, general administration.
Armed guard with advanced skills & experience	Includes, guard salary, payroll taxes, wage taxes, General Liability, Worker's Compensation, 401k, equipment, consumables, uniform, extensive weapons training, tactical training, fully loaded duty belt, advanced skills, body camera, sick pay, PPE, overhead, profit, selection & screening, management & supervision, general administration.

Labor, equipment, vehicle and supplies are inclusive to the hourly rate

SID HASHEMI

Summary

Highly knowledgeable skilled and dedicated Director of Operations with a solid track record of security related success. Oversee the day to day operations. Founder of Power Security Academy and Chief instructor for all training academy operations and functions, develops and approves changes to training curriculum, ensure that all security guard training is up to date and in compliance with the state mandated requirements. Very skilled at providing creative solutions to difficult situations. Strategic thinker with financial acumen to grow the business while maintaining and retaining current business

Highlights

Business Development |Strategic Planning & Leadership Profit Growth | Finance & Budgeting | Compliance Standards | Team Building | Safety Protocols | Emergency Management | MS Office & QuickBooks | 4-year Business Degree in Criminal Justice

Qualifications

Extensive knowledge & experience in the security services industry	Passion about coaching and development
Performs with the highest of ethical & professional standards	Manage business and client relationships
Assure client satisfaction & retention	High quality customer service delivery & integrity
Interprets security laws regulations & contract requirements	Maintains relationships with law enforcement agencies & Emergency personnel

Professional History

Director of Operations | Power Security Group, INC	July 2008 – current
Chief Instructor | Power Security Academy	Jan 2014 – current
Translator | Department of Justice, Afghanistan	Aug 2009 – June 2010

Education / Certifications / Permits

B.S.I.S. Certified Instructor	Red Cross Certified Instructor
National Rifle Association (NRA) Certified Instructor	O.C. Peppery Spray Certified Instructor
B.S.I.S. Licensed Baton Instructor	B.S.I.S. Licensed Firearms Instructor
B.S.I.S. Qualified Manager	Emergency Response – Related to COVID-19 services
CPR / AED / First Aid Certification	Baton Permit
Exposed Firearm's Permit	O.C. Pepper Spray Permit
Incident Response to Terrorist Bombings (DHS)	Prevention & Response to Suicide Bombings (DHS)
Introduction to Incident Command System (IS-00100.b)	Critical Infrastructure Security: Theft & Diversion (IS-00916)
Active Shooter (IS-00907)	Protective Measures Course (DHS)
Surveillance Detection for Security Professionals	Over 100 additional hours of related skills training course for security guards (DCA)
Front Sight Firearms Training Certificate of Achievement	Department of Justice Firearm Safety Certificate

Sheryl Lyden
slyrehs@gmail.com

PROFILE

- Tolerant and flexible to different situations, decision making, critical thinking, organizing and planning.
- Entrusted to maintain a confidential environment. High integrity and honesty.
- Implements organizational policies and procedures to mitigate risk to employees and assets.
- Proven ability to manage people, projects, administrative tasks, and cost.
- Excellent communication skills (both written and verbal)
- Enthusiastic and positive personality with the ability to build trusting relationships.
- Supervises security officers and/or other personnel, evaluates service quality, and initiates any necessary corrective action in a timely manner.
- Assigns and directs work; coaches security officers, and caries out their respective responsibilities.
- Conducts interviews, make recommendations for placement of security professionals.

EXPERIENCE

Operations Manager Jul 2012 – current Power Security Group INC

Responsibilities:

- Provides support to the Director of Operations/General Manager.
- Supervising & scheduling assigned staff, review & process payroll for accuracy, quality control & contract compliance.
- Develops & writes post orders, provides training and on-site performance evaluations.
- Strong management presentation and negotiation skills as well as proven experience in organizing and directing staff/teamwork.
- Hire, train and coordinate work schedules of all security personnel to ensure a secure environment at all locations at all times.
- Maintains Patrol Vehicle schedules for mechanical or routine service.
- Ensures that the appearance and work performance of all staff are in line with company guidelines.
- Conducts orientation and pre-training requirements, provides Q&A for all license/permits/certifications.
- Successful working relationships with large numbers of employees from diverse backgrounds.
- Delegates site-specific duties to on-site supervisory staff.
- Able to multi-task and prioritize different activities based on providing superior customer service.
- Planning ability so that each client location is inspected at least once per week.
- Ensure compliance with local, state and federal guidelines regarding emergency and security.
- Liaison with local law enforcement to assist investigations of accidents, thefts, and property loss.
- Implement security programs and solutions in support of the business.
- Able to demonstrate integrity, reliability, and a willingness to do whatever it takes to get the job done.
- In-depth knowledge of software programs to include, but not limited to, Microsoft Office, Google Sheets.

CERTIFICATES / TRAINING

Alcohol & Beverage Control (ABC) Laws & Regs	CPR/AED/FIRST-AID
Current Active Guard Card Registration	Exposed Firearms Permit
MS Office Applications Certification	Corona Community Emergency Response Team (CERT)
B.S.I.S. 40 hours of State required training	School Security Guard Certificate SB1626
Over 100 hours additional hours of related skills training course for security guards	O.C. Pepper Spray Permit
Use of Deadly Force	Access & Crowd Control
Parking & Traffic Control	Supervision
Exposed Firearms	Emergency Response Services Related to COVID-19
Introduction to Incident Command System (IS-00100.b)	Active Shooter
National Incident Management System (NIMS)	DHS Search Procedure Course

Curriculum Vitae
Dan Matloff

Power Security in Corona: Currently part time Guard in various venues throughout Orange and Riverside Counties including protection of fine jewelery and money, personal parties, special occasions and large events. Current valid Guard Card, Exposed Gun Permit, Baton Permit and Chemical Weapons Permit.

Retired Riverside County Jail Forensic Mental Health: Currently full time Mental Health First Responder (13 plus Years in present position): Level V security facility operated by the **Riverside County Sheriff**, and under the Department of Mental Health. I am responsible for assessing inmates for dangerous behaviors toward self or others such as suicide and homicide, which include placing inmates into isolation "Safety Cells" to prevent them from hurting or killing themselves or others using a variety of techniques. Hospitalizing for inmates in Psychiatric facilities under Penal Code 4011.6 (WIC 5150). In addition, I assess inmates within the County Jail System for security concerns in specialized programs to determine their appropriateness and safety inside the jail on work crews, for the on site drug & alcohol program, as well as programs and housing concerns when inmates are release into the community. Conduct detailed assessments, counsel inmates regarding drug and alcohol issues, domestic violence, and interpersonal relationships in a level V security environment.

Riverside County Mental Health (1995 to 2017): Provided Crisis Assessments to Psychiatric patients who were in crisis and either attempting to harm or kill themselves or others, which include **Involuntary Hospitalization Holds (WIC 5150)**. Also provided Officer of The Day duties in out patient Mental Health clinics throughout Riverside County. In addition, I provided multicultural Psychotherapy and Case Management to all age groups. Interfaced with multiple community agencies.

Riverside County Department of Public Social Services (1986 to 1988):
First Responder to assessed children victimized by sexual, physical and emotional abuse within families and in the community. Placed children into ***Protective Custody*** and temporary shelters or foster homes to protect them from further abuses, and provided written recommendations to the **Riverside County Juvenile Court** regarding safety and appropriateness of their return to their families. Cross reported suspected child abuse to **Law Enforcement** agencies when appropriate.

Curriculum Vitae
Dan Matloff

Private Consulting Service in Palm Springs, California (1988 to 1995): Provided Crisis Intervention to Psychiatric Patients in the Hospital Setting, as well as **crisis intervention** to Juvenile Wards of The Court who were placed in "Boot Camp" settings and Group Homes. Also provided Psychotherapy to all ages and cultures.

United States Navy during the Vietnam War and Honorably Discharged.
From 1975 through 1986 I was in school completing my college education as listed bellow which includes a three year internship:

B.A. degree in the Behavioral Sciences with a minor in Correction and Criminology from California Polytechnic University in Pomona, California.
Masters of Arts from International College in Los Angeles, California.
California Licensed Marriage and Family Therapist.

Cureent California Concealed Carry Weapons License
Current Nevada Concealed Carry Weapons Licesne
Current California Guard Card
Current California Open Carry Permit
Current California Baton Card
Current California Chemical Agents Card

Steve J. Briseno

Verifiable track record of delivering exceptional security service.

SUMMARY: BSIS certified security professional with 8+ years of hands-on experience in protecting lives and property of clients. Familiar with basic security and civil law with demonstrated skills in exerting control over factors causing unrest. SB 1626 Certification, PC 832 training, Current Driver's License with reliable vehicle and clean DMV Record. *Security Officer of the Year.*

PROFESSIONAL EXPERIENCE

Security Officer Supervisor | LOS PINOS COMPOUND CLEVELAND NATIONAL FOREST

Vehicle and Foot Patrol Services 7-days a week, for the 47 acre unoccupied compound. TRESPASSERS , VIOLATIONS, FACILITIES CHECK, TWO WAY RADIO TRABUCO CANYON. Secure buildings and padlocked gates, gate access, open wide access, hikers, camp fires.

Security Guard | COVINA VALLEY UNIFIED SCHOOL DISTRICT West Covina, CA | 2010-2013
Hands-on experience in providing security services in a school environment, provided immediate response to alarm events, vehicle patrols of over 30 plus schools and adult education centers. Examined gates, doors and windows to ensure security. Addressed concerns from students, parents and faculty staff. Exceptional knowledge of school security procedures, amazing ability to handle aggressive students, outstanding ability to work in extreme weather conditions.

Security Guard | CORONA POINTE Riverside, CA | 2010-2013
Respond to security alarms and handle disturbances, monitor and authorize entrance and departure of visitors and staff. Call police and fire departments in case of emergency and ensure premises security at all times.

Patrol Officer | WEST TEC SECURITY, Riverside, CA 2008-2010
Identified irregularities, possible conflicts and safety hazards. Approached suspicious persons on the premises and notified police as required. Carried out periodic emergency call box checks.

Key Accomplishments:
• Implemented a daily log keeping system that ensured 100% recording of all incidents taking place during duty hours.
• Identified a damaged that was collapsing during patrol and took immediate measures to remove the security threat within 2 hours of identification.
• Reduced security breaches and property loss by 70% through effective surveillance and fool proof patrolling routines.
• Responded to a supplies theft issue and identified the person responsible by closely watching surveillance videos.

SKILLS:

- Management and training of security personnel
- Investigation related to security
- Excellent ability to resolve complaints
- Remarkable ability of oral and written report communication
- Familiar with local, state and federal rules
- Great ability of safety preventions and security risk management
- Excellent communication and interpersonal skills
- Certified in Security Supervisory Course
- Certified in safety training and VIP protection course
- AA Degree Criminal Justice
- CPR and First Aid Certified
- Bilingual/ Spanish Speaking

FREDDY MENDOZA BARAJAS

Summary of Qualifications:

- Manage a staff of 16 security officers. Department of Transportation Caltrans District 4
- In depth knowledge of State contracting and procurement
- Superior knowledge of standard security procedures and practice
- Excellent written, verbal and interpersonal communication skills

Work Experience:

Captain Security Officer June 2018 to current
Power Security Group/ Caltrans

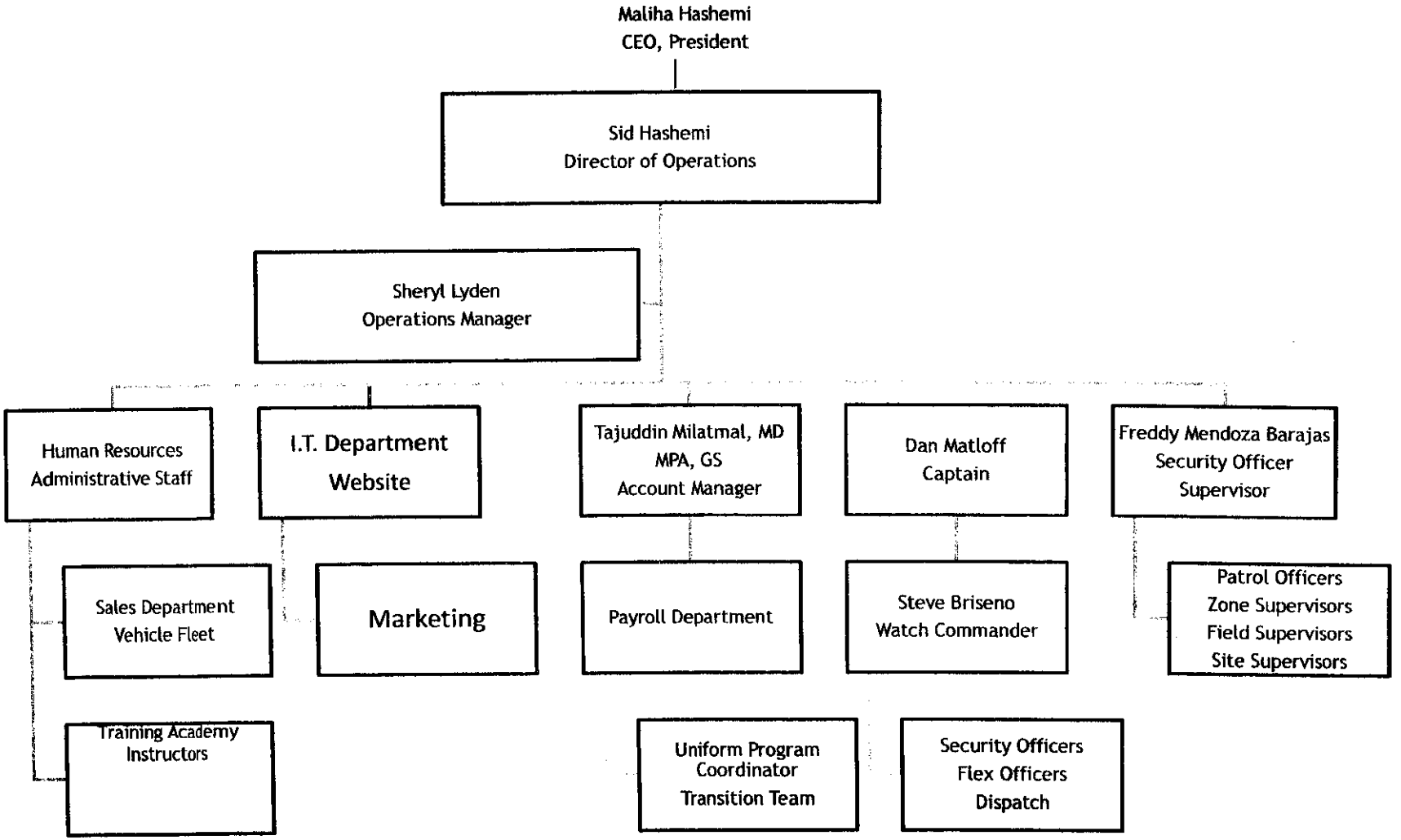
- Manage a staff of 16 security officers. Scheduling and review of time sheets for payroll processing.
- Review applications, conduct interviews, and process on-boarding paperwork for new hires.
- Train, counsel, review and inspect shifts and all assigned areas.
- Liaison between security services staff and Caltrans Manager.
- Ensure that visitors and vendors follow access control procedures according to Caltrans policy.
- Ensure that all security officers arrive on time for their scheduled shifts and ready for duty.
- Review daily log entries for accuracy, thoroughness and grammar.
- Monitor video surveillance cameras.
- Collaborate with police to investigate any criminal activity such as trespassing, burglary, theft or assault.

Security Officer June 2015 to June 2018
National Security

- Engage in foot patrol to check building, monitor specific areas of high security and investigate suspicious activity.
- Organize and log all security patrols, checkpoints and breeches.
- Track, write and document incidents
- Trained in emergency response, CPR, first aid, and AED.
- Work lobby desk to check and scan employee badges and ensure security protocols are maintained.
- Monitor video surveillance cameras looking for potential security issues, emergencies and /or physical accidents

Active State of California Guard Card Registration
CPR
40 + hours training in security officer skills

POWER SECURITY GROUP



STATE OF CALIFORNIA
dca
DEPARTMENT OF CONSUMER AFFAIRS

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

PRIVATE PATROL OPERATOR

License No. PPO17051

Valid Until: 12/31/2023

Receipt No. 8859

POWER SECURITY GROUP INC.
1390 W 6TH ST STE 120
CORONA, CA 92882-3539

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the company named hereon is issued a Private Patrol Operator License Renewal.

---- NON-TRANSFERABLE ----- POST IN PUBLIC VIEW -----

WPIPPO 10/2015

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T2P1 ******AUTO**MIXED AADC 956
POWER SECURITY GROUP INC
1390 W 6TH ST STE 120
CORONA CA 92882-3539

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002

DEPARTMENT OF CONSUMER AFFAIRS

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

BATON TRAINING INSTRUCTOR

Certificate No. TIB1878

Receipt No. 450

Valid Until: 03/31/2022

Issue Date: 12/05/2013

SADIQ HASHEMI
1390 W 6TH ST STE 120
CORONA, CA 92882-3539

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the individual named hereon is issued a Training Instructor Certificate.

---- NON-TRANSFERABLE ----- POST IN PUBLIC VIEW -----

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T2P1 ******AUTO**MIXED AADC 956
SADIQ HASHEMI
1390 W 6TH ST STE 120
CORONA CA 92882-3539

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002

STATE OF CALIFORNIA
dca
DEPARTMENT OF CONSUMER AFFAIRS

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

FIREARMS TRAINING INSTRUCTOR

Certificate No. TIF2332

Receipt No. 1807

Valid Until: 10/31/2023

Issue Date: 10/25/2013

SADIQ HASHEMI
1390 W 6TH ST STE 120
CORONA, CA 92882-3539

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the individual named hereon is issued a Training Instructor Certificate.

---- NON-TRANSFERABLE ----- POST IN PUBLIC VIEW -----

OPITIF .1206.CERT08S.081716

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T2P1 ******AUTO**MIXED AADC 956
SADIQ HASHEMI
1390 W 6TH ST STE 120
CORONA CA 92882-3539

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002

California Department of Justice
Bureau of Firearms

DOJ C.I. No.: 201173

Firearm Safety Certificate Program
DOJ CERTIFIED INSTRUCTOR

SADIQ M HASHEMI
Name

The above individual has met the skill, knowledge and competency requirements prescribed by the Department of Justice.

Expiration Date: *05/06/2023*

FIREARM SAFETY CERTIFICATE PROGRAM
Bureau of Firearms

DOJ Certified Instructor Signature

Issuing Office

State of California
Department of Justice
Bureau of Firearms

CERTIFICATE OF ELIGIBILITY

Number: 23571

Issued To:

Sadiq M Hashemi

This is to certify that the Department of Justice, Bureau of Firearms has completed a firearms eligibility check on the above named individual and as of the date of issue, there is nothing that would prohibit the individual from acquiring or possessing a firearm.

Date of Issue: October 21, 2021 **Expiration Date: October 20, 2022**

Signature of Issuing Officer _____

Certificate of Completion

Sadiq Hashemi

has successfully completed requirements for

First Aid/CPR/AED Instructor

Date Completed: 9/16/2021
Validity Period: 2 - Years

Conducted by: American Red Cross

To verify certificate, scan code or visit redcross.org/digitalcertificate and enter ID.

Learn and be inspired at LifesavingAwards.org

00OH9KS

POWER SECURITY ACADEMY

LICENSE NUMBER: 1288 **LICENSE TYPE:** TRAINING FACILITY BATON
LICENSE STATUS: CURRENT **EXPIRATION DATE:** APRIL 30, 2022
SECONDARY STATUS: N/A
CITY: CORONA **STATE:** CALIFORNIA **COUNTY:** RIVERSIDE **ZIP:** 92881

POWER SECURITY ACADEMY

LICENSE NUMBER: 1460 **LICENSE TYPE:** TRAINING FACILITY FIREARM
LICENSE STATUS: CURRENT **EXPIRATION DATE:** APRIL 30, 2022
SECONDARY STATUS: N/A
CITY: CORONA **STATE:** CALIFORNIA **COUNTY:** RIVERSIDE **ZIP:** 92881

POWER-1 OP ID: MO

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 02/05/2021

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. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

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. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER 877-242-9600 Central Insurance Agency, Inc. 93 East Main Street Smithtown, NY 11787 George Gavaris	CONTACT NAME: Christopher Daume PHONE (A/C, No, Ext): 877-242-9600 FAX (A/C, No): 877-243-8995 E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Steadfast Insurance Company	26387
INSURER B : American Guarantee and	26247
INSURER C : Zurich American Ins. Co of IL	27855
INSURER D :	
INSURER E :	
INSURER F :	

INSURED
Power Security Group
PPO# 17051
Sid Hashemi
1390 W.6th St. #120
Corona, CA 92882

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. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			EOL0663046-01	02/06/2021	02/06/2022	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 100,000
	X Assault & Battery						MED EXP (Any one person)	$ 5,000
	X Errors & Omission						PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 2,000,000
	X POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$ 2,000,000
	OTHER:							$
C	AUTOMOBILE LIABILITY			BAP0885631-01	02/06/2021	02/06/2022	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS ONLY NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
B	UMBRELLA LIAB X OCCUR			AUC8690078-01	02/06/2021	02/06/2022	EACH OCCURRENCE	$ 4,000,000
	X EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 4,000,000
	DED RETENTION $							$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N			WC 0169918 1	02/06/2021	02/06/2022	X PER STATUTE OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) N/A						E.L. EACH ACCIDENT	$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000

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

Proof of Insurance

CERTIFICATE HOLDER PROOF-2

Proof of Insurance

CANCELLATION

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

Henry Gavaris

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Security Service Proposal

REQUIREMENT:

Provide armed, uniformed professional security patrol officers to enhance the security of the property by being highly visible, deterring vandalism, and performing additional duties as may be directed by the client.

1. RECOMMEND SERVICE:

A. PATROL PROPERTY
B. WALK PROPERTY
C. PATROL PARKING LOT, BUILDING PERIMETER
D. CHECK DOOR LOCKS ON PROPERTY
E. PREVENT TRESSPASSING
F. REMOVE UNAUTHORIZED INDIVIDUALS FROM PROPERTY
G. PARKING ENFORCEMENT
H. REPORT PROBLEMS AND ANY ISSUES WITH THE PROPERTY
I. TOWING SERVICE
J. TOW TRUCK SERVICE FOR ABANDONED CARS
K. WILL PROVIDE DAR/INCIDENT REPORTS TO CLIENT THROUGH OFFICER REPORT
L. GUARD WILL BE EQUIPPED WITH PHONE AND WALKI TALKIE
M. CHECK ALL AREAS OF PROPERTY TO ENSURE THE SAFETY OF ALL INDIVIDUALS

2. PROPOSED COST:

CATEGORY Patrol Service	WEEKLY HOURS	BILL RATE	O/T-HOL RATE	WEEKLY COST
Sec Professional	168	$30.00	$45.00	5,040

3. HOLIDAYS:

R&B recognizes the following holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Security officers working on these days will be paid time and one/half. Clients will be billed the overtime/holiday rate.



Thank you for allowing R&B Global Security the opportunity to present a rate proposal for contract security services. With that in mind, I wanted to provide a brief background of our organization.

R&B Global Security began providing security services to the California market 8 years ago. It focuses on specific needs of each individual client.
The following are detailed things that have made our company successful. First and foremost is our attention to detail, training, and supervision of our security force. We also provide support through technology and our customer service program.

- **Our training and security force is second to none. One of the highlights is our 26- module mandatory security training program complete with documented testing, certification, and recognition. We also offer advanced training programs and a variety of seminars that are available to our security professionals and clients.**

- **Our customer service program is unmatched in the industry. Customer surveys are distributed quarterly to our clients and the managers. Security officers must receive minimum grade levels. If not, we immediately address the situation with an action plan and a 30 day resolution period. Our team is evaluated regularly by both their service scores and response to issues.**

- **In a time when Field Supervisions are becoming a rarity, R&B Global Security continues a robust program with training supervisors regularly, visiting sites, and assessing our security professionals seven days a week. Their site visits are documented and provided to our clients on a daily basis.**

- **Technology has been embraced by R&B Global Security with open arms. R&B Global Security has state of the art systems for: automated application tracking, timekeeping, employee performance, and administrative management, on-line internal & external training programs and client reporting. Additional information can be found in the proposal.**

- **Recently, the Department of Homeland Security awarded R&B Global Security with Safety Act Designation- an award provided to only a handful of contract security companies in the United States. Moreover, to provide limits of liability for both R&B Global Security and their clients, the process required to achieve this confirms our services and products have exceeded the very high expectations of the federal government.**

- **Finally, we pride ourselves on our value-added services. Everything R&B Global Security does is driven by the needs of our clients.**

These are just a few of the attributes that have set us apart from our competition and established R&B Global Security as the best value for your dollar!

If you have any questions, please do not hesitate to call us.

SECURITY PROFESSIONAL SERVICE AGREEMENT

1. **R&B Global Security will provide uniformed security professional at Clients property as set forth in the attached Quotation Schedule beginning _n/a continuing for two year. Therefore, R&B Global Security may adjust its rates due to increase of wages, expenses, state, federal, and local taxes, workers compensation cost, hours of service, scopes of services or working conditions, upon written notification to client sixty (60) days prior to anticipated adjustment. After one year this agreement shall continue until one of the parties gives the other thirty (30) days written notice of termination.**

2. **R&B Global Security will invoice Client weekly for each prior weeks (Friday through Thursday) services and payment must be received by R&B Global Security no later than thirty (30) days from the invoice date. Interest will be charged at the rate of 10% per annum from the invoice date on all invoices unpaid within that time.**

3. **R&B Global Security will make a reasonable effort to provide additional security professionals as requested by Client in case of an emergency subject to additional charges of not less than 1.5 times the rate being charged for regular service. Any request of emergency service will be subject to a minimum charge of three days requested services.**

4. **R&B Global Security uniformed professionals will present and patrol Client's property as set forth in the Quotation Schedule and will be monitor intrusion alarms, surveillance cameras and similar equipment as may be provided by Client. R&B Global Security professionals are not authorized to provide medical care or first aid or to operate or maintain Client's business or equipment. Should R&B Global Security and Client agree in writing, security professionals may monitor temperature gauges, pressure gauges, or similar devices at the sole risk of Client.**

5. **Post orders describe of R&B Global Security uniformed security professional's specific to Client's property. All orders and any changes must be in writing and approved by R&B Global Security.**

6. **R&B Global Security shall have no liability of damages resulting from Client's failure to implement procedures it recommends from Client's request from**

services of R&B Global Security personnel not previously agreed to in writing and approved by R&B Global Security.

Client acknowledges R&B Global Security is not an insurer of Client's risk and that the cost of its services is unrelated to the value of Client's property or risks. R&B Global Security cannot and does not guarantee that losses will not occur or that its services will prevent any adverse event. The determined by Client who agrees to defend, indemnify, hold R&B Global Security harmless and hereby waive any claim for damages alleging inadequate staffing caused or contributed to causing any occurrence, loss or harm to Clients or others.

7. R&B Global Security has and will maintain workers' compensation insurance, comprehensive general liability insurance, automobile liability insurance and an employee fidelity bond. In no event will R&B Global Security be liable to Client for loss of profits or consequential, exemplary or punitive damages. The parties agree that due to the nature of the service to be provided it is impracticable and speculative to fix damages to Client, if any, resulting from any breach or alleged breach of performance or non-performance of any obligation under this agreement and any claim from damages by Client shall in no event exceed the average six month gross profit of R&B Global Security from the services provided the Client here under as liquidated damages.

8. Client acknowledges that R&B Global Security will incur significant expense in recruiting, hiring, and training its personnel to perform the services for Client. If Client hires any employee of R&B Global Security without its consent during the term of this agreement or within thirty (30) days of its cancellation, Client will pay R&B Global Security an amount equal to the gross amount, billed for that or similar employees of R&B Global Security for the previous six month period.

9. The work of R&B Global Security will be done according to accepted standards of practice for uniformed security professionals and may be suspended or modified due to: labor disputes, strikes, fire, weather, governmental action, accident or acts of God.

10. The agreement shall be governed by California law. Any action arising out of it shall be venue in Orange County, California and the prevailing party shall be entitled to an award of all attorney fees and cost incurred.

11. This and the attached Quotation Schedule constitute the entire agreement between parties and may not be modify except in writing signed by both parties.

Contractor: R&B Global Security

By: Raymond Baker

Sign: Raymond Baker

Title: Owner

Date: 10 /18 / 2021

Client:

By:

Sign: _____

Date: / /

REQUEST FOR PROPOSAL (RFP) RESPONSE TO:

ARMED AND UNARMED SECURITY GUARD SERVICES FOR CITY OF COMPTON

October 28, 2021, at 5:00:00 PM PDT

Submitted to:
City of Compton
Aubrey Relf, Grant Compliance Manager
205 South Willowbrook Ave.
Compton, CA 90220
Phone: 310.605.5580
Email: arelf@comptoncity.org

Submitted by:
Servexo Protective Services
1515 W. 190th St #170
Gardena, CA 90248
Nicholas Bahbah, Contracts Specialist
Main: 323.527.9994
Fax: 323.521.5034
nbahbah@servexousa.com

This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used or disclosed in whole or in part for any purpose other than to evaluate this proposal. If however a contract is awarded to this offeror as a result of or in connection with the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in all sheets

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1 Transmittal Letter

Dear Aubrey Relf & City of Compton,

Servexo Protective Services (Servexo) appreciates the opportunity to present its response to your Request for Proposal for Armed and/or Unarmed Security Guard Services for qualified personnel in support of the City of Compton (CITY), in multiple locations. We are an established company focused on client protection by high-quality security protective services. Over the past ten years we have grown to become a full-service security provider that has expanded to cover 20 states. We combine the latest technology with an additional focus on physical protection and drone security, comprehensive security officer training, and preventative security maintenance for each of our clients.

We are honored and proud to say we have built a strong rapport and trust with Federal, State, and Local Government agencies, notably the US Departments of Agriculture, Interior, Education, the Bureau of Reclamation, National Oceanic and Atmospheric Administration, and many Departments of Veterans Affairs facilities. We are confident that our provided added value and security service qualifications will address your needs. Below are factors that enable us to perform for the City of Compton:

1. Nationwide security with security expert teams able to handle emergencies and/or special services.
2. Experience deploying security services to multiple locations within a single project, sometimes on an on-call basis.
3. Cloud-based guard management system to take immediate action real-time.
4. Comprehensive online and offline training program, i.e., Guard Force, Security Personnel Training.
5. A systematic reporting program built around your needs.
6. Quality control and assurance bolstered by experience and technology.

With collective hands-on field service unarmed, armed, and roving security officers, and project management experience, our team is ready. We will provide personnel, supervision, training, uniforms, vehicles, and equipment, per contract, for public safety and security service programs in accordance with your needs, and terms and conditions.

We trust you will find the qualifications and capabilities of Servexo to be the deciding factor. This offer is valid for 90 days, and all information submitted with the proposal is true and correct.

Thank you so much for this opportunity,

Nicholas Bahbah
Contract Specialist
1515 W. 190th Street, Suite170
Gardena, CA 90248
T.323.302.9935 | F 323.521.5034
nbahbah@servexousa.com

2 Servexo History & Information

In 2010, Servexo was founded on serving and executing on the safety and wellbeing of the public and our clients. Servexo is well versed in providing security and emergency services. From security officer services to security technology, our company is constantly setting industry trends in security. When security threats evolve, we evolve as well. Being proactive separates us from our competitors, and our brand of excellence reflects our values in service to our community. With our team of military veterans, when you hire Servexo, you are hiring a hero.

Pre 2017: Founded 2010; Incorporated 2013; Outstanding Small Business by Los Angeles Mayor Garcetti and SBA ('16); First Award (Anaheim '15); Federal Contract (VA, GSA '17)

2018: Skanska Construction - Westside MTA Subway – Los Angeles Airport (note: For Skanska, Servexo developed a risk analysis tool to detect external and internal security threats)

2019 - 2020: Employee expansion by 500%; Open now 13 satellite offices; Licensed in over 20 US states.

Sampling of past performance – protective security services:

Municipalities: City of Downey; County of Sonoma; City of Anaheim, CA; Bakersfield, CA; Gardena, CA; Carson, CA
Los Angeles Metropolitan Transportation Authority (MTA) (Skanska/Traylor Construction)

Los Angeles Airport (LAX) - PCL LA Gateway Partners Selected for LAX (ConRAC)

Los Angeles Police Department
Truckee, CA Superior Court of California, County of Nevada Courthouse
Kern County, California; AMTRAK Bakersfield

National Oceanic and Atmospheric Administration (NOAA)

U.S. Department of Veterans Affairs ((19): California: Riverside, Long Beach, San Diego; Washington: Spokane, Wenatchee, Coeur d 'Alene (Idaho); Georgia: Brunswick, Perry, Milledgeville; Texas: Austin, Temple, Waco; Arizona: Yuma, Tucson; Oregon: Eugene; South Carolina: Columbia, Charleston, Orangeburg; Colorado: Denver)

U.S. Department of General Services / US Department of Health & Human Services

U.S. Department of Education / U.S. Department of Interior / U.S. Bureau of Reclamation

John Palmer, President: John is a subject matter expert in security consulting and risk analysis, physical, aerial, and infrastructure. He has served in multiple managerial capacities in the security industry, like the Southern California Regional Manager for security companies, and he holds a board certification as a Physical Security Professional by ASIS International. Mr. Palmer has developed a risk analysis tool to detect external and internal security threats that was used prominently in the LAWA project. In cooperation with Washington College's GIS department, Mr. Palmer developed a new concept in CPTED (Crime Prevention Through Environmental Design). Mr. Palmer also received special professional field operations training while serving in the Military. A US Army Veteran, serving with the California National Guard and 190th Infantry Brigade at Ft. Benning, Mr. Palmer is sought by organizations like 'ASIS', 'IFMA', 'BOMA', LAPD, and Department of Homeland Security. Mr. Palmer personally pledged Servexo's

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supporting effort to Los Angeles Mayor Garcetti's "10,000 Strong initiative' to hire 10,000 veterans by 2020. Mr. Palmers' passion assisted in Servexo's nomination as SBA's 2016 Small Business of Year Award presented by Mayor Garcetti and SBDC. Mr. Palmer is also a proud alumni and supporter of the Wounded Warriors Project and various other non-profits alike, which focus on veteran communities.

Relationship with the Government

We are honored and proud to say that the overwhelming majority of our customers are Federal, State, Local agencies, and municipal authorities. We have built a strong rapport and trust with such clients and have the qualifications to serve client requests and requirements.

Industry Awards

- '16 Forbes Magazine's "30 Under 30" President John Palmer of Servexo
- '17 'Best of Gardena Security & Public Safety Service' by Gardena Program
- '18 'Annual Business Partnership Award' by the City of Compton's Mayor Aja Brown
- '20 "John K. Lopez Individual Excellence Award" Caltrans Department General Services
- Cal WATER Association Graduate (Water Acumen Train Entrepreneurship Refinement)
- $400,000 Bondable Capacity
- ISN Network Member

Servexo Information
Name of Entity: Servexo DBA Servexo Protective Services
Business Structure: S Corporation
Location of Offices:
National Headquarters:
1515 W. 190th
Gardena, CA 90248
Number of Employees: 500+

Please see below for Organizational Chart and Financial Statement

The Servexo Solution We are honored and proud to say the vast majority of our customers are Federal, State, Local and municipal agencies. We have built a strong rapport and trust with such clients. Below are a few factors that enable us to match well with the CITY OF COMPTON's requirements:

- Servexo is in good standing with the State of California and exceed all requirements in this RFP
- Comprehensive online/offline training, i.e., Guard Force, Security Personnel Training
- Serve 20+ States to perform emergency/special security services as short as same-day notice
- Cloud-based management and reporting to take immediate actions for any circumstances
- Carry general / auto / umbrella liability, with limits / occurrence / aggregate to $1/$5M

Servexo is focused on client protection by high-quality security protective services and adds

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unique value to each client. Starting in 2010 from its HQ in Gardena, CA, Servexo has grown to become a full-service security provider with business expansion to cover services in 20 states.

Servexo seamlessly integrates CITY OF COMPTON's policies and procedures with its processes, which have successfully been employed on more than 100 similar engagements. Servexo prides itself in hiring heroes, and over 70% of its security staff are military veterans. We feature top professionals, emphasizing strong character traits like honesty, integrity, courtesy, tact, cooperation, personal appearance, good mental and physical fitness, and bearing. We know you will find the qualifications and capabilities of Servexo to be the best for CITY OF COMPTON. Our proposal outlines and details how we will proceed and satisfy all of CITY OF COMPTON's requirements. Servexo looks forward to fulfilling CITY OF COMPTON's expectation of success.

Servexo Organization

Servexo will function as an integrated, seamless entity under the overall direction and control of the Servexo Security Manager, who will serve as the one of the points of contact to the CITY OF COMPTON's management and provide overall technical guidance and direction to Servexo staff. We will organize with four primary functional groups, each dedicated to one or more associated tasks.

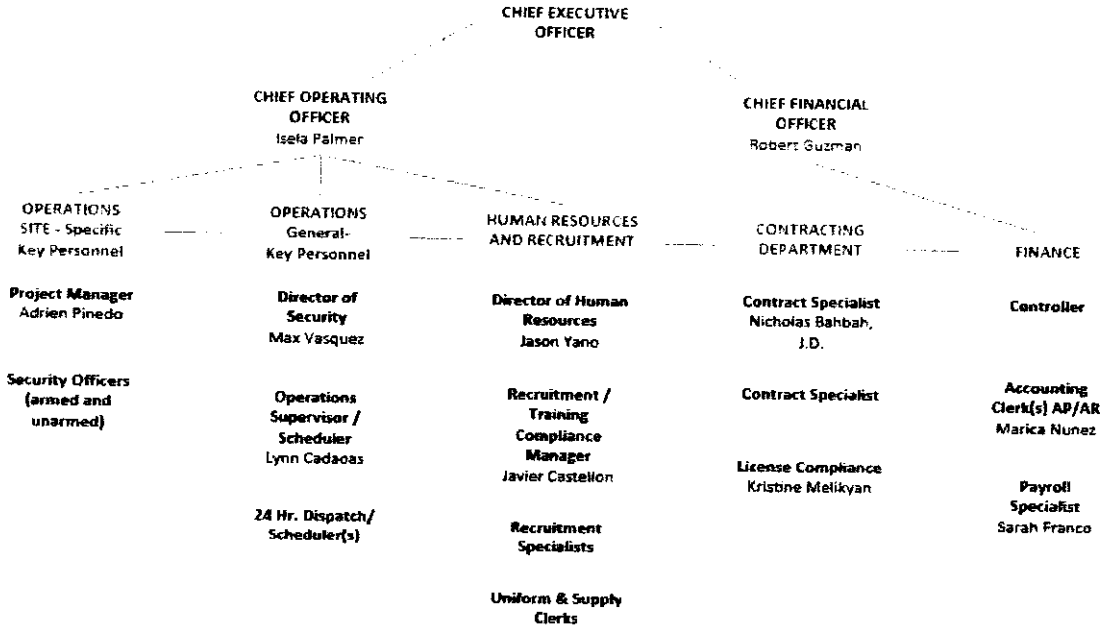
Key elements of our management structure include:

High-level corporate commitment from senior executives of all team members

Clear lines of authority and responsibility within the contractor organizations

Clearly defined lines of communication with CITY OF COMPTON management

Independent Quality Assurance (QA)



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Financial Statements

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Servexo

Profit and Loss

January - December 2020

	TOTAL
Income	
47900 Sales	5,327,095.48
Total Income	**$5,327,095.48**
Cost of Goods Sold	**$3,484,983.99**
GROSS PROFIT	**$1,842,111.49**
Expenses	
60005 Advertising & Promotion	37,409.11
60020 Auto expense	18,601.83
60040 Bank service charges (New)	2,829.19
60140 Office Payroll Taxes	95,116.80
60177 General Liability	28,046.99
6025 Due and Subscription	1,060.00
6040 Merchant Fees (New)	7,605.70
60623 Payroll Processing fees	21,489.45
60743 Meal and Entertainment	13,483.45
60744 Office Supplies	26,232.77
60750 Legal & Professional fees	68,027.29
60760 Rent	61,948.68
60770 Telephone Expense	17,397.29
60780 Repairs & Maintenance	37,032.16
60840 Travel Expense	28,897.44
6190 Shipping & delivery	11,754.92
7040 Insurance-group health	54,962.16
7045 401(K)	91,863.50
7065 Internet	3,872.68
7091 Office Expense	6,883.90
7095 Office Equipment Lease	4,444.53
7110 Payroll-office	840,116.65
7120 Payroll-officers	221,758.52
7125 Payroll adjust	0.00
7160 Software (New)	1,854.00
7161 Guard Management Software	43,167.10
7170 Taxes and license (New)	22,538.11
Total Expenses	**$1,768,394.22**
NET OPERATING INCOME	**$73,717.27**
Other Income	**$902.84**
Other Expenses	**$16,671.62**
NET OTHER INCOME	**$ -15,968.78**
NET INCOME	**$57,748.49**

Servexo

Balance Sheet

As of December 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Accounts Receivable	**$326,570.43**
11000 Accounts Receivable	
Total Accounts Receivable	234,928.10
Other Current Assets	**$234,928.10**
Total Current Assets	**$133,821.86**
Fixed Assets	**$695,320.39**
TOTAL ASSETS	**$42,618.73**
LIABILITIES AND EQUITY	**$737,939.12**
Liabilities	
Current Liabilities	
Long-Term Liabilities	**$237,260.14**
Total Liabilities	**$667,189.08**
Equity	**$904,449.22**
TOTAL LIABILITIES AND EQUITY	**$ -166,510.10**
	$737,939.12

3 Our Value Proposition

Servexo, is first and foremost appreciative to all its clients in being awarded their armed, unarmed, dispatch security, and screening services. Our record of service and our approach reflect well with how we strive to add value to each project. We take pride in providing all of our clients a unique value-added proposition. We tailor our services to each of our client's explicit needs and desired results. Our value proposition is to provide what is most important and essential for CITY OF COMPTON:

1. Price	2. Quality of Service	3. Flexibility

Most providers cannot provide a client with all three values. Our experience shows that we strive to understand our clients, notably their safety concerns, and monitor cost efficiency, and quality control, and we adapt accordingly. Our security qualifications allow us to offer what is best suited for our clients' needs and wants. We tailor our services to each contractual obligation, as such:

i) We deliver quality and value by security and public safety service.
ii) We use new technology to raise expectations, and redefine how security functions, thereby delivering more flexibility and value to our clients.
iii) We stand by our commitment that our security personnel are the most highly trained and experienced in providing a superior, cost effective security deliverable.

In using value-added services to differentiate our services, we know we must continually invest to develop, build, and innovate - we always focus on what is best for the client. Through our experience we know that we must constantly improve our value proposition, price, quality, and flexibility. Our clients demand nothing less, and therefore we must serve and execute on this promise. We actively work to keep training up to date to provide proper guidance to staff operating under our control in order to provide our clients with comfort and confidence in the services that they receive. We are confident that the services Servexo provides are the best solution for your needs.

3.1 Proposed Staffing

Servexo is ready to staff each required position immediately with high-quality professionals who meet or exceed the RFP requirements for each labor category.

Servexo understands the comfort that comes from familiar working relationships, and therefore organizes for continuity. Upon award, we will offer incumbent employees the opportunity to apply for a position on Servexo. In candidate selection, considerable weight will be given to candidates recommended by CITY OF COMPTON. If incumbent employees are hired, we will take full advantage of their expertise and will improve upon their skill sets with our solid processes and innovative resources. Our benefit and compensation programs are above industry standards, and we are confident in our ability to hire and retain any incumbent staff that meet the criteria established for the contract and who wish to remain with the contract, without being forced to take the pay cuts that are typically associated with similar contract transitions in this industry.

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3.2 Communication Management Controls Software

In order to act as effective stewards of CITY OF COMPTON's funds, we enforce rigorous controls across the project team. Servexo will work with CITY OF COMPTON to revise the Post Order (PO) that will be submitted within 30 days of contract award and will perform to that plan. The PO will consist of management and management support functions, as well as all staffing and support functions. The PO will include comprehensive program planning that details the integration and management required to successfully perform the program. It will clearly outline the roles and responsibilities of Servexo managers and staff.

The specific measures used to implement management controls are discussed in the following sections. Specific control areas include Technical Control, Cost Control, Schedule Control, Deliverable Control, Staff Control, and Subcontractor Control.

Management Controls

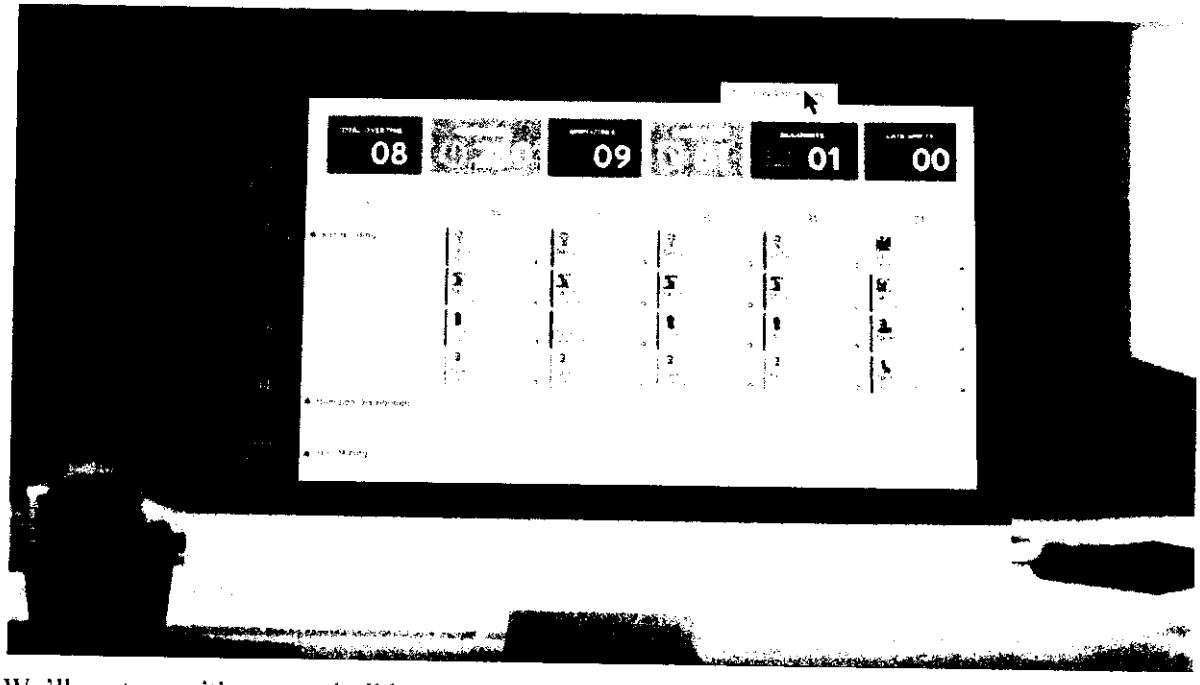
Control Area	Control Measures			
	Plans	**Review & Audits**	**Reports**	**Primary Tools**
Technical	▸ Task Plans ▸ QA Plans ▸ Training Plans ▸ Incident Resolution Plans ▸ Security Plans	▸ Project Status Reviews ▸ Audits ▸ Informal Reviews	▸ Monthly Status Reports ▸ Meeting Minutes	▸ Guard Management Software System ▸ Action Item Tracking System ▸ Problem Tracking System
Schedule	▸ Schedule Coverage ▸ No Show/Sick Call	▸ Project Status Reviews	▸ Monthly Status Reports	▸ Servexo Timekeeping system
Cost	▸ No Overtime	▸ Project Status Reviews	▸ Monthly Status Reports	▸ Servexo Accounting System
Deliverable	▸ Task Plans	▸ Peer Reviews ▸ Project Status Reviews	▸ Deliverable Documents	▸ Microsoft Word/PDF
Staff	▸ Task Plans ▸ Staffing Plans	▸ Project Status Reviews	▸ Monthly Status Reports	▸ Microsoft Word/PDF
Subcontractor	▸ Subcontracts ▸ Subcontractor Task Orders	▸ Project Status Reviews	▸ Subcontractor Progress Reports	▸ Microsoft Word/PDF

Servexo control measures are proven processes and procedures based on ISO-certified standards.

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Full Transparency Through In-depth Reporting

Servexo's guard management software can be accessed on virtually any mobile device, tablet, or desktop. You can receive daily, weekly, and monthly reports that allow you to analyze any reoccurring issues in your facility, and view invoices, site schedules, or GPS activity from guard security.



We'll partner with you to build a security service that is suited to your specific business needs using real-time data gathered from the frontline. Below are a few examples of fully customizable reports to give you complete control of your data:

- Activity Report
- Incident Report
- Maintenance Report
- Daily Activity Report
- Personalized Report
- Incident Report Analysis
- Incident Trends
- Post Orders
- Attendance Report

Other added value technology is:

- NFC (Near Field Communication) technology, which ensures security officers visit checkpoints using NFC chips at each facility checkpoint (to 100 points at no cost) and enables us to provide optimal security service while ensuring that each duty is fulfilled with accuracy.
- Specific instructions per site or checkpoint
- Important reminders displayed upon scanning checkpoint
- Tour-status display, including duration, missed checkpoints, and collected reports
- Centralized management of single or multiple sites from a single dashboard
- Live GPS Feed

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Servexo will institute an issue tracking system to provide a formal method of identifying and managing resolutions for issues, concerns, and specific questions. As items are added to this database, our management will monitor it to ensure that all items addressed are resolved in a timely manner. Within 10 days after each issue resolution, Servexo will conduct an *after-action review* to ensure that the corrective action was effective and that the issue has been resolved.

Servexo will have policies and procedures in place for handling emergency issues and unanticipated requirements. We will conduct periodic lessons learned sessions, documenting individual items for use in subsequent activities, as part of our continuous process improvement philosophy.

Servexo Guard Management Software

Servexo understands the time and effort needed to define security protocols, including the demands to keep them current. With this always in mind, Servexo has its own strict standards of protocol and achievement to which we hold all our personnel. With our comprehensive guard management software, we reduce concerns over our client services. Servexo's expertise and leading security workforce technology are a winning combination for our clients' interests and needs.

End-to-End Security Services

We design controlled workflows made to measure security requirements. This includes site-specific instructions by job type, and tailored reporting requirements and tasks. The features of these workflows combine best of automation with customization to deliver personalized service. We are proud to deliver precision and value through our security and public safety services. We also track and report in real-time on your security environment while giving total transparency and accountability regarding our security officer services. Screenshots and examples of our guard management software's interface can be seen in the following sections.

Data Security with Servexo

After years of experience with federal and state facilities requiring protected data security supplemented by annual data security training, we are confident that our staff are qualified to handle your data and maintain confidentiality.

Tracking and Management

Our guard management software also offers operational oversight and control to automate repetitive tasks and standardize protocol. This also covers inventory and equipment overview. We can take the objectives and our analysis of a security environment to plan services that best match your needs.

We also have processes in place to generate reports. These processes cover equipment management and data collection from multiple sources combined with easy to interpret displays that make it easy to address client conditions. We enable clients to manage the organization and analysis of data and electronic creation as well as report distribution. Incident trending and analytics enable us to provide data-driven incident trend reports for our clients. Combined with the previously mentioned technological assets, this improves our service so our personnel can compile accurate reports for our clients. We can also customize forms and include links to

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predefined incident severity levels and incident types. This ensures established incident response protocols are closely followed and helps guide our personnel to provide reporting information, needed per incident type and severity, to our clients.

3.3 Approach to Managing with Dispatch Center

24/7 Dispatch Center Function

Our real time technology places emphasis on our 24/7 Dispatch Center function. Dispatchers have constant supervision over security officer activity, and communicate directly, in real time, with security officers to facilitate effective operation. If an unexpected event occurs, or if there is a point of question for proper action, Dispatch feeds data to the proper levels of our management and client contacts / project post orders, and then provides direction back to the security officers directly involved. This program is cloud based, and thus our management levels can be reached - and they in turn can access the data involved from virtually anywhere - anytime. Shown here are our Dispatch Center duties, location, and staff count:

24/7 Headquarters Dispatch Center Chart	
Duties	• Monitor security officer activity, communicate directly, in real time, to facilitate effective operation. • Coordinate security officer changes and directions required by Servexo direction or client request. • Schedule and maintain the appropriate security officer assignments. • Coordinate immediate changes in personnel, such as call-offs, sick time, and vacations. • Serve as POC; address security officer conduct, post order, emergency request (same day response) • security officer • For a no-show, our local dispatch can arrive on site to provide coverage until replacement.

Servexo 24/7 Headquarters Dispatch Center Locations/Staff Chart

Title	Locations / Business Hours	No. of Staff
Customer Service Representatives	Servexo National HQ 8AM to 5PM PST	500
Dispatch/Field Supervisors	Servexo National HQ 24/7	40
Call Center Representatives	Nationwide 24/7	125

Our security officers use our software to complete reports related to the job site to meet or exceed our clients' requirements. Servexo instills our own level of excellence to every one of our security officers, no matter which site they are assigned to. Security officers use the software to write reports on incidents in detail, to upload pictures of any incidents or situations, and to sign reports. All reports are time stamped and can be easily tracked and reviewed by Servexo's management. Reports can be automatically sent to any person if given the proper permissions.

Our software can also be used to track security officers in real time. Using GPS tracking, we can

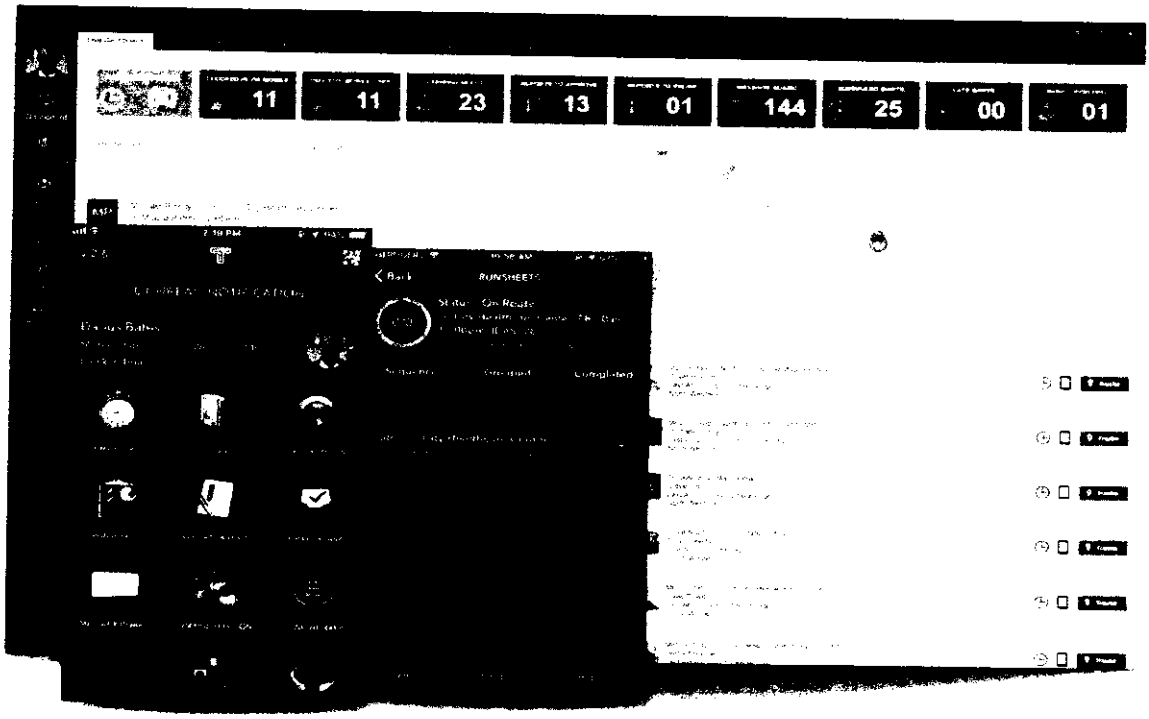
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monitor where our security officers are patrolling or stationed. It can also create a geofence, which alerts Dispatch if a security officer leaves a designated area. This technology works for both foot and vehicle patrols.

Our dispatch center is critical to our organization's operation. Security officers throughout all sites are constantly funneling information through the software, which requires Dispatch to act accordingly to resolve issues quickly and efficiently. Dispatchers must know who to get into contact with for all situations, whether an internal or external issue, and whether they must contact public authorities in the area, or even CITY OF COMPTON Representative for contracts. Our 24/7 dispatch center plays a critical role, especially for Law Enforcement or public servants who will be responding to the Alarm Calls. Our dispatch officers will be the ones who get the alert from our clients and, once the location has been identified, will contact our security officers or Law Enforcement to respond to the call.

3.4 Technical Control

Technical control focuses primarily on the quality of the work performed by Servexo. Peer reviews will be used to suggest possible improvements and ensure that the services meet predefined standards, that work is performed consistently, and that support processes are effective. The Servexo Project Manager and the individual Site Managers will be responsible for meeting the technical performance standards. Servexo's Quality Assurance team will independently monitor and evaluate technical performance against CITY OF COMPTON's acceptance criteria and analyze metrics.



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Technology Connects Management in Real-Time to the Frontline

We're raising expectations and redefining what security means today and delivering greater value for customers with our technology. When no-show or adverse staffing events arise, our software alerts all the qualified security officers in the vicinity so we can quickly back fill personnel. Using Geofencing (the use of GPS or RFID technology), the central dispatch center can monitor the following activities in real-time 24/7.

- NFC (Near Field Communication) technology ensures security officers visit checkpoint
- Specific instructions per site or checkpoint
- Important reminders displayed upon scanning checkpoint
- Tour-status display, including duration, missed checkpoints and collected reports
- Centralized management of single or multiple sites from a single dashboard



Complete Oversight of Every Aspect of Guarding Services

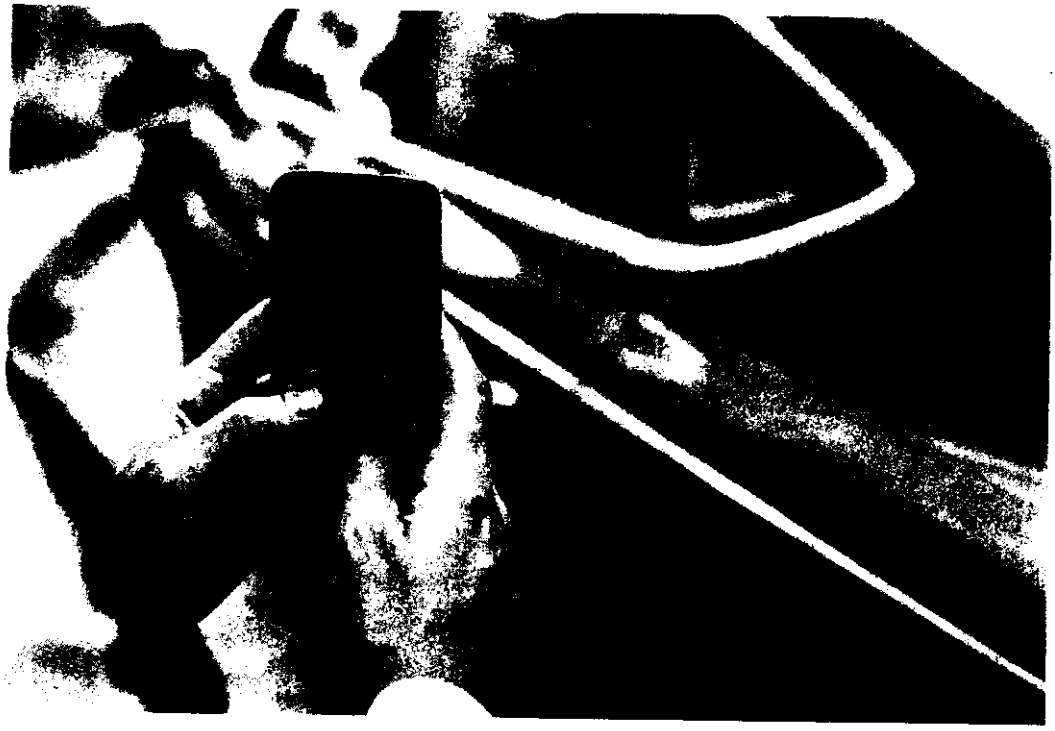
We have complete oversight of every aspect of your security officer services in real-time. This helps to pinpoint hotspots and mitigate risks before they become critical problems.

- **Panic Button.** In case of extreme emergencies, our security officers are trained to use the Panic Button on their mobile device to alert our 24/7 dispatch center, and our dispatch center will handle the situation right away. This also protects our security officers when the emergency affects their safety.
- **Certifications/Renewals Reminder.** This software also alerts the security officers when it is time to renew their licenses/certifications.

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Improve Control of Entry by Outsiders

- Lockdown traceability of packages with barcode scanning
- Visitor authorization lists and blacklists
- Visitor credential scanning
- Live Video Feed: Functionality for Immediate Response to Any Situation.



3.5 Staff Control

Staff controls include assigning qualified staff to all program staff and ensuring that sufficient personnel from Servexo are available to guarantee successful contract performance. Staffing requirements are defined by contract labor category requirements and specific contract requirements, as specified in the solicitation.

Position skill requirements and levels of effort required for each task order will be determined by:

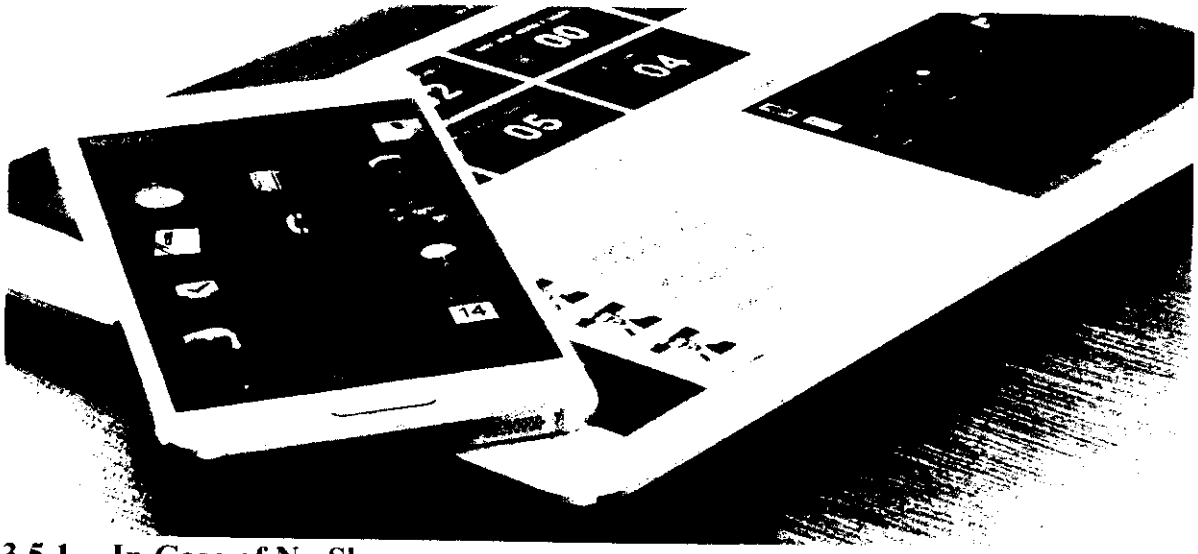
- **Assessing contract requirements.** This assessment will be performed by the Servexo Project Manager with assistance from designated specialists from the management, technical, functional, and integration arenas
- **Determining labor category and skill requirements.** The most important labor selection will be that of Project Manager, followed by other technical leaders. Individuals will be selected based on the size, complexity, and nature of the required tasks.
- **Determining level of effort.** Level of effort will be estimated based on the requirements of the deliverable. Some may require the use of specific tools, models, or metrics to determine the optimal level of effort and schedule.

At the conclusion of this process, staff selections and assignments will be documented in the

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delivery plan. The plan will include a list of staff members and a breakdown of estimated labor hours proposed for each labor category.

The resource loading and leveling capabilities of the Guard Management System (GMS) will be used to assess the effects of different staff loading. The Servexo Project Manager will re-direct staffing resources, as required, to ensure the most efficient and effective fulfillment of all contractual obligations.



3.5.1 In Case of No Shows

We will maintain a pool of reserve, or back-up security officers who remain on an on-call basis to fulfill vacancies at this location. Our guard management software is integral to our approach in the management of situations like this because security officers can post shifts and reserve security officers can accept hours within seconds. This will ensure continuous and seamless service for our clients.

In the event of a security officer not showing up, we will replace the security officer within 60 minutes with a reserve security officer while previous shift officers continue coverage until backup security officers show up.

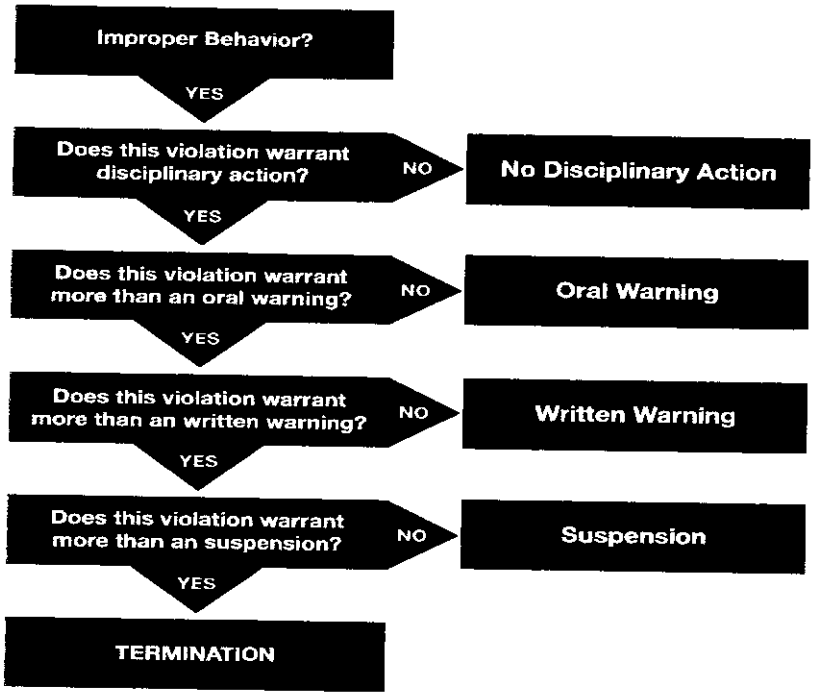
Pursuant to our customer service-oriented approach, our Dispatch Center will notify the contracting officer or their representative of the change. In one instance one of our security officers was hit by a car on way to their shift, missing their scheduled posting at the last minute. Dispatch sent the site supervisor as a replacement security officer within ten minutes so no gap occurred. A representative was also present with injured officer. Our dispatch center arranged and reported to the client with revised personnel data in under thirty minutes.

3.5.2 No Show Disciplinary Action

Because the safety of our clients' staff, patrons and property are our company's utmost concern, we hold our security officers to high standards of excellence. Depending on the severity of the action, management may issue a verbal warning for a first offense and will write them up if the behavior continues. If it does persist, the Site Supervisor will consult with the Operations Manager

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to pursue disciplinary action such as removing the security officer for a certain number of days. Finally, if the behavior cannot be corrected through these disciplinary actions, the Site Supervisor and the Operations Manager will confer with Human Resources to terminate the security officer's employment.



3.6 Schedule Control

Security officer work schedules will be established in the Guard Management System. This will include a summary of scheduled activities started, completed, in progress, and planned for the next month. Schedule charts will also be updated to show planned versus actual performance. Schedule control problems will then be identified by the Servexo Project Manager, who will have the authority to rearrange tasks or reallocate and add resources as required to meet schedule demands. As the information needed to generate the overall schedule is automated, more sophisticated, complex scheduling and analysis tools can be deployed. The result will be a more cost and resource efficient schedule.

3.7 Cost Control

Cost controls are implemented to ensure that CITY OF COMPTON's funds are spent judiciously, actual expenditures are reported accurately, and performance is completed within established budgets. Cost controls are also tightly integrated with schedule controls. Cost and schedule controls are supported by:

- **Guard Management System (GMS)** is used to plan, track, and report schedules, resource loading, activity budgets, and earned value analysis
- **Guard Accounting System (GAS).** The Servexo corporate financial accounting system will be used to track such expenditures as time sheets, expense reports, subcontractor invoices, and overhead allocation.

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Servexo Guard Management System



Official contract task orders will establish budgets. The budgets will be entered into a Cost Tracking System. The schedule, and resource loading data will be integrated with the budget data transferred from the Cost Tracking System. This will establish the baseline cost and schedule for each security officer. This system will produce monthly Program Status Reports (PSRs), which will then be distributed to Servexo's Project Manager.

PSRs will be reconciled against the budget, and monthly cost reports will be prepared using actual cost and schedule data. The Guard Management Software (GMS) will be updated, and revised schedule reports will then be prepared. Both cost and schedule reports will be included in the Monthly Status Report (MSR).

Critical cost control issues of the overall program or individual tasks will be identified through reports generated by the GMS and/or the internal accounting system. The Servexo Project Manager has the full authority to identify and implement workarounds to cost problems by finding more cost-effective approaches, finding more cost-effective suppliers, and utilizing more cost-effective personnel while staying within the parameters defined by the agreement.

3.8 Deliverable Control

All technical and documentation deliverables will undergo the review process and will be completed using Microsoft Word. They will be delivered in the CITY OF COMPTON's standard format, both in hard and soft copy. A copy of all deliverables will be maintained in the document library. Technical documents will be written by the technical staff, edited by a Document Specialist, peer-reviewed, and submitted for approval. Once baselined, the document will be reviewed by Quality Assurance (QA) and Servexo's Project Manager. Technical and quality control for deliverables will be the combined responsibility of the Servexo Project Manager and the Quality Assurance department.

Equipment (Security Officer Tools and Vehicles)

Our vehicles can be customized to client specifications. As certain clients require different identifying materials, numbers, and equipment, Servexo does not provide any sort of standard

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vehicle markings, instead tailoring them to the needs of the client and the solicitation.

Servexo will have each of our Security Guard/Officer be required to have active certification to carry a baton, pepper spray, and handcuffs (firearm where required). Servexo will provide assigned personnel with cellular phones with "direct connect" type capabilities.

Because many of our projects require equipment, we have put rules in place for how said equipment is to be delivered to the work site. If the equipment is company owned, Servexo will ship the required items to either the supervisor overseeing the project or, if there is no designated supervisor, to either our local satellite office or the work site itself. If, however, the equipment is being procured for the client, we send it directly to any location or person that the client designates as the preferred recipient. Servexo will comply with the following CITY OF COMPTON requirements:

i. Vehicle(s) are to be in good working order and appearance,
ii. Vehicle(s) must have current registration,
iii. Vehicle(s) must have proof of insurance,
iv. Vehicle(s) must have an amber light installed on its roof,
v. Vehicle(s) must be clearly marked as a security patrol vehicle with Security Company's name and/or logo.



Servexo will be able to provide all required vehicles, cell phones at each assigned post, computers and/or tablets with each assigned post and patrol and provide an Electronic Guard Tour Patrol System. Servexo has an agreement with Enterprise Rent-a-Car to ensure that when a vehicle suffers an accident, breaks down, or needs to be replaced for any reason, we can have a new vehicle ready as soon as it can be obtained from the nearest Enterprise facility. This provides added insurance against any issues that may arise regarding patrol vehicles.



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Uniforms

Servexo Validations: Property and Supplies Service Requirements

Servexo provide required uniforms at no cost; personnel to be in uniform that satisfies requirements, with needed badges, logos as required; follow proper CITY OF COMPTON protocol for its non-compliant personnel; on-site personnel to not have visible body piercings (earring exception), with safety vests, rain suits with Servexo's 1" name and logo and 2" "SECURITY" on the back.





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4 Contract Management

4.1 Purpose and Scope

Servexo is ready to begin work for CITY OF COMPTON, using our ISO-certified policies and procedures. Our management approach creates a seamless team environment, driven by well-defined processes, and monitored by a comprehensive set of management controls. Our ability to manage and control this contract is exemplified in success stories with multiple customers requiring similar services. This Plan presents the management processes and procedures Servexo will use to direct and control all aspects of contract performance.

4.2 Overview

Servexo will serve CITY OF COMPTON using CITY OF COMPTON's policies and procedures where applicable, supplemented by Servexo's ISO-certified procedures.

Servexo is prepared to immediately provide highly qualified personnel who possess the specialized knowledge necessary to successfully meet your challenges. Servexo, as the prime contractor, will be singularly responsible to CITY OF COMPTON for all contractual performance. The Servexo Project Manager will have the authority to respond immediately to the needs of CITY OF COMPTON, with direct support from their supervisor 24/7.

MANAGEMENT HIGHLIGHT

Servexo has a disciplined, effective structure in place to provide an integrated and responsive management team for meeting CITY OF COMPTON requirements. Our ISO-certified management policies and procedures provide effective technical, management, schedule, cost, and staffing controls

4.3 Servexo Approach to Potential Problems

As with any contract where there is potential for change to an existing environment, there are risks associated. Some of the perceived problem areas include, but are not limited to:

- Not delivering equipment at start of contract such as guard shacks, vehicles, radios
- Not starting the contract on the date and time as proposed
- New hires not being cleared to work because they have not cleared their government background check
- Vacant posts
- Client dissatisfaction with current security officers

Not all of these items are under our control, but the activities will be closely monitored, risks and issues raised, and schedules adjusted accordingly to ensure that the overall project is not impacted. For example, if equipment will not be delivered to a site within the anticipated timeframe, another source can be used, or the schedule can be adjusted to proceed with other activities or installation at another site.

4.3.1 Risk Management

From program inception to its completion, risk management is a continuous process. Servexo

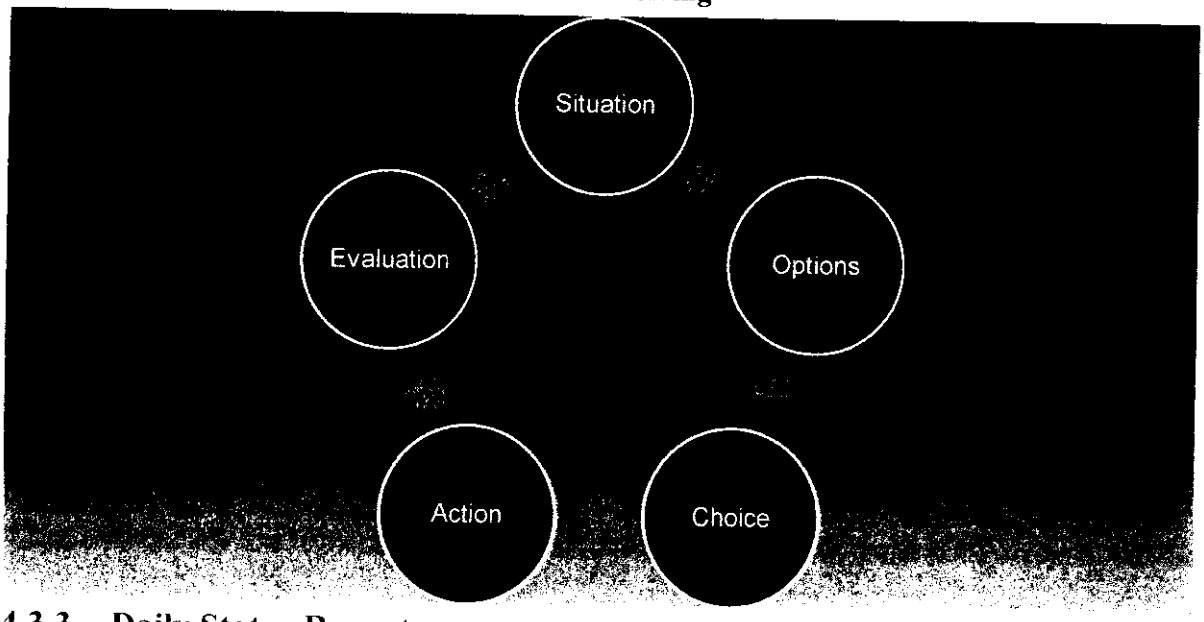
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personnel will document the analysis of each identified risk and bring it to the attention of Servexo management managers with control over the resources required to mitigate them, which ensures a timely response. Servexo project managers have the authority to act for the company in this area. CITY OF COMPTON's representatives will be invited to attend discussions when there are CITY OF COMPTON-generated risks to be discussed.

4.3.2 Procedures for Problem Resolution

The Servexo Project Manager will have full authority to resolve any challenge that may arise during this contract. The Security Manager will work with team managers to resolve conflict on all levels. In the case of subcontractor personnel, the escalation will be made to the appropriate management level of the subcontractor's organization. Within Servexo, the Servexo Project Manager will always have direct access to anyone in their management structure, and ultimately, to the President of Servexo, if the need arises.

Problem Solving



4.3.3 Daily Status Reports

As stated in the City of Compton of Compton RFP solicitation, all assigned Servexo Security Guards will serve as the eyes and ears of the CITY OF COMPTON and ambassadors of goodwill to all people in the CITY OF COMPTON. Servexo will assign each Security Guard with the primary responsibilities of observing and reporting suspicious or unusual incidents to the appropriate authorities and documented by written Incident Reports (i.e. burglary, robbery).

Servexo will provide a daily activity log and have Servexo Security Guards complete incident reports, in a form approved by the CITY OF COMPTON. Servexo will use its previously discussed Guard Management Software to deliver incident reports to Servexo Management and to CITY OF COMPTON.

4.3.4 Monthly Status Reports

The Monthly Status Report (MSR) will be the primary document for reporting all technical,

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schedule, and cost aspects of the project unless otherwise specified or required under this agreement and will include a summary of the technical progress and status of all aspects of the project. The MSR will be delivered by 12:00 noon on the 5th day of each month as a bound report. The Servexo Project Manager will brief highlights of the MSR at a time convenient to CITY OF COMPTON. The MSR will contain:

- Summaries by task of monthly activities
- Summaries of all problems encountered, and corrective action taken
- Anticipated activities for the next reporting period
- The current month cost by hours and dollars
- An estimate of next month's cost by hours and dollars
- The cumulative cost by hours and dollars since inception

4.3.5 Quarterly Contract Reviews

Servexo's performance will be demonstrated through the following reviews and coordination meetings:

- Weekly Manager reviews conducted by the Servexo Project Manager. Each Manager will report the status of his or her area of responsibility to the Servexo PM.
- Quarterly Contract Reviews will be presented to CITY OF COMPTON contracting officer/representative by the Servexo PM. All individual Managers that are assigned to the project will attend these reviews and may also make presentations.
- Formal technical reviews and audits will be conducted in accordance with contract requirements, and the processes and procedures outlined in the Quality Assurance Plan.
- Informal reviews will be conducted as needed.

For all formal and informal reviews, Servexo will:

- Prepare and distribute agendas at least three days in advance
- Ensure that all review products are available at least one week in advance
- Prepare minutes within 48 hours of completion of the review

Technical performance will be documented and reported to the CITY OF COMPTON in accordance with contract and task order requirements. The primary reporting mechanisms will include:

- **Monthly Progress Report.** This report will be the primary document for reporting all technical, schedule, and cost status aspects of the project. The Monthly Progress Report (MPR) will include a summary of the technical progress and status of all tasks.
- **Meeting Minutes.** The minutes will document the results of all formal and informal reviews, audits, and meetings.

Additional reports and correspondence will be provided, as needed, in compliance with contractual requirements.

The Servexo Project Manager will use the following tools and techniques to plan, monitor, and report technical performance:

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- **Structured Walkthroughs.** This hands-on review process will be the primary means of assessing the technical status of a specific activity.
- **Problem Tracking System.** Servexo will use an incident reporting module to track all issues and problems at the program level. Each problem identified will be entered into the system and assigned a responsible party, an action item, and a suspense date.

The problem tracking system will:

- Provide the Servexo Project Manager with daily reports on the status of problems and incidents
- Sort reports by incident, responsible party, or subject
- Produce summary reports, such as those detailing the kind, number, or frequency of problems and turnaround time
- Ensure the prompt identification, resolution, and tracking of problems

4.3.6 Emergency Staffing

Servexo has experience providing staffing in emergency situations and is well equipped to do so for any potential client. By working with Servexo, CITY OF COMPTON can be assured that emergency security officers can be provided for additional duties given sufficient warning.

As further outlined within this proposal, Servexo staffs both for continuity and in preparation for the event that security officers may need to be covered in the event of illness or a personal emergency. However, Servexo also has ramp-up processes in place for when clients may need additional security officer shifts in response to an emergency.

While off-duty security officers may be able to cover during an emergency in the short term, Servexo can provide additional personnel to provide greater coverage with a minimum of twenty-four (24) hours' notice, with additional staffing on the way over the forty-eight (48) hours following the initial twenty-four (24) hour period. Depending on the contractual terms and the severity of the emergency, Servexo may need to negotiate additional terms, including pricing, for these additional personnel.

Finally, Servexo is open to these additional positions becoming permanent after the emergency has subsided if there is an ongoing threat that CITY OF COMPTON wishes to continue protecting against. Since these would no longer be emergency positions, the price for said additional services will be extended from the original terms of the agreement unless additional duties, equipment, or circumstances reasonably require additional pay be required for the new positions.

4.3.7 Account Management

The manner of interaction and level of communication between client and provider are key to any good business relationship. As security services often require a very strong relationship and constant communication, outlining how Servexo will integrate its services with that of CITY OF COMPTON is important so that there are no surprises or issues that may cause issues down the line. Our relationship with our clients is important to us, not just because it affects how we do business, but also because we provide services that are an integral part of maintaining the security of the general public and the services provided to people all around the country.

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4.3.8 Billing and Payment

Because there are no payment terms outlined in the solicitation, Servexo would like to state its preference for billing and payment to occur every two weeks with payments made through the Automated Clearing House (ACH) network within ten days of invoicing. This facilitates consistent billing and allows Servexo to absorb any up-front costs that may be required to ramp up for any emergency situations, thereby creating a safety net for the services that Servexo provides to CITY OF COMPTON.

4.3.9 Personnel

Personnel will be assigned to specific positions based on their expertise and experience. We take pride in being able to provide willing and able security officers who can provide top level services to our clients. As outlined in the Staff Control Section above, we review the requirements for each position and tailor our recruiting efforts to find the best fit for each job upon award.

Though we perform intensive screening efforts, including multiple interviews and personality assessments, no hiring process is perfect, and it is impossible to predict when a security officer may need to be disciplined. Because we evaluate each occurrence on a case-by-case basis, discipline varies depending on the security officer's offense.

For minor offenses, a reprimand or a write up in combination with remedial action is all that is called for. We expect loyalty from our employees, both to us and to our clients, and we believe that loyalty should be extended back to them in the form of assistance that helps the employee learn from their mistakes and integrate lessons learned in order to perform better in the future. This is not to say that there will be no consequences, as records will be kept to protect against repeat offenses, but that Servexo will make sure that minor problems are addressed and handled as soon as possible.

For more serious cases the officer may either be removed, or Servexo will keep the officer on while a replacement is secured to assume their duties, based primarily on the severity of the offense with availability of a replacement being a secondary, but still substantial, concern. If the security officer is kept on while a replacement is sought, Servexo will ensure that the replacement is found and ready for duty in no more than a week's time. We take the duties of our security officers seriously, and any neglect or affirmative undertaking that actively harms the interests of our clients will be dealt with swiftly and earnestly.

4.3.10 Contract Arrangements, Provisions, and Insurance

Servexo agrees to provide the required certificates of insurance providing verification of the minimum insurance requirements within five (5) days of the City's notice that it is the successful contractor. (Contract execution requires an appropriate certification of insurance, an active City Business License, and IRS W-9)

4.4 Summary

Our integrated team, using proven policies and procedures, will enable us to provide outstanding support to CITY OF COMPTON in the shift to a fully integrated, secure, data, and information environment.

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5 Contract Transition

Servexo is experienced in providing the effective transition from incumbent to new hire staff, ongoing tasks, service data, and processes while minimizing interruption.

5.1 Maintaining Mission Capability during Transition

Our initial transition activities consist of routine administrative tasks with minimal impact on CITY OF COMPTON. These administrative changes are easily completed within a few days. Our transition timeline, however, spans the prescribed duration. Servexo has developed a transition schedule to maximize usage of current contract funding, with flexibility to adjust for addressing new initiatives and requirements.

TRANSITION FEATURES

- Low-risk, seamless transition; no disruption to ongoing activities
- Dedicated, experienced transition manager
- Prioritized transition of services
- Performance metrics
- Managed workforce transformation

5.1.1 Mobilization

Director of Security leads our transition team with direct access to our executive team, finance, HR, contracts, and corporate security. Director of Security has 15 years of experience leading similar transitions, including incumbent transitions, non-incumbent contracts, new work transitions, and bridge contract transitions.

Immediately upon task order award, Director of Security mobilizes the transition team and, in collaboration with the PM, prepares for the post-award kickoff meeting. This meeting begins the collaborative effort between Servexo and the CITY OF COMPTON POC to finalize transition plans. Meanwhile, our Project Manager works with CITY OF COMPTON Project Managers and technical staff to identify and prioritize ongoing and upcoming initiatives.

Transition Team

Team	Roles and Responsibilities
Director of Security	▸ Responsible for all aspects of transition; single point-of-contact for transition issues and concerns, provides for an orderly transition of work to new contract ▸ Collaborates with CITY OF COMPTON POC and Servexo PM to validate, prioritize, approve transition schedule; if required, obtains written approval for any deviations from schedule ▸ Allocates resources and makes all necessary preparations to begin contract performance in accordance with approved Transition Plan to ensure no impact to critical activities ▸ Collaborates with the Program and Servexo leadership team to manage risks; analyze and mitigate any risks associated proposed transition activities
Security/Project Manager	▸ Collaborates with and assists Director of Security in the transition and contract ramp-up process to provide interrupted service and no disruption of service to Program ▸ Begins to manage transitioned activities
CFO	▸ Coordinates financial management with CITY OF COMPTON POC and works with Servexo finance staff to have new charge codes are established and accessible to all personnel ▸ Responsible for all contracts and subcontracts activities
Human Resources Director	▸ Coordinates incumbent and new staff recruitment process using Talent Management Process ▸ Manages security clearance processing for new hires ▸ Coordinates with subcontractors' HR departments

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The Team's focused assignments assure all administrative transition activities occur with no disruption to the operational aspects of the program.

5.1.2 Transition Tasks and Their Management

We anticipate that the schedule will be finalized with the CITY OF COMPTON POC within 2 weeks of award.

5.1.2.1 Transition Interfaces

Our Security Manager is one of the points of contact for the contract. They interact directly with CITY OF COMPTON POC regarding progress on our transition activities via weekly progress reports.

5.1.2.2 Assumption of In-Progress and Pending Activities

Upon contract award, the Director of Security conducts an independent assessment of in-progress activities and determines the status of pending activities. He works collaboratively with the CITY POC and Servexo PM to assess any impact to the transition schedule. For in-progress activities, information on schedule, milestones, cost, risks, and future deliverables will be transitioned to the new contract vehicle with very low risk and no disruption.

5.1.2.3 Transition Risks and Impact

The chart below identifies potential risks and associated mitigation strategy.

Transition Risks.

Potential Risk	Risk Impact	Our Effective Mitigation Strategy	Resultant Risk Level
Staffing. Inability to hire incumbent staff with key knowledge and expertise delays ability to ramp-up quickly and assume full responsibility for the CITY OF COMPTON applications and systems named in the solicitation. Ramp-up further delayed due to staffing challenges as a result of unrealistic and achievable labor rates.	**High**	▸ On day-one Servexo offers staff with a comprehensive knowledge of the CITY OF COMPTON ▸ To complement our existing staff and provide cost-effective, optimal solutions, Servexo uses our competitive solution and sourcing processes to obtain best-value results. ▸ Realistic labor rates based on a blend of current staff and market salary data for skills with emerging technology.	**Low**
Team Productivity and Effectiveness. Start-up delays and loss of productivity due to ramp-up time needed to familiarize team with CITY OF COMPTON environment (process/tools) and establish relationships and communication approach between CITY OF COMPTON and members of integrated team. Time to reconcile company standard processes and tools with CITY OF COMPTON.	**Medium**	▸ Customized management processes that meet CITY OF COMPTON current needs and are continuously evolving with CITY OF COMPTON. Team understands PROGRAM reporting and administrative processes. ▸ Management and collaboration processes in place; customized management reports and invoice reconciliation. ▸ Staff hard-to-find expertise through existing partnerships, competitive sourcing, and industry leading technical staffing partners.	**Low**

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Schedule and Budget. Milestones, schedule, and deliverables missed due to lack of understanding of current systems, CITY OF COMPTON operating environment and enterprise architecture.	**High**	▸ Day one staff availability – knowledgeable, cleared, skilled in all of the contract tasks ▸ Servexo's team has trusted project leaders and teams; with historical knowledge, key domain and technical expertise. ▸ Transition manager to handle oversight of administrative transition tasks while PM fully focused on technical delivery of existing and transitioned applications and systems.	**Low**
Transition Ramp-Up. Extended ramp-up time while staff becomes familiar with CITY OF COMPTON processes, CITY OF COMPTON mission, technical environment, team processes and corporate processes could lead to schedule delays and loss of productivity for both CITY OF COMPTON leadership and contractor.	**High**	▸ Servexo staff trained and already using CITY OF COMPTON policies and have in-depth knowledge of CITY OF COMPTON environment. ▸ Existing leadership already has established processes for time keeping, status reporting, and audits of processes. ▸ Transition Manager is experienced and familiar with CITY OF COMPTON and CITY OF COMPTON environment and will work closely with the existing CITY OF COMPTON team for administrative items.	**Low**

Our transition approach mitigates the risks and impact to day-to-day operations and ongoing projects.

5.1.2.4 Performance Measures and Metrics for Transition Activities and Systems

Servexo closely monitors the progress of transition activities and publishes performance metrics on the program dashboard available in our software. The status of transition activities, activities completed, activities for next week, and risk is discussed at bi-weekly status meetings. Transition tasks are monitored through daily standup meetings with the transition team. To ensure system performance is maintained during transition, we track and publish metrics on production systems. At the kickoff meeting, we collaborate with the CITY OF COMPTON POC to identify desired metrics in addition to our proposed performance metrics.

Transition Activities and Proposed Performance Metrics

Transition Type	Proposed Metrics	Description
Staff	% of Desired Incumbent Staff Retained	Measure of success at retaining desired incumbent staff
	Workforce Transformation	Number/percentage of new contractor staff transitioned
Task	% of Tasks Transitioned to Servexo	Measure of success at taking over contract responsibilities
Data	% of Data Transitioned to Servexo	Measure of success at taking over management of security data, status of outstanding issues, and performance measures
Training	% Classes completed	Measure of how up to speed the transitioned staff are at any given point

By measuring our performance, service quality improves and customer satisfaction increases.

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5.1.2.5 Phase-in Schedule

A smooth and orderly transition between incoming and outgoing Contractors is necessary to assure minimum disruption to vital contract services and government activities. The Phase-In period will be a maximum of thirty days (30) days for startup, from the contract award date to the performance start date.

During the transition period we will announce an assumption-of-services-date and distribute business cards, employment applications, brochures, and other company information to current tenants without interfering with assigned duties; (e.g., during non-peak hours or during breaks or meal periods).

We will prepare and distribute a complete Operation Plan within 30 days of full execution of work.

Post Orders

Servexo will have on file a drafted comprehensive Post Orders for all designated Sites for review and approval. The Client will review these Post Orders (at their discretion) and return them to Servexo with instructions for revisions. Post Orders will include, but are not limited to:

- General Safety Procedures
- Emergency Procedures (including contact lists)
- Incident and Emergency Report Procedures and Forms
- Shift Patrol Procedures
- Communication Procedures
- Dress and Grooming Standards
- Training Procedures including harassment training
- Photographs and diagrams of each Site.
- Human Resources Policies and Hiring and Disciplinary Procedures

Contractor steps to mobilize, organize, and acclimate to Client Requirements:

Step	Task	Due Date
Step 1	Contract Award	11/2021
Step 2	Review Clients Procedures	Day 1
Step 3	Transition Team Assigned	Day 1
Step 4	On-Site (Service) Review	Day 1
Step 5	Meet with Representative (Max V.)	Day 1
Step 6	Establish Lines of Communication	Day 1
Step 7	Recruit 120% of Security Staff	Day 22
Step 8	Pre-Employment Screening & Drug Test & Covid Vaccination Verification	Day 25
Step 9	Background Investigation	Day 25
Step 10	Background Check	Day 25
Step 11	Evaluate Incumbent Security Officers	Day 10
Step 12	Final Selection of Security Officers	Day 27
Step 13	Finalize Security Manual & Procedures	Day 1

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Step 14	Finalize Training & QA Programs	Day 1
Step 15	Receive & Revise Post Orders	Day 5
Step 16	Weapons Training	Day 1
Step 17	Order Uniforms & Equipment	Day 1
Step 18	Classroom Training	Day 10
Step 19	Work Schedule Developed	Day 1
Step 20	Issue and /or Refit Uniforms	Day 2
Step 21	On-Site Training	Day 5
Step 22	Final Transition Plan Review	Day 1
Step 23	Start Service	12/2021
Step 24	Over the phone follow-up	Day 2
Step 25	On-Site Evaluation by Management	Day 5
Step 26	Meeting to Review Service	Day 10
Step 27	Post-Orders/ Security Manual Review	Day 5
Step 28	Master Schedule Revisions	Day 1
Step 29	Security Officers Reassessment	Day 5
Step 30	Evaluation of Inspection Plans	Day 5
Step 31	Confirm Lines of Communication	Day 1
Step 32	Training Curriculum Revisions	Day 5
Step 33	Quality Control Plan Submitted	Day 1
Step 34	Finalization of Site Survey Results	Day 5
Step 35	Report Writing Procedures Reviewed	Day 2
Step 36	Services Standards Evaluated	Day 30

Conferences and Meetings:

Servexo will attend a Client-scheduled post award meeting after the contract award, but prior to the start of the contract performance. This meeting will encompass an in-depth review of the contract requirements and the Servexo's Transition Plan.

Servexo will prepare written minutes for any meetings it attends if the Client requests this service and will include signature blocks for Contractor and Client personnel and provide written minutes within seven (7) calendar days after meeting date. The Contracting Officer will maintain a copy of the minutes in the contract file.

Should CITY OF COMPTON not concur with minutes as prepared, the Client will provide a written memorandum identifying areas for clarification and/or disagreement within seven (7) calendar days after receipt of minutes. These memorandums are to be attached to corresponding meeting minutes.

5.1.2.6 Contract Phase – Out:

At the end of the contract period, Servexo will provide the incoming-Contractor all current security officer personnel records, excluding those documents that would violate HIPAA, or other proprietary laws or regulations, within ninety (90) days prior to the expiration of the current contract, to the incoming-Contractor.

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6 Employment Suitability and Qualification

Below are Servexo's basic requirements when we hire any security officer personnel. All new hires must undergo Pre-employment examinations that include a physical exam, drug test, mental health assessment, and background check.

Suitability

- **Legal Age.** The individual must be 21 years of age or older.
- **Felony Convictions.** Have no felony convictions involving the use of a weapon and no felony convictions that reflect on the individual's reliability. Must NOT have an active probation record (other than minor traffic violations)
- **Physically**. Must be physically capable of performing all duties as assigned.
- **Appearance**. Must present a professional appearance acceptable to the CITY OF COMPTON
- **Requirement**. Must have a current, State-issued guard card and California State Driver's license as well as authorization to carry a firearm.
- **Additional Servexo Qualification: Educational Development.** Possess a high school diploma or pass an equivalent performance examination designed to measure basic job-related mathematical, language, and reasoning skills, ability, and knowledge, required to perform security job duties.

Physical and Mental Qualifications

Physical Qualifications

All security officers will successfully pass a physical examination administered by a licensed physician. The examination will be designed to measure the individual's physical ability to perform assigned security job duties as identified in the agreement. Armed personnel will meet the following additional physical requirements:

1. Vision
   a. For each individual, distant visual acuity in each eye will be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses. If uncorrected distance vision is not at least 20/40 in the better eye, the individual will carry an extra pair of corrective lenses. Near visual acuity, corrected or uncorrected, will be at least 20/40 in the better eye. Field of vision must be at least 70 horizontal meridian in each eye. The ability to distinguish red, green, and yellow colors is required. Loss of vision in one eye is disqualifying. Glaucoma will be disqualifying, unless controlled by acceptable medical or surgical means, provided such medications as may be used for controlling glaucoma do not cause undesirable side effects which adversely affect the individual's ability to perform assigned security job duties, and provided the visual acuity and field of vision requirements stated above are met
   b. Where corrective eyeglasses are required, they will be of the safety glass type.
   c. The use of corrective eyeglasses or contact lenses will not interfere with an individual's ability to effectively perform assigned security job duties during normal or emergency operations.
2. Hearing
   a. Individuals will have no hearing loss in the better ear greater than 30 decibels average at

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500 Hz, 1,000 Hz, and 2,000 Hz with no level greater that 40 decibels at any one frequency (by ISO 389 "Standard Reference Zero for the Calibration of Puritone Audiometer" (1975) or ANSI S3.6-1969 (R. 1973) "Specifications for Audiometers").

b. A hearing aid is acceptable provided suitable testing procedures demonstrate auditory acuity equivalent to the above stated requirement.
c. The use of a hearing aid will not decrease the effective performance of the individual's assigned security job duties during normal or emergency operations.

3. Disease
   a. Individuals will have no established medical history or medical diagnosis of epilepsy or diabetes, or, where such a condition exists, the individual will provide medical evidence that the condition can be controlled with proper medication so that the individual will not lapse into a coma or unconscious state while performing assigned security job duties.
4. Addiction
   a. Individuals will have no established medical history or medical diagnosis of habitual alcoholism or drug addiction

Mental Qualifications

Individuals whose security tasks and job duties are directly associated with the effective implementation of the licensee physical security and contingency plans will demonstrate mental alertness and the capability to exercise good judgment, implement instructions, assimilate assigned security tasks, and possess the acuity of senses and ability of expression sufficient to permit accurate communication by written, spoken, audible, visible, or other signals required by assigned job duties.

Armed individuals, in addition to meeting the requirement stated above, will have no emotional instability that would interfere with the effective performance of assigned security job duties. The determination will be made by a licensed psychologist or psychiatrist, or physician, or other person professionally trained to identify emotional instability.

Servexo will arrange for continued observation of security personnel and for appropriate corrective measures by responsible supervisors for indications of emotional instability of individuals in the course of performing assigned security job duties. Identification of emotional instability by responsible supervisors will be subject to verification by a licensed, trained person.

Medical examinations and physical fitness qualifications—armed and unarmed security officers will be given a medical examination including a determination and written certification by a licensed physician that there are no medical contraindications as disclosed by the medical examination to participation by the individual in physical fitness tests. Subsequent to this medical examination, security officers, and armed security members will demonstrate physical fitness for assigned security job duties by performing a practical physical exercise program within a specific time period. The exercise program performance objectives will be described in the license training and qualifications plan and will consider job- related functions such as strenuous activity, physical exertion, levels of stress, and exposure to the elements as they pertain to each individual's assigned security job. The physical fitness qualification of each security officer, armed member will be documented and attested to by a licensee security supervisor.

Physical Requalification

At least every 12 months, security officers will be required to meet the physical requirements.

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6.1 Qualifying Experience: Key Personnel

Director of Security

- Name: Max Vasquez

Brief Bio: Monitor the performance, conduct, and attendance of security officers and supervisors assigned to sites. Act as liaison between Servexo and clients, including travel to/from sites. Responsible for hiring, development, coaching, counseling, and retention of security operations staff. Establish operational procedures and standards for the security team and conduct quality assurance to ensure that the highest caliber of services is provided to each and every client. Work with all levels in the organization to identify, analyze, and solve problems and create opportunities for continue improvement. Direct new site startups and specializes in internal Quality Assurance and compliance

Additional Notes:

- Served as Sheriff in County of Tulare
- Has overseen over 1,200 personnel simultaneously in previous positions

Security Manager

- Name: Adrian Pinedo

Brief Bio: Supervise day-to-day security operations of an assigned client site. Handle any escalated security issues or emergency situations appropriately. Manage a team of security officers, site and/or shift supervisors including scheduling, training, coaching, development, and support. Ensure the client site is provided with high quality security services to protect people and property. Build, improve, and maintain effective relationships with both client and employees.

Additional Notes:

- OSHA 10 and OSH 30 Certified
- DHS Surveillance and Counter Surveillance Certification

Recruiting Manager

- Name: Javier Castellon

Brief bio: Administer full cycle recruitment for business tasks and develop efficiency improvement in hiring. Oversee screening and selection process to evaluate potential candidates conducted by recruiters. Leads recruitment to ensure delivery of business operational standards and customer requirements.

Operations Supervisor

- Name Lynn Cadaoas

Brief bio: Voice/data device(s) to deliver/receive critical/essential data for operation, dispatch center. Maintain classified information (voice communication, hardcopy, physical security). Monitor security officer activity, communicate directly, real time, w/ security officers to facilitate operation. Coordinate security officer change, direction required by PM/Supervisor or per client request. POC security officer issues; schedule, maintain assignment/change: call-off, sick time, vacation.

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MANNIX V.

Summary

Experienced Security Professional with excellent client and project management skills. Action-oriented with strong ability to communicate effectively with employees, executives, and shareholders.

Skills

Experience

Servexo Protection Services — November 2020 to Current
Director of Security Operations
Gardena, CA

Oversee organization's security department. Responsible for administering and maintaining policies to assure the safety of property, assets, and people in the organization. Oversee the talent acquisition, training and scheduling of security personnel. Meet with clients assuring that the expectations of contract are being met.

Inter-Con Security Inc. — August 2006 to February 2020
Contract Manager
Pasadena, CA

Responsible for the management of armed/unarmed security for a large utility nuclear company program and ensured that efforts met, if not exceeded, the contract requirements. I supervised all operational and administrative functions of the program and served as a point of contact for the client as well as the on-site supervision of all security officers and the administrative ability and leadership corresponding to the needs and expectations of the contract.

Crossroads School — July 2005 to August 2008
Security Manager
Santa Monica, CA

Responsible for developing, organizing, and managing the division's school safety and security program and emergency management operations. I established and interpreted security policies and procedures, evaluated the security program; prepared a budget, and developed the training program. I met and exceeded state requirements and industry best practices. As the senior manager, I developed and maintained the institution crisis and emergency plans. I networked with all public safety Division of Emergency Management, to include planning and executing division response before, during and after disasters, emergencies and drills.

County of Tulare — January 1990 to May 2005
Deputy Sheriff II
Visalia, CA

Responsibilities for the enforcement of state and local laws relating to public safety and welfare. Exercised independent judgment in dealing with dangerous or unusual situations, safety practices and procedures. Worked under stressful, high risk conditions.

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6.2 References

Business References

Related Experience of two (2) California Public Agencies

SAMPLE OF SERVEXO PAST PERFORMANCE:			
AGENCY	PERIOD OF SERVICE	POINT OF CONTACT	Description of Services
City of Downey	4.2020 – 3.2026	Jessica Flores jflores@downeyca.gov	Six-year contract: Servexo provides Security guard(s) services to the City of Downey. Security guards shall continually patrol the Downtown Downey. Patrol Services for the Downtown Downey Parking Structure, Downtown Downey, Rio Hondo Golf Course, Transit Depot, and on-call Services for City Parks and Facilities as determined by the Parks and Recreation Department Servexo has provided security guard services for numerous City hosted events that attract thousands of citizens.
City of Bakersfield	12/2015 - Present	Sean B. Cacal 661.326.3046 scacal@bakersfieldcity.us	Multi-year contract: Servexo provides a uniformed officer for general security for city office locations and stay on site at the Amtrak Station to monitor and report any type of illegal activity to the proper authorities. Servexo provides unarmed guards to continuously patrol two locations, secure doors and turn off unnecessary lights, monitor CCTV, check PIV badge access, file maintenance requests, monitor and control 75 access points, while effectively handling culturally sensitive issues. Furthermore, Servexo provides on-site security guard services at Bakersfield Amtrak Station located at 601 Truxtun Avenue, Bakersfield, California.

Litigation

Servexo has no outstanding litigation in which Servexo is named a party for related study or audit. Servexo organization is not involved in any pending litigation that may affect its ability to provide its proposed solution or ongoing maintenance or support of its products and services

7 Conflict of Interest

Servexo in full disclosure, does not have any potential conflicts of interest as they relate to any/specific transactions identified by CITY OF COMPTON.

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8 Recruitment Plan

Our HR Department is very efficient and skilled in hiring and recruiting qualified candidates for our clients' federal, state, local/municipal, and private projects. Our employees will be treated as a single labor pool from which all contract staffing requirements will be filled. We will select and assign the best-qualified individuals to all tasks, regardless of corporate affiliation. Our integrated and systematic 5-step Recruitment Process is used to identify, develop, and retain capable and skilled security personnel in line with current and projected business and client objectives:

Development of Position Description

HR uses several job posting tools and resources, including site-specific screening questions, and even security verification, to fulfill our client staffing needs. Through assigned recruiters, the Talent Acquisitions Department runs federal background checks from the past 10 years on all new hires, including the US Department of Health and Human Services' Five Panel Dot Screening. This can also cover security officer registration affirmation with a state or agency commission. As federal contractors, Servexo enforces a drug and tobacco-free work environment. These checks and screenings ensure Servexo hires only most qualified and trustworthy individuals to protect our clients. Upon completion of the hiring process, the Talent Department coordinates arrangements for the new hire's training prior to their first day on the job site.

Keys to successful staffing include:

- Technical and managerial experience currently performing work that matches the SOW (Statement of Work).
- Providing experienced Servexo professionals and customers work closely together in a collaborative, team-oriented environment.
- Identify, recruit, and screen exceptional, experienced employees locally.

Incumbent Recruitment

All current Servexo staff are secured with Letters of Commitment to provide CITY OF COMPTON institutional knowledge in accordance with our hiring standards and the solicitation. Recruitment of incumbent staff includes:

- Proactive Communication with Incumbent Personnel
- Incumbent concerns regarding the transition to Servexo are mitigated through proactive, personal communications.

After contract award, and with your prior notification and approval we will implement the following activities:

1. Team Meeting (town hall style)

- Brief introductory meeting to all available incumbents.
- Announce Servexo contract award and transition timetable.
- Introduction to Servexo and benefits of continuing employment.
- Answer questions, e.g., benefits, grandfathering vacations, etc.
- Avenues of communication regarding transition concerns.

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2. Individual Meetings (one-on-one)

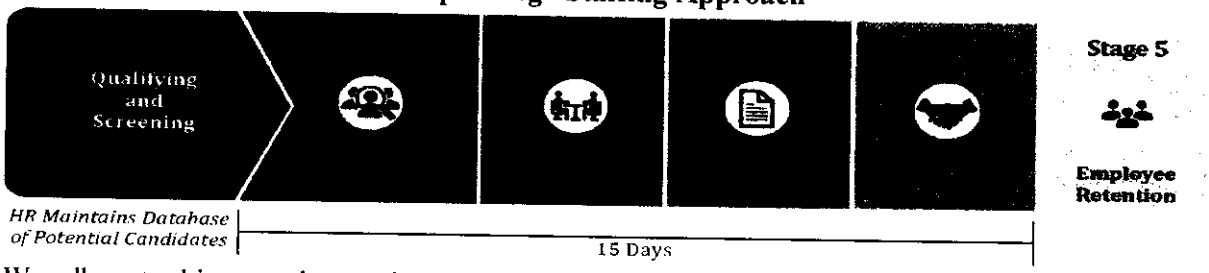
- • Meet with incumbent personnel and walk them through application process.
- • Introduce Servexo hiring process, timelines and hiring packet.
- • Answer questions and introduce possible retention offers.

3. Follow-up Individual Meetings (one-on-one)

- Answer follow-up questions and discuss any concerns.
- Face-to-face, email or phone-based meetings; incumbent preference.

To support steady state and backfill vacant and new positions, Servexo recruiters will utilize pipelining which builds an inventory - or bench - of pre-qualified candidates, thus ensuring that we maintain a "talent pool" of candidates at all times. Upon identifying the need for a new or replacement employee, we escalate recruiting efforts. As shown in, our hiring process is defined in five stages, designed to attract qualified candidates, ensure compliance with contract requirements, and minimize time to fill needed resources.

"Pipelining" Staffing Approach



We adhere to this procedure and use established position descriptions to meet responsibilities and deliverable requirements. The stages are as follows:

- **Stage 1 (Obtain Position Approval).** The PM, based on examination of contract requirements, clarifies staffing needs with the CITY OF COMPTON POC (agency customer concurrence is necessary to being sourcing candidates).
- **Stage 2 (Interviewing).** This stage begins with the PM validating the program requirements and job description. We use internal resources (prime and subcontractor) and external resources (referrals, job boards, and online advertisements) to search for the most qualified candidates based on pre-screening qualifications and through assessing experience in meeting the requirements put forth in the job description.
- **Stage 3 (Making an Offer).** Based on team recommendations to hire, a contingent offer letter is presented to the candidate, then the PM discusses the candidate with the Agency customer and presents the candidate's resume for approval.
- **Stage 4: (Finalizing an Offer).** After customer approval, final hiring is solidified, applicable background investigations and security clearances are obtained, and a start date is finalized. Candidates do not start until clearances are properly obtained and in place.
- **Stage 5 (Employee Retention).** We provide our clients with a stable, motivated workforce, which reduces turnover. Our Retention Plan focuses on communication, employee development, and benefits. It therefore cultivates an "Employer of Choice" atmosphere through competitive pay and benefits, investment in our employees, and operational success.

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Recruitment Outreach

Online

With a job posting notice developed, we review qualifications from those who recently worked for us or our subcontractors. The recruiter then reviews resumes on websites, such as:

Indeed	Monster	Military.com	ZipRecruiter	Linkedin

Our recruitment team works in-house and has been effective since 2015. Prior to the COVID 19 pandemic, our entire hiring process was completed remotely for all our CONUS work sites.

Social Media

Since most candidates seeking employment are actively engaged on various social media outlets, Servexo maintains an active social media platform on Instagram, Facebook, Twitter, and LinkedIn (www.linkedin.com/company/servexo-protective-services). Using social media, we can engage with local and national security professional contacts regarding our available posts.

One concern from job seekers is they do not feel they are receiving timely enough feedback throughout the job search process. We notify candidates of any updates at each step. Because taking too long to decide could lead to candidates accepting other jobs, we provide timely communication to qualified candidates to keep them engaged in the recruiting process.

Referrals from Existing Employees

Referrals from our existing employees are often key to sourcing talent, especially if it comes to skilled positions. Tapping our employees' existing networks extends the reach of our recruiting efforts, while maintaining the quality of candidates brought into the hiring process.

Employee Referral Bonuses

Servexo is pleased to offer a referral bonus program to eligible employees. Eligible employees are employees who have been employed by Servexo for at least ninety days and are neither in a managerial position or higher, nor working in the Talent Acquisition or Human Resources Departments.

Eligible employees may refer qualified persons for positions within the company and receive a VISA gift card in the amount of $100.00 (the "Referral Bonus"). To receive the Referral Bonus, the following requirements must be met:

1. The candidate for employment must list the Servexo eligible employee on his/her employment application as the referring source.

2. The eligible employee must have attained eligibility prior to the date the candidate for employment receives an offer letter from Servexo.

3. The eligible employee must not be a member of management and must not be assigned to the Talent Acquisition or Human Resources Departments. Independent contractors of Servexo are also not eligible.

4. The candidate for employment must be hired by Servexo, pass all required background tests, alcohol and drug tests (if applicable), employment eligibility (I-9)

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verification, and meet all other conditions of employment.

5. The candidate for employment must remain employed by Servexo for at least ninety consecutive calendar days.

6. The candidate for employment must not be someone over whom the eligible employee has supervisory authority or who otherwise presents a conflict of interest.

7. The referral bonus will not be given to any otherwise eligible employee if doing so would violate Servexo's Code of Conduct.

Eligible employees should expect to receive their referral bonus gift card in the mail within two weeks of the date the referral candidate reaches their ninetieth day of employment with Servexo. Servexo looks forward to receiving many quality referrals from our existing employees as we continue to grow our business. Questions regarding the referral bonus program should be directed to the Human Resources Manager.

Organizational Partnerships

Servexo's recruiters work with colleges and universities across the nation to find recent graduates seeking to leverage their skills and knowledge in the security industry. Our team attends nationwide job fairs geared towards attracting talented security professionals to uncover available applicants seeking employment. Additionally, we work with minority organizations and chambers of commerce to attract a diverse pool of qualified applicants.

Candidate Filtering

Once a position has been posted and advertised, candidates apply via the applicant tracking system, completing a short employment application to gather pertinent personal data, and by submitting a resume and cover letter indicating the desired position. Each candidate's resume will be thoroughly screened against the position's job description to determine if the applicant possesses minimum qualifications. Basic initial screening for all candidates will include:

- A fully completed job application, with a copy of the applicant's resume
- Form W-4 completed, signed, and dated
- Names and contact information of three work-related references
- State/Federal background check (police/fingerprint)
- A video conference or a face-to-face meeting to validate the applicant's identity

Our recruiters and hiring managers will schedule an initial phone interview with qualified candidates to obtain information like availability, salary requirements, and other preliminary information to assist the company's search committee with their review. At the conclusion of the phone interview, a determination shall be made as to if the candidate should be short listed for the position. Servexo seeks to establish a diverse candidate pool of no less than 3-5 qualified individuals to be short listed and interviewed for each position. Those employees selected for continued consideration will be contacted to schedule a time and date for a formal interview.

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Existing Database of Candidates

Since 2012 we have developed a national computerized database of security personnel in specialties that is continually updated by personal contact by our HR team. Using the database, our recruiters do extensive canvassing, establishing available candidates with proper backgrounds in the security industry. Our recruiters keep accurate computerized notes as to professional interests, needs, training, and career goals. The result is an optimal match between client need, candidate skill, and desired career.

To save money, businesses cut pay rates to improve the bottom line. Qualified employees are rejecting positions in favor of those paying more, resulting in a less qualified talent pool. In contrast, Servexo adopts an aggressive approach to salary negotiation to offer candidates a competitive compensation package of direct pay and benefits commensurate with ability, allowing Servexo to attract top talent for hard to fill positions.

Formal Interviews

Servexo utilizes the formal interview process to determine if a candidate is a good fit in terms of technical competence and culture. Our interviews comprise the following:

- Introductions of each panel member.
- Brief description of role for which the applicant is being interviewed.
- Description of how the interview panel will conduct the interview.
- Candidate overview of experience, education, technical skill, goals, etc.
- Time for each panel member to provide questions at the conclusion of the interview.
- Time for the interviewee to ask questions.
- Contact by phone informing Interviewee of the next step

Candidate Selection/Offer

Once the interviews have been completed, Servexo's hiring committee will meet to discuss the interviewees. Each committee member will be responsible for objectively assessing the extent to which each applicant met their selection criteria as outlined in the position description and shall score the applicants using an evaluation matrix tailored and developed specifically to the required qualifications of the position, and to our organizational needs. The hiring committee selects from the short-listed applicants using the listed criteria:

- Identify the best candidate based on qualifications and technical expertise
- Identify the best candidate to seamlessly integrate within the client's culture

Once a candidate is selected based on the criteria, Servexo's recruiters verify the candidate's data and documentation by conducting background and reference checks to ensure the validity of all provided information. Final screening for all selected candidates will include:

- FBI background checks.
- Written or telephonic reference checks.
- Completed and signed written employment agreements including the job description.

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- Job-specific qualifications.

After successfully passing our background and reference checks, the candidate will be given an offer for the position outlining its description, competitive compensation package, and term of employment (if applicable). Using this approach, Servexo shall be able to effectively recruit and source qualified personnel for all vacant positions as requested.

Drug Free Work Policy

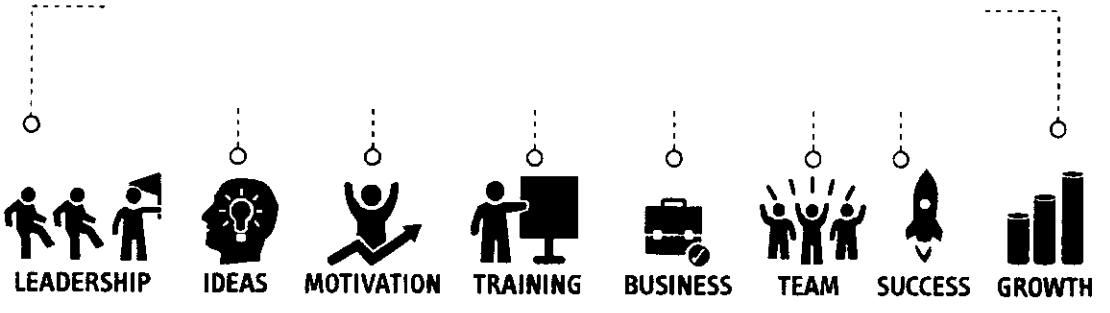
Servexo maintains a drug free policy. All security officers employed are to go through a background process that includes drug testing. Employees are prohibited from reporting to work or working while using illegal or unauthorized substance. If a security officer is suspected of being under the influence, Servexo holds the right to request a mandatory drug test at our expense.

9 Employee Retention

We provide our customers with a stable, motivated workforce, which reduces turnover. Our Retention Plan focuses on communication, employee development, and benefits. It cultivates an "Employer of Choice" atmosphere through competitive pay and benefits, investment in our employees, and operational success. Communication, our Core Values, and corporate transparency have all been vital to ensuring that each team member has a clear picture of their responsibilities and how their contributions are critical to the success of the program.

10Training Plans

Effective training programs fully-engage participants and generate enthusiasm for the work through:



- Effectively imparting **knowledge**
- Developing in-depth **skills**, directly translated to on-the-job performance
- **Motivating** participants to achieve the required goals
- Clearly conveying available **corporate resources** as well as where and how to employ them

All of these factors have led to the indicated turnover reduction, allowing us to provide a consistent, trained, and experienced workforce who show up on time, handle emergency situations as effectively as day-to-day duties, and are keenly aware of opportunities for service improvement that all of our customers appreciate.

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Throughout the execution phase of the contract, Servexo will implement an extensive, but not obtrusive, training program that will keep our security officers up to date in the effective execution of their duties. This training will include all of the Contractor Furnished training listed in the RFQ at a minimum.

In addition to the standard Training, and to assist Servexo management in tailoring project specific training effectively, Servexo will utilize a Quality Control Plan (QCP) that will consistently monitor security officer performance from a constructive perspective. This QCP activity provides Servexo management, as well as Client management, with the ongoing data that indicates potential areas of necessary improvement to be concentrated on within Training Activities, and Daily Supervision of the security officers. To facilitate this QCP, we will perform on site Physical Performance Checks on a weekly basis for the first 3 months and then at random points thereafter.

Servexo management will work closely with Client management throughout the Contract to develop a team effort approach for this Contract's execution. Reports and reporting methods will be mutually developed, and effectively maintained and utilized throughout the life if the Contract.

Surveillance Training

Security officers will be called upon to observe the physical environment for changes and suspicious behavior. This objective is typically achieved by conducting in-person or remote surveillance of the physical environment. Security officers are expected to notice and monitor minor changes in order to make sound decisions when devising a plan of action. The trainer focuses on:

- Decision-making
- Recognizing patterns (situational awareness)
- Observing minor, yet critical details
- Recognizing typicality and detecting anomalies
- Improvising responses
- Interpreting and adapting to events
- Prioritizing actions

Observing and monitoring individuals, identifying and responding to potential threats, different types of patrolling and loss prevention should be discussed.

Detailed Suggested Methodology

Pre-reading on surveillance and observational issues.

Lecture on methods of observation (e.g. assessing unusual events, identifying hazards to self and others, completing initial checks to establish a benchmark for subsequent observations, using all five senses for observation, writing notes of observations).

Lecture on decision-making to ensure safety and security (e.g. assessing risk of current and potential situation to self and others, assessing what skills are required to deal effectively with particular situations, assessing the behaviors of others and the physical environment)

Role playing with analysis and group discussion.

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Emergency Training

Security officers may encounter emergency situations at a worksite. They will need to accurately identify the risk factors associated with fire threats, bomb threats, weapon emergencies, suspicious packages, and explosive devices, and will need to know how to respond appropriately. The trainer outlines the different risk factors a security officer must be familiar with and how to protect individuals and property associated with an assignment (i.e., contain, activate, and evacuate). In addition to emergency responses, the trainer includes an overview of the basic principles of prevention and safety.

The trainer will focus on identify the following criteria of a potential emergency:

- Risk factors
- Active Threat/ Active Shooter
- Fire emergencies
- Bomb emergencies
- Weapon emergencies
- Suspicious packages

The trainer will also focus on describing and detailing the following emergency response procedures:

- Fire emergency response procedures
- Bomb emergency response procedures
- Weapon emergency response procedures
- Suspicious package emergency response procedures
- Explosive device emergency response procedures
- Potential roles of a security officer in emergency situations
- How to implement duty of care
- Legal requirements
- How to protect and secure a crime scene

Effective Principles of Communication

Professionalism: Public perception, professional mindset

Assessment: Evaluating someone's "quality of response" or willingness to cooperate

Observation: Identifying problematic cues, e.g., self-afflicting, attention seeking, pre-assertive behaviors

Listening: Remaining silent in order to receive messages, show empathy, and take interest in the situation

Assessment: Conclusion, paying attention to the effects of your actions

Interact Positively: Using clear directions when giving them and providing opportunities to comply

Persuade, Defuse, Control

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Training Curriculum

No matter how up to date our technology or how impeccable our operations, if our security officers are not doing their work, it becomes meaningless, so training the perfect security officers customized to your needs is the utmost important duty for us. We have carefully reviewed your Requirements and Qualifications of security officer Personnel in the CITY OF COMPTON SOW and certify that all Servexo's security officers will meet and exceed CITY OF COMPTON's requirements with no exceptions. We will submit all the required documentations including physical and mental fitness, background check, and drug test.

Here are the list and descriptions of our training program to fully prepare our security officer personnel.

BASIC TRAINING (48 Hours)		
Units and Subjects	**Hours**	**Sessions**
General Job- Related Training ► Overview of the assigned facility ► Duties – conduct, appearance, use of equipment, first aid, and emergency responses ► Overview of the Roles and Responsibilities ► Ethics and Professionalism ► Servexo and the assigned facility reporting structure ► Post Duties ► American Disabilities Act (ADA) Training including service animal training ► X-Ray and Metal Detector Operations	9	1
Human Interaction and Customer Service ► Principles of Communication ► Professional Public Relations ► Understanding Human Behavior ► Physical Protection, such as crime prevention, patrol techniques, and response to alarm	20	3 sessions plus 30-minute quiz
Law Enforcement Support and Patrol ► The Law, Legal Authorities, Jurisdiction, and Responsibilities ► Crimes and Offenses ► Arrest, Search, and Seizure ► Authority to Detain ► Use of Force ► Crime Scene Protection ► Rules of Evidence ► Crime Detection, Assessment, and Response to crimes in progress ► Importance of Patrol Methods and Patrol Hazards ► Special Training for Site supervisors	13	2
Communication ► Records, Reports and Forms ► Communication Training ► Communications Equipment ► Special Requirements for the facility, such as access control, sensitive areas, chain of command, and emergency evacuation plan ► IT Security and property control	6	1

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In addition to 48 hours of Basic Training, we also provide advanced training, as follows:

Training II (22-27 Hours)			
Units and Subjects	**Hours**	**Sessions**	**Classroom Ratio**
Firearms Training (Not Rifle-Certified)	5	1	10:1
Firearms Training (Rifle-Certified)	10	2	12:1
Defensive Tactics, Handcuffs and OC Spray Training	5	1	25:1
Screening Training ▸ Examining of Identification and Credentials	4	1	8:2
Emergency Response Training ▸ General Response Procedures ▸ Safety and Fire Prevention ▸ Special Situations ▸ Code Alarm ▸ Terrorism, Anti-Terrorism and Weapons of Mass Destruction ▸ Bomb Threats and Incident ▸ Hostage Situations, Sabotage and Espionage ▸ Civil Disturbances ▸ Workplace Violence and Active Shooter ▸ CPR/ AED ▸ Emergency Communications ▸ The Assigned Facility's Specific Training	8	1	25:1

We also offer Webinars on our website to ensure our security officers are up to date with their education. Webinars are mobile-friendly, trackable in the Cloud, and fully engaging and interactive. Our online courses speed up the training process, especially for refresher courses. Below is a non-exhaustive list of the classes we offer online.

32 HR Basic Security Officer Training

- Crowd Control (4HR)
- Arrest, Search and Seizure (4HR)
- Liability and Legal Aspects (4HR)
- Handling Difficult People (4HR)
- Communication and Its Significance (4HR)
- Public Relations Community & Customer (4HR)
- Reserving the Incident Scene (4HR)
- Observation and Documentation (4HR)

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Guard Card Course (8HR)

This course is the first step required to getting a guard card. It consists of four (4) hours of required Power-to- Arrest training and four (4) hours of required Weapons of Mass Destruction training.

Active Shooter: Preparedness and Response Training

- Determining your Level of Preparedness to Respond to an Active Shooter incident
- Characteristics of an Active Shooter Incident
- Preparedness Strategies for an Active Shooter Incident
- Response Technique During an Active Shooter Incident
- Determine your new level of preparedness to respond to an Active Shooter incident

11 Quality Assurance

Our Quality Control Plan (QCP) and associated workflow is for performance of all functions under the contract. In addition, we prepare position summaries and work instructions (WI) for each labor category in support of the contract, which become the baseline for contract operation. Our Servexo PM and QC team establish procedure to compare performance data to established performance objectives for monitoring/measuring and establishing improvement goals. Our QCP incorporates our ISO 9001:2015 certified Quality Management System (QMS) Inspection and Evaluation Process which implements Corrective Action and Preventive Action (CAPA) procedures to prevent and ensure non-recurrence of defective service. The plan sets procedure Servexo uses in executing the contract in accord with the SOW.

Weekly Personnel and Post Inspection

The Site Supervisor conducts personnel and post inspection of on-duty guards in the week to ensure a neat, uniformed appearance, and guards perform duties with professionalism and in compliance of the SOW. If management identifies a deficiency in a guard appearance, attitude, equipment, or performance, they immediately act to remedy the situation, including disciplinary action. Conversely, if they notice personnel who exhibit exceptional appearance, attitude, or performance, management will praise those guards to ensure appreciation and value. All observations will be recorded, with results available for the CITY OF COMPTON POC.

Weekly Administrative Procedural Review

The Site Supervisor will use this same checklist to ensure administrative requirements like certification, reports, and weapons maintenance. These reviews will be available for the CITY OF COMPTON.

Monthly Personnel and Post Inspections

AR/Account Manager conduct formal, monthly personnel/post inspection. Guard appearance, attitude, job knowledge, certification status, performance, with risk emphasis and corresponding mitigation, will be formally documented. These include period milestones and deliverables completed, with consideration to emphasize additions from the CITY OF COMPTON as presented. Projected activities can be discussed. Observations and inspections will be available.

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Clients can monitor guard performance or include their evaluation criteria. Inspections can occur randomly and unannounced.

Quarterly Operational Procedural Review(s)
The AR or Account Manager ensure quarterly personnel and post inspection; QC interview with Manager; and customer service satisfaction surveys. Reviews will be available.

Quality Control Meetings with the Contracting Officer
To supplement communication with the CITY OF COMPTON, monthly meetings will be held in person or phone to discuss QC. In these interactions, management and client assess numerous performance criteria, and seek means to address needs and improve performance. While we understand standardized process be in place, local needs may emerge not addressed. We have authority in assigned budgets to address local issues with our clients. Below is an **Inspection Schedule** that depicts the type, frequency, and person(s) conducting the Servexo QC procedures.

	Daily	Weekly	Monthly/ Quarterly	Site Supervisor	Servexo Management
Daily Personnel (Dispatch to call)	X				
Weekly Personnel and		X		X	
Administrative Procedure Review		X		X	
Operational Procedures Review		X		X	
Quality Control Interview		X		X	
Personnel and Post Inspection			X		X
QC Interview with POC			X		X
Customer Satisfaction Survey			X		X

Performance & Deficiency Correction Procedures
Any non-conformance with any contract requirement is a "defect". The term "defect" means any service listed in the SOW do not meet the output standard performance level. When a deficiency is identified, the person identifying the deficiency will use a formal report to describe the deficiency, the cause of the deficiency, the corrective action taken or required to be taken, the timeline or deadline for the corrective action to be completed, re-inspection details, and the closing of the deficiency. If the deficiency is revealed during an external QC Inspection, management will provide the Site Supervisor with copies of all reports and a summary sheet within 24 hours.

Site Supervisor will prepare formal report and provide to officer with violation. For minor discrepancies, action taken immediately, but no later than 48 hours notification. In cases of critical discrepancies, immediate action required, with "real-time" consultation done by Site Supervisor. Site Supervisor advise and provide recommended solutions to CO on issues encountered that have the potential to affect security or contract performance. Depending upon the nature and extent of the problem this may involve management. In all cases, resources will be dedicated to resolve the issue and prevent recurrence. Problem documentation, and steps to correct, will be made available. However, it is not enough to have QC personnel oversee operations. It is necessary to perform QC on the team. We form a QA team and evaluate process implementation using customer evaluation

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criteria. QA team audits for process compliance and quality of associated work products and reports compliance. Report describes non-conformance root-cause analysis and recommended corrective action. We track non-conformances through closure and document lessons learned for inclusion in process changes. We update QC process accordingly to prevent reoccurrence. Existing SOP audits ensure compliance and understanding of procedures, with results informing our continuous improvement program. We established Six Tenets of Process Improvement:

1) Develop Strategy
2) Plan Activities
3) Align Resources
4) Execute Activities
5) Measure Results and Report
6) Document and Apply Lessons Learned.

These tenets provide a process improvement strategy beginning with client goals and deliverables and ending with a continuous improvement process.

Technical Conferences and Review Meetings

We shall attend all client-scheduled post award meeting(s) after the contract award, but prior to the start of the contract performance. This meeting shall encompass an in-depth review of the contract requirements, including but not limited to our transition plan. Minutes will be prepared for any meeting(s) attended, if requested. These prepared minutes will be provided within seven (7) calendar days after meeting date and include signature blocks for both client and our pertinent personnel. The CO will maintain a copy of the minutes in the contract file.

Should the client not concur with minutes as prepared; they then will provide a written memorandum identifying areas for clarification and/or disagreement within seven (7) calendar days after receipt of minutes. These memorandums will be attached to corresponding meeting minutes. Additionally, all informational meetings will be attended, as per request, and such cover designated material, including discussion pertaining to the direction, progress, results, and/or issues that occur during the performance of this contract.

12Sustainable Business Practices

As emphasized herein, our value propositioned service focus is directly tailored to each of our clients' explicit needs. We understand that price, quality of service, and flexibility are of paramount importance and that our personnel are critical to providing this value. With our focus on veterans and their communities, both locally and nationwide, we fulfill our company mandate to foster a sustainable and community friendly atmosphere.

As stated above, Mr. Palmer has personally pledged Servexo's efforts to Los Angeles Mayor Garcetti's "10,000 Strong initiative' to hire 10,000 veterans by 2020. It is this passion that resulted in Servexo being nominated as the SBA's 2016 Small Business of Year Award presented by Mayor Garcetti.

We focus on providing numerous security services with the support to provision finished goods to clients as requested. The specialized services we offer support our clients' efforts to be more efficient and reduce any impact on communities and the environment. When selecting products to

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satisfy our clients' needs, we pursue any available avenues to procure sustainable supplies and to reduce our environmental impact. With our focus on diversity and veteran backgrounds, we look to create inroads in the communities where we serve, allowing for growth and positive impacts as a result of the work we do.

We work together with our clients to address sustainability. Through our numerous years of work with the Los Angeles County Metropolitan Transportation Authority, we have thrived while fulfilling their mission, that includes the Moving Beyond Sustainability (MBS) initiative, which manifests their commitment by building on over a decade of sustainability. We have also shown our efficiency and commitment to environmental sustainability in our work with Suburban Water, or Southwest Water Company, by achieving a new high score for its environmental, social, governance efforts from the Global Real Estate Sustainability Benchmark (GRESB).

Through its 10-year growth and experience landscape, Servexo embraces our veterans, their communities and business pursuits, and strives to selectively choose and work with clients embracing the same SBP and conservational philosophies.

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CITY OF COMPTON OF COMPTON CERTIFICATE OF APPRECIATION

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City of Compton

Certificate of Appreciation

This certificate of appreciation is hereby bestowed upon

SERVEXO

2018 Annual Business Partnership Award

The City of Compton wholeheartedly applauds and thanks SERVEXO for its leadership, service and commitment to job creation and economic development. SERVEXO is an exemplary supporter in the revitalization and enhancement of the livelihood for community residents that inspires the next generation of workers. SERVEXO's dedication and willingness to employ from the local area improves the perception toward an incomparable public-private partnership.

Resolved this 25th Day of April 2018

AJA L. BROWN
Mayor

JANNA ZURITA
Councilmember – District 1

ISAAC GALVAN
Councilmember – District 2

TANA L. MCCOY
Councilmember – District 3

EMMA SHARIF
Councilmember – District 4

STATE OF CALIFORNIA

dca

DEPARTMENT OF CONSUMER AFFAIRS

Renewal License

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

PRIVATE PATROL OPERATOR

License No. PPO17828

Valid Until: 07/31/2022

Receipt No. 6638

SERVEXO PROTECTIVE SERVICES
1515 W 190TH ST STE 170
GARDENA, CA 90248-4927

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the company named hereon is issued a Private Patrol Operator License Renewal.

---- NON-TRANSFERABLE ----- POST IN PUBLIC VIEW -----

WPIPPO 10/2015

0051421291744 7-00004-M000007 15-001-H0[illegible]9688-PG014-S00001111 1/1

13Servexo - Conclusion

Servexo is a full-service security and screening company. We specialize in providing protective services for private and public companies, organizations, institutions, and government agencies. Our subject matter experts provide technical accuracy in evaluating security issues by mitigating potential risk so that business value and continuity are maintained and in order.

We Understand Your Business –

With the privilege of serving a variety of entities ranging from City of Compton and public entities, especially, state, and local municipality facilities, Servexo strongly believes to be one of a very few security and screening companies who truly can state that we understand the different requirements of each facility and site. Our team of program management and officers are prepared for every day normal operations, as well as for the elements we have worked together to resolve and enhance over the past few years.

Each time, we have worked hard to rise to the challenge and have learned from it to improve our next response. As of this moment, no other company can present this statement. We have the institutional knowledge learned first-hand, from being on the ground serving the numerous state and local municipalities.

We look forward to providing the City of Compton with a customized security services program responsive to your solicitation needs, that continues to meet specifications and requirements while negating any transition risks.

Lastly, Servexo stands ready with its experienced and professional services which demonstrates that we meet all the minimum qualifications and have the resources and capability to provide the required services. Our goal is to provide the capability and technical competence to respond to each request with an experienced and fully capable standard of performance that is the foundation of customer satisfaction.

Thank you again for the privilege to earn your business.

Nicholas Bahban
Contract Specialist

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PRICING SHEET

Burrell- MacDonald Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Par 3 Gold Course

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

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Gonzales Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Kelly Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal

Lueders Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Wilson Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

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Ellerman Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Fig Oleander Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

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Oaks Parks

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Raymond St. Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

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Sibrie Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

South Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

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Walter Tucker Park

Officer	Price	Hours Per Shift	Hours Per WeeK
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

Tragniew Park

Officer	Price	Hours Per Shift	Hours Per Week
Unarmed (basic)	$24.00 Per Hour	8 Hour Shifts	40 Hours
Armed (basic)	$28.00 Per Hour	8 Hour Shifts	40 Hours
Unarmed (advance skills and experience)	$26.45 Per Hour	8 Hour Shifts	40 Hours
Armed (advance skills and experience)	$33.00 Per Hour	8 Hour Shifts	40 Hours
Vehicle (including maintenance, gas, GPS and dash camera equipment)	$1,100.00 Per Month		
Guard Tour Management Cost (per device)	$28.00 Per Device Per Month		

*****Servexo is committed to adhere to the City of Compton's request. Servexo is flexible to provide Security Guard Services based on a variety of scenarios, days and hours of service requested by the City of Compton*****

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STEPS ABOVE SECURITY SERVICES, INC.

STEPS ABOVE SECURITY SERVICES, INC.

Office of the City Clerk City of Compton
205 South Willowbrook Ave. Compton, CA 90220

Attention:
Proposal to Provide Security Guard Services - City's Public Parks and Recreational Buildings

6080 Center Dr. 6th Floor, Los Angeles, CA 90045 (323) 553-2881 Contact@StepsAboveSecurity.com

STEPS ABOVE SECURITY SERVICES, INC.

A. TRANSMITTAL LETTER

AUTHORIZATION:

I, Barbara A. James, am the official authorized staff person to solicit business and enter into contracts for *Steps Above Security Services, Inc.* My contact information is:

Signature: Barbara A. James 10/28/2021

Barbara A. James (310) 897-6475 Date

Qualified Manager/CEO, Steps Above Security Services, Inc.

B. TITLE PAGE

RFP Subject: *The City of Compton, California Proposal for Armed/Unarmed Security Guard Services*

Contracting Firm: *Steps Above Security Services, Inc.*

Address: 6080 Center Drive,
6th Floor,
Los Angeles, CA 90045

Phone Number: (310) 897-6475

Contact Person: Barbara A. James,
Qualified Manager/CEO
bjames@stepsabovesecurity.com

Date: October 28, 2021

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D. COMPANY INFORMATION

Name: *Steps Above Security Services, Inc.* is a corporation, incorporated in the State of California since 2014. The company is a professional security services firm with armed and unarmed personnel trained to patrol secure and protect employees, visitors, facilities, equipment, supplies and structures from vandalism, theft and harm, as required in the RFP. NAICS Code is 561612-Security Guard and Patrol Services.

Location: The business office is located in Los Angeles County alone at:

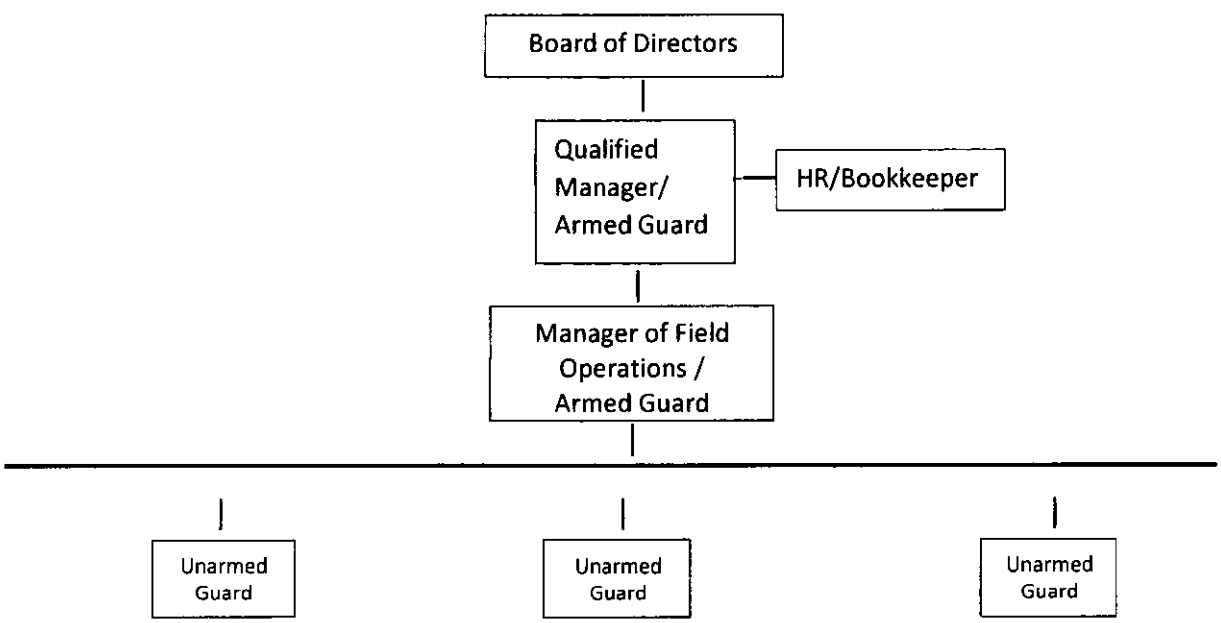
6080 Center Drive,
6th Floor
Los Angeles, CA 90045

The agency has several licenses and certifications:

1) Private Patrol Operator (PPO), Bureau of Security and Investigative Services
2) Women Business Enterprise (WBE), Supplier Clearinghouse Certificate of Eligibility
3) Minority Business Enterprise (MBE), Supplier Clearinghouse Certificate of Eligibility
4) Disadvantaged Business Enterprise Certification (DVBE), Metro California Unified Certification Program
5) Small Business Enterprise Certification (SBE) Program, Metro California Unified Certification Program

The firm acknowledges that the City will require separate City Council approval prior to entering into a contractual agreement for project implementation and agreed upon scope of work and project pricing.

Organizational Chart:



Statement of Financial Integrity: Barbara A. James, Qualified Manager/CEO, is financially responsible, financially capable with a history of personal integrity to operate as a contractor, meeting short and long-term financial obligations on a timely basis. She has fulfilled all the requirements necessary to successfully operate as a contractor. She honors her debts by making timely payments according to a structured budget of spending and saving expectations.

E. QUALIFICATIONS AND REFERENCES

QUALIFYING EXPERIENCE:

i. Professionals: Steps Above Security has two (2) experienced, professional, armed guards, three (3) experienced, hourly, on-call guards, and a Human Resources professional for managing company requirements. Additional employees are recruited as necessary.
Barbara A. James, is a licensed Private Patrol Operator/Qualified Manager with *Steps Above Security Services Inc.*, through the Bureau of Security and Investigative Services in Sacramento, CA. The Qualified Manager is the individual who manages the security business on a day-to-day basis. As a Private Patrol Operator, the licensee operates a business that protects persons or property or prevents theft. Ms. James is responsible for soliciting and managing all contracts and has signatory authority of the same. She holds a permit to carry a firearm and is one of the "armed guards" available when necessary. She is the contract manager that will be available 24/7. *"Protection of the public shall be the highest priority for the Bureau of Security and Investigative Services in exercising licensing, regulatory and disciplinary functions. Whenever the protection of the public is consistent with other interests sought to be promoted, the protection of the public shall be paramount."*. The Qualified Manager Barbara A. James: A recent retiree as a Police Sergeant of 36 years with 25+ years of supervising police officers; training subordinates, and rectifying fallacies with constructive criticism to achieve optimal results. She has a proven track record of strictly complying with the standards, conducting extensive research, and handling projects professionally.
Ms. James has an earned a Master of Science in Leadership and Management from the University of LaVerne, LaVerne, CA; Bachelor's degree in Organizational Leadership from Chapman University, Orange, CA and has professional experience with the Los Angeles Airport Police Department as a Compliance Sergeant, Patrol Services Section Sergeant; with oversight of 60+ in-field police officers, Manchester Square/Belford Substation Sergeant; additional work experience as a Traffic Services Section Sergeant and Special Service Section Sergeant. Expert duties and responsibilities span from employing and supervising police officers; observe client's needs, simplifying complex procedures, training, strengthen relations with peers and leadership, foster consensus and elicit clear decisions from clients and all management levels.

Paul E. Gales, Field Operations Director, is a retired Commander with over 34+ years of Law Enforcement experience; 28 years with the City of Pasadena (CA) and two years with the City of Vernon (CA) Police Departments. He brings all the following knowledge, skills, talents, and abilities to *Steps Above Security* to ensure that all services provided in the field meet high-quality standards of operation. He was responsible for: the

Administration, Air Operations, Community Services, Traffic Operations, and Event Planning sections, including Fiscal Administration with a multi-million-dollar budget; all logistics associated with the New Year's operations including working closely with Federal, State and County law enforcement resources, staffing, aviation and budgets for the Rose Parade and Rose Bowl game. Mr. Gales earned both a Masters and Bachelor degree in the field of Public Administration from the University of La Verne, as well as an Associate Arts degree in the Administration of Justice.

His academic credits also include the California Peace Officer's Basic, Intermediate, Advanced, and Management Certificates, graduation from Senior Management Institute Program in Boston, MA; Administration of Justice Instructor with El Camino Community College, in Torrance (CA) as commendable additions to an illustrious career in public service. To his credit is a successful tenure in the Administration and Internal Affairs Divisions at every rank and finally as Commander of both Divisions. Again, responsibilities included investigations of alleged police misconduct including incidents which gave rise to civil and criminal liabilities. His investigative background includes homicides, officer involved shootings, use of force cases and criminal investigations. Mr. Gales has been responsible for the hiring and dismissal of police and civilian personnel, and courtroom experience includes testifying in hundreds of cases in both State and Federal court related to alleged misconduct, murders, burglaries, and narcotics. just to name a few. Mr. Gales' varied career as a street officer, investigator and administrator offers a wealth of knowledge, experience and skills in evaluating and preparing recommendations for legal matters.

As the Director of Field Operations, Mr. Gales uses Guard Metrics, a technology system to track guards, report writing and managing hours of work.

*The resumes are in the Attachment section (E. ATTACHMENTS).

Kamie Taylor, the Human Resources/Director of Sales and Marketing will manage all systems that are automated, using the latest technological aids appropriate for the organization, i.e. payroll, report writing, tracking, supply purchases and expenses, while keeping the company compliant with city, county, state and federal regulation.

REFERENCES:

I. Business References:

a. Carolyn Smith, Captain (Ret) Los Angeles World Airport Police Dept. – Creation/establishment of a dedicated contingent of Civilian Traffic Officers to manage the flow of traffic at the second largest international airport in the United States, LAX. Additionally, the expansion of the LAX, acquisition of land space to make way for the expansion led by Sergeant James and the Captain, which led to the establishment of a complaint phone line, street patrol to assuage fears and create a more hands on and visible deterrent to those seeking to disrupt the peace of the community as it transitioned. Wholehearted recommendation for the contract.

b. Latasha Wells Amerson, Esq – Latasha Wells Amerson Leadership Institute, Torrance, CA. Contracted with Steps Above Security Services, Inc. on several occasions for both public and private events, notably the annual Jazz in the Park fundraiser. They oversaw crowd control, parking and traffic management, line queuing, and wayfinding interaction with guests and public at one of the largest County of Los Angeles Parks and Recreational Centers. The team displayed a courteous demeanor and professional uniformed dress code. They were professional, had an excess of 60 years combined law enforcement experience at varying executive levels. She would highly recommend the agency for the contract award.

F. CONFLICT OF INTEREST

Steps Above Security Services, Inc. has a Conflict-of-Interest Policy. The purpose of the Policy is to protect STEPS ABOVE SECURITY SERVICE'S interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of a staff, officer or director of STEPS ABOVE SECURITY SERVICES CONFLICT OF INTEREST POLICY or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to this proposal. There are no conflicts of interest with the City of Compton, City Council members or anyone as it relates to any transaction with the City.

Litigation: Steps Above Security Services, Inc. is not listed in any outstanding litigation now or has ever been.

G. PROPOSAL EVALUATION

Steps Above Security Services, Inc. acknowledges the proposal evaluation conditions in numbers (i.) through (iv) on page 6 in the RFP for this contract and has and will work diligently to continue to meet the highest marks available.

H. EVALUATION CRITERIA

Steps Above Security Services, Inc. acknowledges the Evaluation Criteria Disclaimer and the City's rights to select any firm as per this section.

I. WEIGHTED AREAS OF IMPORTANCE

The firm acknowledges this section has given all due diligence towards completing every section accurately and truthfully, especially the Equal Employment Opportunity Clause required under Executive Order 11246, the affirmative action commitment for disabled veterans and action clause for handicapped workers set forth in the individual regulations.

Acceptance of the agreement with the City certifies that *Steps Above Security Services, Inc.* complies with the authorities cited above and that it does not maintain segregated facilities or permit its employees to perform services at locations where segregated facilities are maintained, as required by 41 CFR 60-1.8.

VIII. GENERAL CONDITIONS

A. LIMITATIONS

No costs are included in the budget that were incurred in the preparation of this proposal in response to the RFP. If the firm is awarded the contract, it will be responsive to any and all requests for additional information, revisions to offers at the negotiation table.

B. AWARD AND CONTRACT TERM

The firm will participate in all negotiations and submit to such price, technical and other revisions of this proposal as may result from negotiations.

C. BINDING OFFER

This proposal constitutes a binding offer to contract with the City according to the terms of the proposal for a period of ninety-(90) days after its date of submission, which shall be the proposal due date.

D. RIGHT TO WAIVE INFORMALITIES

This right is acknowledged by the Contractor.

E. CONTRACT ARRANGEMENTS, PROVISIONS, AND INSURANCE

I. Insurance will be maintained during the term of the contract.

II. The firm agrees to provide the required certificates of insurance providing verification of the minimum insurance requirements within 5 days of the City's notice that it is the successful contractor. The firm will have the appropriate certification of insurance, and active City Business License and IRS W-9.

III. The firm commits to compliance with all material insurance requirements if it does not submit a request to change the requirements within the required timeline.

IV. The firm will procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of work hereunder by the Contractor. The cost of the insurance shall be included in the Contractor's bid.

V. Contractor indemnifies and holds harmless City and it officers, official, employees and volunteers from and against all claims., damages, losses and expenses including attorney fees arising out of the performance of the described work, caused in whole or in part by any negligent act or omission of the contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, except where caused by the active negligence, sole negligence or willful misconduct of the City.

VI. Contractor shall maintain limits no less than the following:

a)General Liability- $1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage.

b) If Commercial General Liability Insurance or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to this

project/location, or the general aggregate limit shall be twice the required occurrence limit.
c) Automobile Liability: $1,000,000 combined single limit per accident for bodily injury and property damage.
d)Employers Liability: $1,000,000 per accident for bodily injury and property damage.
e) Contractor shall furnish the City with original certificates and amendatory endorsements affecting coverage required by this clause.

F. STAND ALONE OPTION

At their sole option, the City may utilize the contractor selected under this RFP on an individual City basis, at the same terms and conditions included in this RFP and, in the contractor's proposal.

A Contractor may object to a provision of the RFP on the grounds that it is arbitrary, biased, or unduly restrictive, or to the selection of a particular contractor(s) on the grounds that the City procedures, the provisions of the RFP or applicable provisions of federal, state, or local law have been violated or inaccurately or inappropriately applied by submitting to the City Manager a written explanation for the basis for the protest:

G. SELECTION DISPUTES

A contractor may object to a provision of the RFP on the grounds that it is arbitrary, biased, or unduly restrictive, or to the selection of a particular contractor(s) on the grounds that the City procedures, the provisions of the RFP or applicable provisions of federal, state or local law have been violated or inaccurately or inappropriately applied by submitting to the City Manager a written explanation of the basis for the protest:

1. No later than five (5) working days prior to the date proposals are due, for objections to RFP provisions;

ii. No later than three (3) working days after the date the firm/team is notified that it did not meet the minimum qualifications, or was found to be non-responsive; or

III. No later than three (3) working days after the date on which contract award is authorized by the Administration Committee or the date notified that it was not selected, whichever is later, for objections to contractor(s) selection.

Except with regard to initial determinations of non-responsiveness or failure to meet the minimum requirements, the evaluation record shall remain confidential until the City Council approves the panel's selected firm.

Protests of recommended awards must describe the basis for the protest in a clear and specific manner in sufficient detail for the City to recommend a resolution to the City Manager.

The City Manager will respond to the protest in writing, based on the recommendation of a staff review officer. Authorization to award a contract to a particular firm by the City is conditional until the expiration of the protest period or, the actual filing of a protest, the issuance of a written response to the protest by

the City Manager. Should the contractor wish to appeal the decision of the City, it may file a written appeal with the Project Manager, no later than three (3) working days after receipt of the written response from the City Manager. The evaluation panel's decision will be the final City decision.

H. PUBLIC RECORDS

Steps Above Security Services, Inc acknowledges the California Public Records Acts.

V. SCOPE OF WORK

Overview: The scope of work will be carried out in various locations throughout the City. The primary focus is to reduce illegal activity throughout the City. Prime sites will be Parks, businesses where illegal products may be sold, special events and other City facilities. The City views the contract security services as an extension of the City's public safety services. The table below shows some of the parks and facilities throughout the City as an example of locations. The City anticipates the contract security company to provide professional and high-quality service at a reasonable cost. The contracted services require high visibility, significant public relations skills, effective communication, alertness and strong problem-solving abilities. The following summarizes the City parks and facilities described by this scope of work.

1. **Contractor Management Team** shall consist of the Qualified Manager, Director of Field Operations and Human Relations staff person.
2. **Contractor** shall provide 1 full time and 1 hourly experienced armed guard and an appropriate number and three (3) experienced, unarmed, hourly security guards, qualified and experienced staff to provide high visibility, significant public relations skills, effective communication, alertness and strong problem-solving abilities as funding will allow. The Contractor submits that definite hours of staffing is challenging to list as absolute due to the flexible nature of the services needed and hopes to provide more concrete numbers at the negotiating table if awarded. One hourly human resource manager will also provide administrative assistance and payroll duties and responsibilities.
3. **City** shall provide Contractor with a 72-hour minimum prior notice for services.
4. **Contractor** services shall include security at/for the following as requested and scheduled by the **City**:
    a. (14) park sites and 62 public facilities locations, up to 24/7 including weekends and holidays to reduce illegal activity throughout the city, and other sites as determined by the City.
    b. For designated employees, guests, visitors, facilities, equipment, supplies and structures from vandalism, theft, and harm.
5. Due to the seriousness of the contract and the involvement of possible illegal produces being sold and the security needs of this population in the City of Compton, Contractor shall provide senior-level professional, high-quality services at reasonable costs, according to www.careerexplorer.com to include high visibility, significant relations skills, effective communication, alertness and strong problem-solving abilities.
6. All personnel employed under this contract, approved by the **City** and assigned by the **Contractor** to perform work for the City of Compton shall:
    a. Be 21 years of age as of the day of employment.

b. Be local hire within the boundaries of Compton (Los Angeles Metropolitan Statistical Area)
c. Not have an active probation record other than minor traffic violations
d. Be physically capable of performing all duties as assigned
e. Present a professional appearance acceptable to the City to include clean and pressed uniforms and shoes, face and head hair.
f. Have current State-issued guard card and California State Driver License and an authorization to carry fire arms where required.

7. All Officers shall perform all duties in an efficient, conscientious manner and shall be courteous and helpful to all persons on City of Compton property. Discourtesy, rudeness or the use of profanity shall constitute grounds for immediate removal of the offending employee(s).
8. All assigned Security Guards shall serve as a visual and physical deterrent to crime and respond to calls for assistance to support the Sheriff or other emergency response as circumstances warrant. Security Guards are required to adhere to the applicable sections of the Los Angeles County Sheriff Department's Rules and Regulations.
9. All assigned Security Guards shall serve as the eyes and ears of the city and ambassadors of goodwill to all people in the city. The primary responsibilities of Security Guards are observing and reporting suspicious or unusual incidents to the appropriate authorities and documented by written Incident Reports; i.e., burglary, robbery.
10. The contract Security Company shall provide a daily activity log and have Security Guards complete incident reports, in a form approved by the City.
11. Security Guards shall have a standard uniform provided by the Contractor and approved by the City. The City expects well-fitting, clean and pressed uniforms that have no rips or tears, and hair appropriately groomed. The City specifically reserves the right to remove any individual due to unsatisfactory appearance.
12. The **City** reserves the right to approve the Contractor's vehicle(s) used to patrol city facilities, including;
    i. Vehicle(s) are to in good working order and appearance,
    ii. Vehicle(s) have current registration,
    iii. Vehicle(s) have proof of insurance,
    iv. Vehicle(s) in operation have an amber light installed on its roof,
    v. Vehicle(s) are clearly marked as a security patrol vehicle with Contractor's name and/or logo.
13. **City** staff members shall have direct access to a contractor manager or shift supervisor, on duty, 24-hours a day and seven days per week. Contractor shall provide emergency phone numbers to City staff.
14. **Contractor** is responsible to train, counsel, inspect and evaluate Security Guards. The Contractor Supervisor shall make frequent unscheduled inspections of personnel and report monthly written reports to the City.
15. **Contractor's** Security Guards shall receive training from Contractor's trainers until they are proficient in the performance of their duties. Contract Security Company's staff, including shift supervisor, shall receive an orientation from City staff.
16. **Contractor** staff and shift supervisors shall communicate with and work through City staff for any service(s) needed.

17. **Contractor's** Security Guard/Officer(s) shall be required to have active certification to carry a baton, pepper spray, and handcuffs (firearm where required). Contractor shall be responsible for training their officers in arrest and control tactics and self-defense. Security officer(s) must have successfully completed PC 832 Training, CPR and First Aid Training.
18. **Contractor** shall provide assigned personnel with cellular phones with "direct connect" type capabilities through Guard Metrics contract.

VI. PERIOD OF PERFORMANCE

Services are for a one-year period from signing date on this agreement, or as designated by **City**.

A. COMPENSATION

The **Contractor** is requesting a total of $119,382.48 for the term of the agreement at the rate of $106 per hour for 1126 hours over a one-year term of his contract. The **Contractor** understands that the **City** will compensate them through a federal grants program as per attached budget line items.

B. PERSONNEL

Changes in **Contractor** staff persons identified in the contract are subject to the approval of the City Manager. Violation is subject to a material breach of contract.

C. SECURITY SERVICES SCHEDULE

*Not having a clear schedule of work hours for the one-year period of the grant, it is difficult to project past the total amount of the contract divided by the cost per hour to do business. Therefore, the figures on this chart gives the Contractor a working document from which to amend should the award be given to this Contractor.

Officer	Armed/Unarmed	Hours Per Week	Shift
B. James	Armed @$30 per hr	40	24/7
P. Gales Sr.	Armed@$25 per hr	15	6am - 11am
1New Hire	Unarmed @$17 per hr		Morning
1New Hire	Unarmed @$17 per hr		Afternoon
1New Hire	Unarmed @$17 per hr		Night
Overtime	N/A		Shifts may rotate
Holiday	N/A		
Emergency Rate	N/A		
Total Hrs Per Week	$106 PER HR		

Contractor shall provide all labor, equipment, vehicle(s) and supplies for the assigned security officers for their performance of high-quality security services to the City. The cost for said labor-equipment, vehicles and supplies—are included in the hourly fee of $106 charged by the Company for the various services. The amounts do not include the HR staff person.

* Projected Forecast

D. ITEMIZED BUDGET TABLE

All pricing is all-inclusive, and the budget has identified all costs including out-sourced and contracted work as required by the proposed; (Full time employee - FTE).

Category	Amount	Other Source	Total
Personnel: *Barbara James-Qualified Manager/PPO/Field Operations/Armed Officer-exempt *Paul Gales, Sr.: Director of Field Operations/Armed Officer *Kamie Taylor -Human Resources Mgr./Bookkeeper: * 3 part-time officers: ($17 per hr x 400 hrs)	FTE $62,400 x .50 = $31,200 ($30 x 2080 hrs = $62,400) $25 per hr x 700 hrs = $17,500 FTE $31,200 x .50 = $15,600 $17 per hr x 400 hrs= $20,400		$84,700.00
Fringe Benefits -*FICA/Medicare .765 x $81580 total wages	$6,241.00		$6,241.00
Equipment: 0	$0.00		$0.00
General Office Supplies – pens, copy paper, folders, copy paper, ink cartridges, printer, laptop, labels; Personal Protective Equip	$3,221.48		$3,221.48
Contract Services - *Fuel: .56 per mile x 12,000 miles (CA state rate) *Insurance *PayCHEX *Guard Metrics – perimeter checks/report writing *Celayix Scheduling Tech *Emergency vehicle(s) lease/rental *Auto Insurance *Employers Liability *Workers Compensation	 $6,720.00 $1,300.00 $3,900.00 $1,600.00 $1,100.00 $2,000.00 $2,400.00 $2,200.00 $4,000.00		$25.220.00
Total			**$119,382.48**

F. ATTACHMENTS

1. Private Patrol Operator (PPO), Bureau of Security and Investigative Services
2. Barbara A. James Resume
3. Paul Gales Resume
4. Los Angeles World Airport Police Captain (Ret.)
5. Latasha Wells-Amerson Leadership Institute
6. Insurance Binder

Remove your new Pocket License from the receipt portion and carry it with you at all times.

(Please cut along the dotted lines)

Bureau of Security and Investigative Services
P.O Box 989002
West Sacramento CA 95798-9002
(916)322-4000

Cle

PRIVATE PATROL OPERATOR

License No. PPO17854 Expiration 08/31/2022

QM, CEO OF
STEPS ABOVE SECURITY SERVICES, INC
BARBARA A JAMES
PO BOX 45939
LOS ANGELES. CA 90045

Receipt No
7044

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

IMPORTANT

1. Include your license number on any correspondence you send the Bureau regarding your private patrol operator license.
2. Changes to your address or name must be reported to the Bureau within 30 days. See the Bureau's website for information on how to report these changes.
3. If license is lost or stolen, you can apply for a replacement card. See the Bureau's website for application form.
4. Please carry the pocket license with you.

License No.	Expiration Date	Receipt No.
PPO17854	08/31/2022	7044

STEPS ABOVE SECURITY SERVICES, INC

This is your **RECEIPT.** Please save for your records.

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G00686 XO8 Od

Barbara A. James

6080 Center Drive, 6th Floor; Los Angeles, CA 90045 • (310) 874-0762 / (310) 897-6475

bjames@stepsabovesecurity.com

Career Objective

In my position as Qualified Manager with **Steps Above Security Services, Inc.**, my goal/objective is to acquire several security contracts; this will give me the opportunity to employ many men and women into the workforce as security officers and to hire support staff as needed.

PROFESSIONAL SUMMARY

Accomplished and driven entrepreneur with extensive leadership experience. A dedicated and goal-driven individual with 25+ years of supervising police officers. Successful in critically observing clients' needs, simplifying complex procedures, training subordinates, and rectifying fallacies by constructive criticism to achieve optimal results. Proven track record of strictly complying with the standards, conducting extensive research, and handling projects professionally. A highly dependable individual with the ability to navigate intricate issues, strengthen relations with peers and leadership, foster consensus, and elicit clear decisions from clients and all management levels.

EDUCATIONAL BACKGROUND

M.S. - Leadership and Management
University of LaVerne, LaVerne, CA — Jan 2017 – Jun 2019

B.A. - Organizational Leadership
Chapman University, Orange, CA — Sep 2000 – May 2003

WORK EXPERIENCE

Qualified Manager/CEO/Owner

Steps Above Security Services, Inc.

6080 Center Drive, 6th Floor; Los Angeles, Calif. 90045

Acquired Firm **2014 - Present**

Los Angeles Airport Police Department

Professional Standards Section
(Compliance Sergeant) — Nov 2014 -Oct 2020

- Planned and organized programs, kept programs budgets within the scope of division, supported section lieutenant in different training duties
- Directed personnel training, conducted future airport police/LAPD officers interviews, generated relevant documents, and recor2014 – Oct 2020ded necessary information regarding the progress of officers
- Assigned and reviewed work assignments, conducted thorough employee evaluations, provided reviews, discussed areas of improvement

Patrol Services Section Sergeant Oct 2009 – Oct 2014

- Oversaw and supervised 60+ in-field Police Officers daily at Los Angeles World Airports, responsible for responding quickly and taking the appropriate action at disaster scenes and crime scenes
- Conducted preliminary inquiries, field interviews, and follow-up investigations and operations within the Airport Police Division
- Demonstrated sound judgment under pressure and in life-threatening situations and in emergency scenarios

Police Operations Center Sergeant Sep 2007 – Oct 2009

- Supervised police officers and civilian employees within the emergency operations center
- Coordinated the Department's emergency response activities
- Provided logistical support for incidents, gathered intelligence and maintained chronological reports of incidents, assisted with Standardized Emergency Management System and Incident Command System training
- Reviewed, completed and audited the performance of police officers and civilian employees within the Operation Center
- Attended community and crime prevention meeting to identify, prevent and deter crime at the Los Angeles World Airports

Manchester Square/Belford Substation Sergeant April 2000 – Sept 2007
(Community Liaison Officer)

- Liaison with the community, which included the residents and businesses in the Manchester Square/Airport Belford program area, Airports Residential Acquisition Division, Property Management Contractor and Relocation personnel.
- Directed, supervised, trained and assigned officers in problem solving and enforcement of applicable laws, with respect to properties owned and operated by the Department of Airports.
- Conducted and attended community and crime prevention meetings in order to identify, prevent and deter crime within the program area.
- Managed and maintained records for establish conditional use procedures of properties within the program area.
- Assigned, scheduled and managed training locations for vacant property use by outside law enforcement agencies and specialized enforcement units.
- Reviewed and audited the performance of police officers and subordinate employees operating in the program area.
- Coordinated property maintenance for the prevention of crime and nuisance abatement.
- Reviewed and Assisted with evaluations for the Airport Police Field Training Program.

ADDITIONAL WORK EXPERIENCE

Traffic Services Section Sergeant June 1998 – Mar 2000

Special Services Section Sergeant Sept 1995 – June 1998

REFERENCES

Available on request

PAUL E. GALES, Sr.
pgales@stepsabovesecurity.com

RESUME

EDUCATION

Master of Public Administration	University of La Verne La Verne, CA '93
Bachelor of Science, Public Administration	University of La Verne La Verne, CA '91
Associate, Administration of Justice	West Los Angeles College Los Angeles, CA '81
Senior Management Institute Program Police Executive Research Forum Harvard University (Case Studies)	Boston College Boston, MA '06

EXPERIENCE :Over 30 Years Law Enforcement Services

Security Agent — **Lozano Group**
2019 – Present — **Sherman Oaks, CA**

- Armed and unarmed security needs – Executive Protection for VIP clients and related duties

Security Officer — **CBS Television Studios**
2017 – 2019 — **Beverly Blvd and Studio City, CA**

- Armed security – CBS Lot posts, audience security services, executive protection and all related duties.

Instructor — **El Camino Community College**
2006 – 2008 — **Torrance, CA**

- Administration of Justice
- Deliver lectures and presentations
- Prepare course materials, leading discussions, grading assignments and tests
- Work with students to ensure understanding of the material.
-

Commander — **Pasadena Police Department**
1981 – 2009 — **Pasadena, CA**

Support Operations Division

- Administration
- Fiscal Administration (Managed Operational Budget of over 70 million)
- Air Operations / Foothill Area Support Team (FAST) Helicopters)
- Community Services
- Event Planning (Rose Parade and Bowl Game)
- Traffic Section
- Acted as Chief of Police/Acting Chief in their absence

Special Operations Division

- Air Operations
- Criminal Investigations (Crimes Against Persons – Crimes Against Property)
- Special Investigations (Vice/Narcotics)
- Special Operations (Special Enforcement)

Lieutenant

- Administrative/Personnel and Professional Standards

Audit Jail Booking Efficiency
Audit Compliance with Use of Force
Developed Police Department Master Training Calendar

- Internal Affairs/Professional Standards
- Fiscal Administration Section
- Employment Services Section
- Community Services Section
- Field Operations/Watch Commander
- Field Training Program Coordinator

Sergeant

- Employment and Internal Affairs Sergeant
- Patrol Supervisor
- Robbery/Homicide Detective Sergeant
- Served as Acting Detective Lieutenant
- Property Crimes Detective Sergeant
- Neighborhood Crime Task Force / Special Weapons and Tactics

Investigator (Corporal)

- Burglary Detective
- Internal Affairs
- Child Abuse and Family Services
- Crime Scene Investigations

Officer

- Field Training Officer
- Neighborhood Street Crime Task Force
- Employee Backgrounds
- Developed Budget Reduction Process
- Patrol

Officer — **Vernon Police Department**
1979 – 1981 — **Vernon, CA**

- Field Training Officer
- Patrol
- Non-Sworn Police Cadet – Honored with swearing in as Police Officer at 19 years old

PROFESSIONAL CERTIFICATIONS

- California Peace Officers' Standards and Training Certifications
  Management - Supervisory – Advanced – Intermediate – Basic

- The Pacific Institute – Seattle, WA
  Master Facilitator/Instructor – Course "Imagine 21" Cognitive Thinking Course

INTERESTS

- Travel, music, sports, Student of Kajukendo

To Whom it May Concern

The purpose of this letter is as an introduction and recommendation of Barbara James. I am Captain Carolyn Smith (Retired). My tenure with the Los Angeles Airport Police Department was 36 + years of service to the aviation community. During my tenure my assignments included but were not limited to Internal Affairs, Traffic Coordination, Patrol Services, Emergency Management and Security Services Section.

While I engaged and managed numerous other assignments and projects, the most memorable and rewarding was working with Sergeant Barbara James to create/establish a dedicated contingent of civilian Traffic Officers to manage the flow of traffic at what was the second largest international airport in the United States, LAX. Sergeant James took on the challenge with professionalism and dedication. Together we interviewed, selected, trained, coordinated, graduated and monitored the numerous classes of security officers selected for the unit. The training was rigorous and thorough. Sergeant James was the "go to" person for problem solving, negotiations, uniform selection and professional standards. Absent her tenacity and professionalism in holding each officer and supervisor accountable to their duties and a high level of customer service, the success of the unit would not have been as notable nor successful. She is well read, intelligent and extremely customer service orientated. Having her on my team was one of the single best decisions I was able to make.

Sergeant James and I also worked together on one of the largest projects undertaken at LAX. That project was the airport expansion, east of LAX, wherein apartment buildings, schools and private residences were being acquired by the airport to make way for the expansion of the Metroline now currently underway. This area was known as Manchester Square. Many of the residents were averse to moving from long time homes and would often complain about a lack of sensitivity to their needs. Sergeant James established a complaint phone line for such issues. We also established community meetings wherein the residents could bring issues of security directly to us. We established a substation within the community and would walk a foot beat to create a more hands on and visible deterrent to those seeking to disrupt the peace of the community as it transitioned. Her efforts significantly reduced crime and the criminal element.

Overall, I found Sergeant James to be hardworking, professional, forward thinking and extremely capable. She readily takes on new challenges and is a master of coordination and public service. I wholeheartedly recommend Sergeant James. She will never disappoint.

Should any additional information be required I welcome and encourage the interaction. I may be reached telephonically at (323) 707-3909 or via email: Walnutapartments807@gmail.com.

Professionally,

Carolyn M. Smith, Captain (retired)

Los Angeles World Airport Police

LATASHA WELLS AMERSON

Latasha Wells Amerson Leadership Institute
2271 Torrance Boulevard, Suite 2
Torrance, California 90501
www.lwaleadership.com

As the founder and President of the Board of Directors of the Latasha Wells Amerson Leadership Institute – a nonprofit organization; I am submitting this business reference letter on behalf of Steps Above Security Inc.

Having contracted with Steps Above Security Inc on numerous occasions for both public and private events we know first-hand of their commitment to the success and security of our events. Most notably, our annual Jazz in the Park fundraiser.

Steps Above Security personnel ensured our security protocols and that of the county were carried out efficiently and effectively. They served to oversee crowd control, parking and traffic management, line queuing, and wayfinding interaction with our guests and public at one of the largest County of Los Angeles Park and Recreational Centers. The team displays a courteous demeanor and a professional uniformed dress code. On behalf of the Board of Directors, I highly recommend Steps Above Security Inc. for organizational, government, and privates security needs.

In addition to the traditional customary security attributes, Steps Above Security Inc. personnel are consummate professionals; many having in excess of 60 years combined law enforcement experience at varying executive levels. This team can be trusted with security sensitive information and access to celebrity artists and performers. They understand the importance of confidentiality and proactively managing risk.

Their team worked with County officials to ensure the venue was secure and permit standards were upheld by vendors, contractors, and patrons. It is my honor and pleasure to recommend their service as a trusted and bona fide security agency.

Please do not hesitate to call me at 310-872-1755 if you have any questions.

Best regards,

Latasha Wells Amerson, Esq.

INSURANCE BINDER

DATE (MM/DD/YYYY): 01/21/2021

THIS BINDER IS A TEMPORARY INSURANCE CONTRACT, SUBJECT TO THE CONDITIONS SHOWN ON PAGE 2 OF THIS FORM.

AGENCY: Costanza Ins. Agency, Inc 3010 LBJ Freeway Suite 925 Dallas TX 75234-	COMPANY: Steadfast Insurance BINDER #: EOL9836319-06
	EFFECTIVE DATE: 01/22/2021 TIME: 12:01 X AM ___ PM EXPIRATION DATE: 02/21/2021 TIME: X 12:01 AM ___ NOON
PHONE (A/C, No, Ext): (972)991-6084 FAX (A/C, No): (972)991-2139	___ THIS BINDER IS ISSUED TO EXTEND COVERAGE IN THE ABOVE NAMED COMPANY PER EXPIRING POLICY #:
CODE: SUB CODE:	
AGENCY CUSTOMER ID: 22816	DESCRIPTION OF OPERATIONS / VEHICLES / PROPERTY (Including Location) UNARMED P.I. $1,000 DEDUCTIBLE
INSURED AND MAILING ADDRESS Steps Above Security Services, Inc. 5304 S. Holt Ave. Los Angeles CA 90056-	

COVERAGES

TYPE OF INSURANCE	COVERAGE / FORMS	DEDUCTIBLE	COINS %	LIMITS AMOUNT
PROPERTY — CAUSES OF LOSS: ___ BASIC ___ BROAD ___ SPEC				
GENERAL LIABILITY				
X COMMERCIAL GENERAL LIABILITY			EACH OCCURRENCE	$ 1,000,000
___ CLAIMS MADE X OCCUR			DAMAGE TO RENTED PREMISES	$ 100,000
X ERROS & OMISSIONS			MED EXP (Any one person)	$ 5,000
			PERSONAL & ADV INJURY	$ 1,000,000
			GENERAL AGGREGATE	$ 2,000,000
	RETRO DATE FOR CLAIMS MADE:		PRODUCTS - COMP/OP AGG	$ 2,000,000
VEHICLE LIABILITY			COMBINED SINGLE LIMIT	$
___ ANY AUTO			BODILY INJURY (Per person)	$
___ OWNED AUTOS ONLY			BODILY INJURY (Per accident)	$
___ SCHEDULED AUTOS			PROPERTY DAMAGE	$
___ HIRED AUTOS ONLY			MEDICAL PAYMENTS	$
___ NON-OWNED AUTOS ONLY			PERSONAL INJURY PROT	$
			UNINSURED MOTORIST	$
				$
VEHICLE PHYSICAL DAMAGE DED	___ ALL VEHICLES ___ SCHEDULED VEHICLES		___ ACTUAL CASH VALUE	
___ COLLISION:			___ STATED AMOUNT	$
___ OTHER THAN COL:				
GARAGE LIABILITY			AUTO ONLY - EA ACCIDENT	$
___ ANY AUTO			OTHER THAN AUTO ONLY:	
			EACH ACCIDENT	$
			AGGREGATE	$
EXCESS LIABILITY			EACH OCCURRENCE	$
___ UMBRELLA FORM			AGGREGATE	$
___ OTHER THAN UMBRELLA FORM	RETRO DATE FOR CLAIMS MADE:		SELF-INSURED RETENTION	$
WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY			___ PER STATUTE	
			E.L. EACH ACCIDENT	$
			E.L. DISEASE - EA EMPLOYEE	$
			E.L. DISEASE - POLICY LIMIT	$
SPECIAL CONDITIONS / OTHER COVERAGES			FEES	$
			TAXES	$
			ESTIMATED TOTAL PREMIUM	$

NAME & ADDRESS

___ ADDITIONAL INSURED ___ LOSS PAYEE ___ MORTGAGEE
___ LENDER'S LOSS PAYABLE

LOAN #:

AUTHORIZED REPRESENTATIVE

Pete Costanza

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CONDITIONS

This Company binds the kind(s) of insurance stipulated on page 1 of this form. The Insurance is subject to the terms, conditions and limitations of the policy(ies) in current use by the Company.

This binder may be cancelled by the Insured by surrender of this binder or by written notice to the Company stating when cancellation will be effective. This binder may be cancelled by the Company by notice to the Insured in accordance with the policy conditions. This binder is cancelled when replaced by a policy. If this binder is not replaced by a policy, the Company is entitled to charge a premium for the binder according to the Rules and Rates in use by the Company.

Applicable in Arizona

Binders are effective for no more than ninety (90) days.

Applicable in California

When this form is used to provide insurance in the amount of one million dollars ($1,000,000) or more, the title of the form is changed from "Insurance Binder" to "Cover Note".

Applicable in Colorado

With respect to binders issued to renters of residential premises, home owners, condo unit owners and mobile home owners, the insurer has thirty (30) business days, commencing from the effective date of coverage, to evaluate the issuance of the insurance policy.

Applicable in Delaware

The mortgagee or Obligee of any mortgage or other instrument given for the purpose of creating a lien on real property shall accept as evidence of insurance a written binder issued by an authorized insurer or its agent if the binder includes or is accompanied by: the name and address of the borrower; the name and address of the lender as loss payee; a description of the insured real property; a provision that the binder may not be canceled within the term of the binder unless the lender and the insured borrower receive written notice of the cancellation at least ten (10) days prior to the cancellation; except in the case of a renewal of a policy subsequent to the closing of the loan, a paid receipt of the full amount of the applicable premium, and the amount of insurance coverage.

Chapter 21 Title 25 Paragraph 2119

Applicable in Florida

Except for Auto Insurance coverage, no notice of cancellation or nonrenewal of a binder is required unless the duration of the binder exceeds 60 days. For auto insurance, the insurer must give 5 days prior notice, unless the binder is replaced by a policy or another binder in the same company.

Applicable in Maryland

The insurer has 45 business days, commencing from the effective date of coverage to confirm eligibility for coverage under the insurance policy.

Applicable in Michigan

The policy may be cancelled at any time at the request of the insured.

Applicable in Montana

No binder shall be valid beyond the issuance of the policy with respect to which it was given or beyond 90 days from its effective date, whichever period is the shorter. If the policy has not been issued, a binder may be extended or renewed beyond such 90 days with the written approval of the insurer.

Applicable in Nevada

Any person who refuses to accept a binder which provides coverage of less than $1,000,000.00 when proof is required: (A) Shall be fined not more than $500.00, and (B) is liable to the party presenting the binder as proof of insurance for actual damages sustained therefrom.

Applicable in Oklahoma

All policies shall expire at 12:01 a.m. standard time on the expiration date stated in the policy.

Applicable in Oregon

Binders are effective for no more than ninety (90) days. A binder extension or renewal beyond such 90 days would require the written approval by the Director of the Department of Consumer and Business Services.

Applicable in the Virgin Islands

This binder is effective for only ninety (90) days. Within thirty (30) days of receipt of this binder, you should request an insurance policy or certificate (if applicable) from your agent and/or insurance company.

October 4, 2022

TO: HONORABLE MAYOR AND COUNCIL

FROM: CITY MANAGER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN ITS CAPACITY AS THE HOUSING SUCCESSOR AGENCY AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT TO A PROFESSIONAL SERVICES AGREEMENT WITH KEYSER MARSTON ASSOCIATES, INC.; TO AUTHORIZE A FISCAL YEAR 2022-2023 BUDGET AMENDMENT; AND TO ISSUE PURCHASE ORDERS IN THE AMOUNT OF FOURTEEN THOUSAND, FOUR HUNDRED DOLLARS ($14,400) TO PAY OUTSTANDING INVOICES AND SIXTY-FIVE THOUSAND, SIX HUNDRED DOLLARS ($65,600) TO CONTINUE TO PROVIDE FEASIBLITY ANALYSIS AND FINANCIAL ASSESSMENT SERVICES FOR LOCAL HOUSING DEVELOPMENT PROJECTS

SUMMARY

Adoption of this resolution authorizes the City Manager to enter into a first amendment to an existing professional services agreement with Keyser Marston Associates, Inc and to authorize the establishment of two (2) purchase orders, one for Fourteen Thousand, Four Hundred Dollars ($14,400) to pay outstanding invoices immediately, and the other for Sixty-Five Thousand, Six Hundred Dollars ($65,600) to provide feasibility analysis and financial assessment services for local housing development projects. Additionally, this resolution authorizes a budget amendment to appropriate Eighty Thousand Dollars ($80,000) from the Housing Successor Fund Balance for this item.

BACKGROUND

On June 10, 2010, the former Community Redevelopment Agency (“CRA”), of the City of Compton issued Series 2010A Tax Exempt Housing Bonds for the implementation of various affordable housing programs involving the acquisition of specific sites for development of low- and moderate-income housing in the community. In accordance with bond covenants, the sites must be conveyed to qualified developers as subsidies to facilitate development of affordable housing for low to moderate income households.

The City, acting in its capacity as the Housing Successor Agency (“Housing Successor”) is utilizing the former CRA’s Series 2010A Tax Exempt Housing Bonds for the development of various affordable housing projects in accordance with the provisions of the bonds. The bond covenants require that properties and/or projects acquired/subsidized with bond proceeds must be developed and sold at below fair market value to qualified low-income homebuyers. Keyser Marston Associates Inc. has worked directly with the City and Successor Agency for over ten years to analyze projects and ensure compliance with spending of the City’s bond proceeds.

This firm maintains a wealth of city history that is necessary to complete the work needed for these projects.

The Housing Successor entered into a professional services agreement on July 14, 2020 with Keyser Marston Associates for Fifty Thousand Dollars ($50,000), as authorized by City Council adoption of Resolution No. 25,314. The expiration date of this contract is based on when the compensation amount is exhausted. Currently, there remains a very low balance in this fund, and additional funds are needed to complete the work already in progress. The current projects in review have already been reviewed previously by KMA during the last fiscal year, and thus, there is extensive background knowledge that no other firm possesses. Consequently, KMA is the only firm that can provide this work to the City.

STATEMENT OF THE ISSUE

Staff is requesting a first amendment to the professional services agreement with Keyser Marston Associates, Inc. to increase the total compensation by $80,000, establishment of two purchase orders totaling $80,000 to facilitate payment of outstanding invoices and future obligations, and encumbrance of funds from the Housing Successor Agency Fund Balance to use for this contract amendment.

Historically, KMA has provided financial feasibility analysis on a number of developer proposals on behalf of the City, and has also tracked Low- and Moderate-Income Housing Fund expenditures to ensure compliance with state law. Currently the City is negotiating with a number of housing developers including but not limited to Linc Housing (16208 Atlantic Ave), KBK Developers (500-601 Compton Blvd), The Win Project (1716 Rosecrans), and Landspire Group (1434 West Compton) etc., to provide affordable housing utilizing the 2010A Bond proceeds. In order to ensure that projects funded with bond proceeds meet bond covenant requirements, it is necessary for the City to enter into an amended professional services agreement with KMA to finalize the already in progress review of pro forma submittals from developers to validate the amount of subsidies necessary to assure project feasibility.

KMA has the unique mix of experience and knowledge skill set that will provide this service within a specified time frame as they are currently working on developer proposals and have an abundance of knowledge about those proposals that have critical grant deadlines. Employing the services of a different consultant at this juncture would significantly slow down the process and jeopardize timely conclusion of Exclusive Negotiation Agreement with various prospective developers that need to be completed this year. Further, the institutional knowledge held by KMA cannot be replicated by other firms.

FISCAL IMPACT

There is no impact to the General Fund Account. The funds in the amount of $80,000.00 are available in the Housing Successor Agency's Fund Balance. The Fund Balance is approximately Twenty-Six Million Dollars ($26,000,000).

These funds shall be appropriated from the Fund Balance and the appropriations in the following account shall be increased by $80,000: Account No. 1205-910-000-4262. The cost for service will be $80,000 and will be charged to the same account. Authorization for two purchase orders, one for $14,400 to pay outstanding invoices immediately, and a second for the remaining $64,400, are also being requested to facilitate payment to KMA.

RECOMMENDATION

Staff recommends that City Council, acting in its capacity as the Housing Successor Agency adopt the attached Resolution.

THOMAS THOMAS.
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN ITS CAPACITY AS THE HOUSING SUCCESSOR AGENCY AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT TO A PROFESSIONAL SERVICES AGREEMENT WITH KEYSER MARSTON ASSOCIATES, INC.; TO AUTHORIZE A FISCAL YEAR 2022-2023 BUDGET AMENDMENT; AND TO ISSUE PURCHASE ORDERS IN THE AMOUNT OF FOURTEEN THOUSAND, FOUR HUNDRED DOLLARS ($14,400) TO PAY OUTSTANDING INVOICES AND SIXTY-FIVE THOUSAND, SIX HUNDRED DOLLARS ($65,600) TO CONTINUE TO PROVIDE FEASIBLITY ANALYSIS AND FINANCIAL ASSESSMENT SERVICES FOR LOCAL HOUSING DEVELOPMENT PROJECTS

WHEREAS, on June 10, 2010, the former Community Redevelopment Agency ("CRA"), of the City of Compton issued Series 2010A Tax Exempt Housing Bonds for the implementation of various affordable housing programs involving the acquisition of specific sites for development of low- and moderate-income housing in the community; and

WHEREAS, the City, acting in its capacity as the Housing Successor Agency ("Housing Successor") is utilizing the former CRA's Series 2010A Tax Exempt Housing Bonds for the development of various affordable housing projects in accordance with the provisions of the bonds, which require that properties and/or projects acquired/subsidized with bond proceeds must be developed and sold at below fair market value to qualified low-income homebuyers; and

WHEREAS, in order to ensure that projects funded with bond proceeds meet bond covenant provisions, the City needs to retain the services of an experienced consulting firm with expertise to provide the City with advice and assistance in reviewing and evaluating the financial and pro forma submittals from developers associated with these projects and validate the amount of subsidies necessary to assure project feasibility in accordance with the tax-exempt status of the 2010A Bonds; and

WHEREAS, The Housing Successor entered into a professional services agreement on July 14, 2020 with Keyser Marston Associates for Fifty Thousand Dollars ($50,000), as authorized by City Council adoption of Resolution No. 25,314. The expiration date of this contract is based on when the compensation amount is exhausted. Currently, there remains a very low balance in this fund, and additional funds are needed to complete the work already in progress.

WHEREAS, historically, KMA has provided financial feasibility analysis on a number of developer proposals, including Meta Housing, the City Ventures at 930 West Compton Boulevard and 900 Dwight on behalf of the City, and staff believes that KMA has the unique mix of experience and knowledge skill set necessary to provide this service within a specified time frame, as they are currently working on developer proposals and have an abundance of knowledge about those proposals that have critical deadlines; and

WHEREAS, the City is currently negotiating with a number of housing developers to provide affordable housing utilizing the 2010A Bond proceeds.

WHEREAS, there is no other consultant that has the institutional knowledge of Compton's redevelopment history to conduct all of the work necessary, and employing the services of a different consultant at this juncture would significantly slow down the process and jeopardize development projects and funding; and

WHEREAS, staff is requesting that City Council authorize the City Manager to enter into a first amendment to the existing professional services agreement with KMA to increase not to exceed compensation in the amount of $80,000.00 to complete the analyses they are currently working on and additional analyses expected to occur within the contract period; and

WHEREAS, the funds shall be appropriated from the Fund Balance and the appropriations in the following account shall be increased by $80,000: Account No. 1205-910-000-4262. The cost for service will be $80,000 and will be charged to the same account.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF COMPTON, ACTING IN ITS CAPACITY AS THE HOUSING SUCCESSOR AGENCY DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City Manager is hereby authorized to execute a professional services contract with Keyser Marston Associates, Inc. to provide consultation and assistance in reviewing and evaluating financial and pro forma submittals from Developers for Housing Successor Agency projects utilizing 2010A Tax Exempt Housing Bonds for the implementation of various housing developments within the City.

SECTION 2. That a purchase order in the amount of $14,400 is hereby authorized to be established for Keyser Marston Associates, Inc. to immediately pay outstanding invoices.

SECTION 3. That a second purchase order in the amount of $64,400 is authorized to be established for Keyser Marston Associates, Inc.

SECTION 4. That funds shall be appropriated from the Fund Balance and the appropriations in the following account shall be increased by $80,000: Account No. 1205-910-000-4262. The cost for service will be $80,000 and will be charged to the same account.

SECTION 5. That certified copies of this Resolution shall be filed in the offices of the City Controller, City Clerk, City Manager, and the City Attorney.

SECTION 6. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2022.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON: ss

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council, signed by the Mayor, and attested by the City Clerk at the regular meeting thereof held on the _____ day of _____, 2022.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

FIRST AMENDMENT TO
PROFESSIONAL SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
(ACTING IN THE CAPACITY OF THE HOUSING SUCCESSOR)
AND
KEYSER MARSTON & ASSOCIATES

This **FIRST AMENDMENT** ("Amendment") to the Professional Services Agreement entered into on August 25, 2020, is made and entered into effective September 27, 2022 by and between the **CITY OF COMPTON**, a municipal corporation of the State of California, acting in the capacity as the Compton Housing Successor (hereinafter referred to as **"CITY"**) located at 205 South Willowbrook Avenue, Compton, California 90220, and KEYSER MARSTON & ASSOCIATES_ (hereinafter referred to as **"CONSULTANT"**), located at 500 South Grand Avenue, Los Angeles, California 90071

RECITALS:

WHEREAS, the Successor Agency of the City of Compton is utilizing the Agency's Series 2010A tax-exempt housing bonds for development of various affordable housing projects involving acquisition of specific sites for development of low- and moderate-income housing in the community; and

WHEREAS, in accordance with bond covenants, the sites must be conveyed to qualified developers as subsidies to facilitate development of affordable housing for low to moderate income households; and

WHEREAS, the City has determined that there is a need to procure the services of KMA to complete analysis of the development proformas of prospective developers to validate the amount of subsidies necessary to ensure construction of the affordable housing developments in compliance with the bond covenants in a timely manner; and

WHEREAS, the City has determined that the Keyser Marston and Associates has the necessary experience, competence, and the resources to provide such services required by this Agreement in the timeframe needed to meet certain deadlines; and

WHEREAS, the City and Consultant entered into that certain Professional Services Agreement on August 25, 2020, for a not to exceed compensation of Fifty Thousand Dollars ($50,000); and

WHEREAS, the City seeks to amend that Professional Services Agreement to add Eighty Thousand Dollars ($80,000) for a total compensation not to exceed One Hundred Thirty Thousand Dollars ($130,000).

NOW, THEREFORE, in consideration of the premises above stated and the terms, conditions, covenants and agreements contained herein, the City and Consultant (each a "Party" and collectively, the "Parties") do hereby mutually agree to amend the original Professional Services Agreement as follows:

1. The parties agree to amend **Section 3- Compensation-** of the original Professional Services Agreement to increase compensation to a not-to-exceed amount of One Hundred Thirty Thousand Dollars ($130,000).
2. Except as provided for above, all other terms, provisions and conditions of the original Professional Services Agreement and any amendments thereto between the City and the Company all remain in effect.

IN WITNESS WHEREOF, Consultant has executed this First Amendment to the above-identified Professional Services Agreement, and the City, by its City Manager, who is authorized to do so, has executed this First Amendment.

KEYSER MARSTON & ASSSOCIATES

By _____ Dated: _____

JIM RABE, SENIOR PRINCIPAL

CITY OF COMPTON
Approved by:

Dated: _____

By_____

Thomas Thomas, EXECUTIVE DIRECTOR

Approved as to form:

By _____ Dated: _____

Eric Perrodin/ City Attorney

ATTEST:

Dated: _____ By _____

Alita Godwin, City Clerk

KEYSER MARSTON ASSOCIATES
ADVISORS IN PUBLIC/PRIVATE REAL ESTATE DEVELOPMENT

ADVISORS IN:
Real Estate
Affordable Housing
Economic Development

BERKELEY
A. Jerry Keyser
Debbie M. Kern
David Doezema

LOS ANGELES
Kathleen H. Head
James A. Rabe
Gregory D. Soo-Hoo
Kevin E. Engstrom
Julie L. Romey
Tim R. Bretz

SAN DIEGO
Paul C. Marra

June 28, 2022

Kofi Sefa-Boakye
Successor Agency
City of Compton
205 S. Willowbrook Avenue
Compton, California 90220

Dear Kofi:

Keyser Marston Associates, Inc. (KMA) is pleased to provide the City of Compton (City) with a proposal to provide real estate financial analysis services associated with housing and mixed-use projects. KMA understands that the City has several housing development projects that will require financial analysis.

STATEMENT OF QUALIFICATIONS

Description of Firm

KMA is a full-service real estate, financial, redevelopment and economic consulting firm specializing in real estate advisory and evaluation services. KMA is a privately held corporation that was incorporated in 1973. KMA has one of the larger real estate advisory practices on the West Coast. The majority of KMA assignments involve long-standing client relationships.

KMA has 22 professional staff members in offices located in Los Angeles, Berkeley and San Diego. The Los Angeles office provides advisory services to government agencies and private sector clients throughout Southern California.

After nearly 50 years, KMA has held the same commitment to clients: to provide creative pragmatic solutions to complex urban development. Our practice areas include:

Public Private Real Estate Transactions	Infrastructure and Public Finance
Fiscal and Economic Impacts	Transit-Oriented Neighborhoods
Public Benefits and Entitlements	Affordable and Inclusionary Housing
Economic Development	

We approach all our assignments from a reality-based perspective. Our objective is to provide decision-makers with sound advice supported by strong technical analysis of all economic factors that impact success, including:

Market Conditions	Financial Investment Requirements
Community Needs and Benefits	Development Issues

KMA's unique strength is the depth, continuity and availability of our principals who average more than twenty years of practical experience in working with business and government. Their personal involvement is a key factor in the firm's ongoing success. Their knowledge and expertise bring clarity to the complexities of real estate development. KMA's principals are frequent speakers to such industry groups as the Urban Land Institute and the California League of Cities. They have also served on policy-advisory committees for the State Legislature and Governor on issues such as affordable housing, economic development and military base reuse.

The increased complexities of real estate transactions demand a strong technical understanding of market opportunities and constraints. KMA can provide services that are grounded in a fundamental understanding of the Southern California real estate market, project valuation and project financing. Unique characteristics possessed by KMA include:

Experience

KMA has nearly 50 years of experience assisting clients throughout the West in real estate market and evaluation services; negotiation services; structuring public/private transactions; and project implementation services.

Cost Effectiveness

KMA is able to be cost effective for our clients given our ability to provide comprehensive services relating to market and financial feasibility, economic analysis, direct implementation experience and public finance without the need for multiple consultants.

COMMITMENT

KMA offers the commitment of principals who are recognized leaders in real estate advisory services throughout California. Our philosophy and structure results in clients having maximum direct contact with the firm's principals.

Relevant Areas of Expertise

KMA has a robust practice in evaluating the development economics of individual projects, and our staff are experts in analyzing a full range of residential uses including rental and for-sale projects; projects in urban, suburban and rural locations; and very-low income to luxury unit types. From this practice, we understand construction costs, financing structures and the "feasibility gap" associated with developing affordable units. The use of market demand analyses and pro forma financial analyses to evaluate the financial feasibility of a wide range of projects is one of KMA's notable strengths. Financial feasibility analyses are typically geared toward providing KMA's public sector clients with a perspective on the private sector development economics for proposed projects.

KMA provides a complete range of financial analyses and consulting services for development projects. These include market analyses, highest and best use studies, financial feasibility analyses, preparation of requests for qualifications and proposals, developer selection, and disposition negotiations including ground lease negotiations. Uniquely, KMA combines its real estate advisory services with a range of financial and economic evaluation services, projection of public revenues, fiscal impact analyses and economic analyses of alternative land use options. This integration of disciplines allows extremely cost effective coordinated services for our clients.

MARKET AND FINANCIAL ANALYSIS OF PROJECTS WITH AN AFFORDABLE HOUSING COMPONENT

KMA prepares market and financial analyses that result in identifying an appropriate level of client investment in a project. We evaluate the impact of burdens and incentives on affordable housing programs and advise on all aspects of project financing. KMA is practiced in all aspects of housing finance and underwriting and brings in-depth expertise in a variety of financing techniques such as the following:

Debt Sources	Tax Credits	HUD	HCD	Other Funding Sources
•Conventional loans •Tax-exempt multi-family housing bonds •Section 221d3/4 FHA mortgage insurance •CalHFA programs	•9% and 4% Low Income Housing •State of California •Historic •New Market Tax Credits	•HOME •Section 8 •Section 202/811 •McKinney Act •CDBG •New Issue Bond Program	•Multi-Family Housing Program •BEGIN •CalHOME •Veteran's Housing and Homelessness Prevention Program •No Place Like Home Program •Mental Health Services Act	•Property tax increment housing set-aside (LMIHAF) •FHLB AHP •Local In-Lieu Fees •Project Homekey •Infill Infrastrucutre Grant (IIG)

The successful disposition of properties and the structuring of affordable housing transactions requires a strong technical understanding of real estate, financing markets and a keen understanding of California laws and various funding sources that affect the disposition of public property. The firm is unique among other real estate consulting firms in that we possess this entire array of skills. The combined knowledge and expertise in these areas has resulted in KMA's ability to provide services, which not only comply with the current policies and practices pertaining to local development but are also based on a fundamental understanding of real estate markets, valuation and financing.

Our services include the following:

Financial Gap Analysis & Site Valuation Analyses	Ongoing Covenant & Residual Receipts Monitoring
Business Terms Negotiations	Public-Private Transactions
Layering & Leveraging Tests	

REFERENCES

Examples of our experience and long-term relationships are provided below:

City of Los Angeles Housing Department (LAHD)
KMA provides on-going real estate and negotiations assistance to LAHD on a variety of land transactions including ownership and rental projects. LAHD received numerous properties from the former Community Redevelopment Agency of the City of Los Angeles, as well as surplus properties from other City departments. These properties are

proposed to be developed with affordable housing projects with a focus on providing permanent supportive housing (PSH) units. KMA's tasks include financial and feasibility analyses, property disposition, developer selection and negotiation for long term ground leases. The projects are financed with a variety of funding sources including Low Income Housing Tax Credits, State of California funding sources, as well as the City's HHH funds which are designated for PSH units. KMA summarizes each transaction in a memorandum and presents each project to LAHD's Loan Committee for approval. For these tasks, KMA draws on our extensive knowledge and experience with project economics, including construction costs, financing structures, and the "feasibility gap" associated with developing affordable units. KMA has also assisted LAHD's Land Development Unit (LDU) with structuring a ground lease template for affordable housing projects.

LADOT owns four parcels located at Hollywood & Wilcox in Hollywood which will be developed with new commercial space and 154 residential units, of which 61 units will be affordable for low income artist households. KMA worked with LAHD on pro forma analysis and negotiations with the developer in preparation for approval by the Loan Committee. The schedule was driven by the funding sources (including tax credits, AHSC funds, and tax-exempt bonds) and City approval deadlines. KMA also assisted LAHD with ground lease negotiations for the commercial building adjacent to the residential project that the developer will rehabilitate utilizing CDBG and NMTC funding sources and use for below market rate offices, art gallery and performance space for artists.

Assigned Staff	Julie Romey, Tim Bretz, Kathe Head
Project Schedule	_____ - present (ongoing basis)
Reference	Daniel Huynh, Assistant General Manager 213-808-8901 daniel.huynh@lacity.org

Los Angeles County Development Authority (LACDA)

Since 2015, KMA has been providing on-going financial consulting services to LACDA. In particular, KMA has reviewed development proposals from throughout the County that are submitted through the LACDA's NOFA process. This task includes performing a threshold review of the financial and economic components of the project as well as a technical review that considers the LACDA's underwriting guidelines and funding/market conditions to determine the feasibility as well as need for assistance. KMA then presents the proposals to the LACDA NOFA Committee and discusses how to resolve identified issues.

KMA has also been on various developer selection review panels for LACDA, including the recent USC + LA County Restorative Care Village that is owned by the County and the medical center. KMA has also assisted LACDA staff with finalizing and closing the

numerous transactions and ensuring that the LACDA investment is protected. This involves weekly closing calls with multiple funding sources representatives and legal teams. KMA also reviews and suggests legal language for the LACDA agreement and presents the project to the Underwriting Committee to get the final approval to fund the project.	
Assigned Staff	Julie Romey, Kathe Head
Project Schedule	2015 - present (ongoing basis)
Reference	Lynn Katano, Director/Housing Investment & Finance Division 626-586-1806 lynn.katano@lacda.org

City of Long Beach	
KMA has represented Long Beach since the late 1970's, including in the areas of real estate disposition, fiscal and economic analyses, market feasibility studies, property tax increment projections, and affordable housing projects. Affordable housing services provided by KMA include developer selection, financial analysis and negotiations services for market rate housing and affordable housing transactions, capital planning for the use of affordable housing funds, financial feasibility analysis for a proposed inclusionary housing program, fiscal consultant services related to bond financings and refinancings, and a replacement housing program for projects located in the Coastal Zone that are subject to the Mello Act. KMA is currently assisting Long Beach with the financial evaluation and developer negotiations for a proposed affordable apartment project that will consist of the adaptive reuse of the Long Beach Armory building, as well as the new construction of additional affordable units on the site. KMA also works with the City's Housing Department to evaluate and negotiate transactions in the downtown area and throughout the City. KMA conducted an inclusionary housing feasibility study for the City, including evaluating the financial feasibility of on-site and in-lieu fee requirements.	
Assigned Staff	Tim Bretz, Kathe Head, Julie Romey
Project Schedule	Ongoing basis
Reference	Mary Frances Torres, Acting Real Estate Development Bureau Manager 562-570-6846 mary.torres@longbeach.gov

KEY PERSONNEL & EXPERTISE

KMA's unique strength is the depth, continuity and availability of our principals who average more than twenty years of practical experience in working with business and government. Their personal involvement is a key factor in the firm's ongoing success. Their knowledge and expertise bring clarity to the complexities of real estate development. It also allows them to clearly speak on complex projects to senior management and at executive sessions and public meetings. KMA's principals are frequent speakers to such industry groups as the Urban Land Institute, the California League of Cities, and the California Association for Local Economic Development. They have also served on policy-advisory committees for the State Legislature and Governor on issues such as affordable housing, economic development and military base reuse.

KMA's principals have acted as instructors at the following CRA Institute courses: Beginning and Advanced Affordable Housing; Affordable Home Ownership; Pro Forma Analysis; Components of the DDA; Developer Selection; and Redevelopment Finance. KMA principals have also lectured at the UCLA Anderson School of Business, the UCLA Graduate School of Urban Planning, the USC Graduate School of Urban Planning; and the California State University at Long Beach Graduate School of Public Administration.

Julie Romey *Senior Principal*	Ms. Romey is a Senior Principal in the Los Angeles office who has over 20 years of real estate and affordable housing experience. Ms. Romey has had a role in structuring development agreements, affordable housing strategies, HOME Program policies and procedures manuals, preparing HOME Layering Analyses, and monitoring affordability restrictions and loan agreements. She also assists Successor Agencies with shut down, long range property management plans and SB 341 issues. In addition, Ms. Romey has assisted LACDA and LAHD with closing transactions.
Kathleen Head *President, Managing Principal*	Ms. Head is the Managing Principal of the Los Angeles office and has been with KMA since 1983. Ms. Head manages the housing related services performed by the Los Angeles office and has extensive experience in program creation, policy analysis, feasibility evaluations and transaction structuring. Ms. Head has analyzed hundreds of projects utilizing tax-exempt financing and tax credits, as well as various local, state and federal assistance packages.
Tim Bretz *Senior Principal*	Mr. Bretz is a Senior Principal in the Los Angeles office of KMA. Mr. Bretz has been with KMA since 2008. During that time, he has assisted a number of public agencies with affordable housing and real estate

assignments. Mr. Bretz has performed affordable housing feasibility analyses, and market and reuse analyses for residential, mixed-use, hotel, office and industrial projects. In addition, he has prepared value enhancement analyses to assist in the negotiation of community benefits agreements. He has also assisted public jurisdictions with structuring ground leases for residential and commercial projects. He has prepared residential nexus and commercial linkage fee studies to support impact fees to be used to produce affordable housing.

PROPOSED SCOPE OF SERVICES

Given that KMA has not been provided with the specifics of the housing and mixed-use projects that will be assigned, the following outlines the services typically provided during a financial analysis of a project:

1. Review documents, project description, pro forma for a proposed project.

2. Prepare a financial analysis, including:

    a. A residual land value analysis for the project that will include an analysis of the proposed construction costs, the stabilized net operating income including the impact of any affordability restrictions, anticipated available funding sources and a cash flow analysis;

    b. Identification of issues facing the proposed project; and

    c. Recommendations of how to structure the Disposition and Development Agreement (DDA).

    d. If any Low and Moderate Income Housing Asset Fund (LMIHAF) money is proposed to assist a project, KMA will calculate the SB 341 metrics and work with the Developer and City to make sure the project will help the City stay in compliance with the State of California's affordable housing requirements.

    e. The KMA analysis will be presented in a technical memorandum.

3. KMA will assist the City with negotiations with the Developer to establish deal terms.

4. KMA will review and comment on the DDA.

5. KMA will prepare a 33433 report for the conveyance of Successor Agency parcels.

6. KMA will be available to present the proposed projects to decision makers, as requested by staff.

Information Request

In order to perform the analysis described above efficiently, KMA requests that the following information be provided for each project:

1. A site plan, elevations and detailed project description, including current zoning, site conditions and ownership.

2. What entitlements are needed to construct the proposed project?

3. A detailed pro forma from the developer that matches the site plan.

4. A written proposal of what the Developer is requesting from the City, as well as proposed terms.

5. What services and amenities will be provided to the tenants?

6. If the project includes market rate residential units or commercial space, information needs to be provided to back up the market rent assumptions.

7. Will the project require the payment of State of California prevailing wage requirements?

8. A detailed proposed schedule of development and financing.

9. The City should provide a summary of up to date negotiations with the developer and what potential funding sources are available to meet the developer's request for financial assistance.

PROPOSED BUDGET AND SCHEDULE

As KMA has not been provided with a budget amount or the number of projects that will be included in this contract, KMA has provided an estimate of the cost on a per project

basis. At the beginning of each assignment, KMA will provide staff with a budget estimate and time frame to complete the assignment. If a project is straightforward and all of the information requested is received in a timely manner, KMA can complete the scope of services for $10,000 to $15,000. The number of meetings and the length of negotiations can cause the budget to increase. KMA will keep the City informed of the status of the budget as the analysis moves forward.

It typically takes approximately three weeks for KMA to finish a financial analysis for a project. However, this timeline is sensitive to how quickly developer and the City can respond to questions that arise.

For reference purposes, the KMA billing rates for staff members that will be assigned to this engagement are presented in the following table:

Fiscal Year 2021/22 Hourly Rates	
Chairman, President, Managing Principals*	$290.00
Senior Principals*	$280.00
Principals*	$260.00
Managers*	$235.00
Senior Associates	$195.00
Associates	$175.00
Senior Analysts	$160.00
Analysts	$140.00
Technical Staff	$100.00
Administrative Staff	$85.00

Directly related job expenses not included in the above rates are: auto mileage, air fares, hotels and motels, meals, car rentals, taxies, telephone calls, delivery, electronic data processing, graphics and printing. Directly related job expenses will be billed at 110% of cost. Monthly billings for staff time and expenses incurred during the period will be payable within thirty (30) days of invoice date.

* Rates for individuals in these categories will be increased by 50% for time spent in court testimony.

KMA appreciates the opportunity to submit this proposal. If the proposal can be modified to better serve your purposes, please let me know.

Sincerely,
Keyser Marston Associates, Inc.

Julie Romey

Julie Romey
Senior Principal