

G4S Jail Support Services for the Garden Grove Police Department



August 13th, 2020

**Presented by
G4S Secure Solutions (USA) Inc.**

**2300 E Katella Avenue Suite 150
Anaheim, CA 92806**

G4S CUSTODY OFFICER SERVICES

Garden Grove Police Department

G4S Custody Officer Rate Schedule (November 1st, 2020 - June 30th, 2021)

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost*
Custody Officer Supervisor (1 FTE - Exempt)	40	\$ 31.25	\$ 48.72	\$ 8,467.54	\$ 67,093.29
Custody Lead Officer (1 FTE)	40	\$ 20.00	\$ 32.57	\$ 5,660.67	\$ 44,852.80
Custody Officers (7.4 FTE)	296	\$ 19.00	\$ 31.02	\$ 39,895.44	\$ 316,115.14
	376.00			\$ 54,023.65	\$ 428,061.23

* Annual cost is reflective of 34.43 week year between Nov 1, 2020 - June 30, 2021

Garden Grove Police Department

G4S Custody Officer Rate Schedule (July 1st, 2021 - June 30th, 2022)

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost
Custody Officer Supervisor (1 FTE - Exempt)	40	\$ 31.56	\$ 49.45	\$ 8,594.41	\$ 103,132.92
Custody Lead Officer (1 FTE)	40	\$ 21.00	\$ 34.23	\$ 5,949.17	\$ 71,390.09
Custody Officers (7.4 FTE)	296	\$ 20.00	\$ 32.68	\$ 42,030.40	\$ 504,364.82
	376.00			\$ 56,573.99	\$ 678,887.83

* Annual cost is reflective of 52.14 week year between July 1, 2021 - June 30, 2022

Garden Grove Police Department

G4S Custody Officer Rate Schedule (July 1st, 2022 - June 30th, 2023)

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost
Custody Officer Supervisor (1 FTE - Exempt)	40	\$ 31.88	\$ 49.84	\$ 8,662.19	\$ 103,946.30
Custody Lead Officer (1 FTE)	40	\$ 22.00	\$ 35.88	\$ 6,235.94	\$ 74,831.33
Custody Officers (7.4 FTE)	296	\$ 21.00	\$ 34.33	\$ 44,152.50	\$ 529,830.00
	376.00			\$ 59,050.64	\$ 708,607.63

* Annual cost is reflective of 52.14 week year between July 1, 2022 - June 30, 2023

PRICING NOTES

In order to provide a transparent view of our pricing, the following notes provide additional details on our proposed pricing structure:

EMPLOYEE HEALTH INSURANCE PLANS

G4S full time employees assigned to GGPD will receive the following benefits:

- Kaiser Permanente – Comprehensive Medical Insurance Plan
- Delta Dental – Dental Insurance Options
- VSP - Vision Insurance Options
 - Detailed insurance plan details available upon request
- 80 hours of annual time off

G4S Proposal to Provide Security Services

Confidential, Financial and Proprietary Information

- 9 holidays paid at time and one half if worked
- Life and AD&D Insurance policies as provided by UNUM
- An Employee Assistance Program (EAP)
- Voluntary Benefits & Perks including Critical Illness
- 401(k) programs
- Accident Insurance
- Identity Theft Protection
- Whole Life and Individual Short-Term Disability
- Doctor on Demand video consultations
- Discount prescription drug program with RxCut
- QualSight Lasik discounts
- Pet Insurance
- Pre-Paid Legal Plan
- Uniform Maintenance Service
- Standard Incentive and Recognition Awards
- Employee Assistance Program
- Direct Deposit & Daily Pay Services

VACATION AND SICK TIME

G4S has factored 80 hours of Paid Time Off (Vacation and Sick Time) for all full-time employees assigned to the contract.

Should incumbent personnel retained on the account be eligible for additional vacation, G4S will direct-bill for vacation in excess of one week at 1.40 times the straight-time pay rate, if the client approves the grandfathering of current earned benefits.

HOLIDAYS

Holiday pay of time-and-one-half for to all non-exempt Custody Officers who work on 9 G4S recognized holidays. Holidays premium pay for Custody Officers is factored into our Rate Schedule. G4S recognized holidays include: New Year's Day, Martin Luther King Jr. Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Eve, Christmas Day.

PRE-EMPLOYMENT SCREENING

Quoted rates include the following background investigation and screening elements:

- Identity verification: Social Security trace report
- Criminal searches (based on 7 years of address history or in accordance with state law)
 - Statewide criminal search (where available)
 - County criminal search (when state not available or historically incomplete)
 - Multi-jurisdictional and sex offender search including OFAC SDN search (terrorist watch list)
- 7 years of activities (employment, unemployment, education)
 - Review, investigation and resolution of all gaps 90 days or longer
- Driver's license (DMV) check (annual for driving positions)
- Drug screen (10-panel)
- Physical exam

- Psychological evaluation (MMPI-2)

TRAINING

The quoted rates include the following training for new-hire personnel; all officers receive annual in-service training.

- G4S Classroom - Pre-assignment Training: 40 hours
- Court and Temporary Holding Facilities (Title 15-1024): 8 hours
- Garden Grove PD Jail - On-the-Job Training (for any newly assigned Officers): 80 hours
- Title 15-1024 Biennial Refresher + G4S CPO Annual Refresher Training: 16-24 hours

Additional pre-assignment training is direct billed at 1.40 times the straight-time pay rate and post-assignment training at 1.40 times the straight-time bill rate.

EQUIPMENT

Quoted rates include the following equipment:

- Uniforms
- Uniform Equipment - Badge, Name Tag, Belt, Belt Keepers
- Flashlights

G4S will furnish each officer at a location with a complete complement of uniforms and foul weather gear. Personnel are required to maintain their uniforms in a neat and orderly manner at all times. Uniforms are provided with no payment or deposit required of the employee.

Please note that in order to comply with statutory requirements, all personnel assigned to California locations will have Uniform Maintenance service provided by a subcontractor of G4S. Uniform Maintenance will include weekly dry cleaning of uniforms for all officers assigned to the facility.

VALIDITY AND TAXES

G4S reserves the right to alter pricing based on scope of work and contingent upon physical inspection of jail facility, to be scheduled at a later date.

The proposed pricing is valid for 90 days and does not include sales or use taxes where applicable (no sales tax on services in CA at this time).

The rates quoted will remain in effect for one year and shall be adjusted to fully recover any change in costs mandated by law following notification to Customer, including but not limited to licensing fees, Federal Insurance Contribution Act (FICA), Federal Unemployment Tax Act (FUTA), State Unemployment Insurance (SUI), Worker's Compensation, Collective Bargaining Agreements, Union Activities, regulatory costs associated with compliance with the Patient Protection and Affordable Care Act (PPACA), and/or Federal or State minimum wage laws.

CALIFORNIA MEAL AND REST PERIODS

The pricing submitted reflects G4S' calculations from its understanding of GGPD's current security schedules and coverage needs. If such schedules and staffing levels are not sufficient to comply with California law mandating off-duty meal periods and/or off-duty rest periods, G4S reserves the right to revise quoted rates upon notification to Customer, to comply with California's requirements for off-duty meal periods and/or off-duty rest periods. These revisions may include modifying schedules, providing additional staffing/personnel, or taking other actions as recommended by G4S.

UNION NOTE

Please note that the rates quoted are based on non-union security personnel. Should our employees become represented by a union organization and we negotiate a collective bargaining agreement, then the wages and employee benefits would be adjusted accordingly, along with our bill rates.

OVERTIME

Quoted rates are based on a 40-hour workweek schedule. Overtime billing rates will apply when personnel are placed in an overtime posture for pay purposes as a result of scheduling over 40 hours per week or more than 8 hours per day in California, or if additional hours are required outside the regular schedule. G4S will endeavor to use part-time personnel whenever possible to avoid overtime rates. Personnel will be paid time-and-one-half base pay rates for overtime, and the corresponding bill rate is 1.50 times the straight-time bill rate.

SALARIED PERSONNEL

Salaried personnel are exempt from overtime. Exempt personnel will be billed based on a 40 hours work-week.

PERMANENT SERVICE

Quoted rates are for regular or permanent service. The following applies to additional coverage needs including, short-term and disaster/emergency services:

- **Short-term service:** Additional personnel will be provided at overtime rates for sites that have permanent coverage. For sites that have no permanent coverage, G4S will use short-term rates of \$56 per hour for unarmed requests.
- **Disaster/Emergency services:** Disaster and emergency services involve the deployment of large groups of personnel and include complicated operational issues such as travel, communications, equipment and lodging in sometimes challenging environments. Because needs vary, G4S requires the mutual development of the operations plan in order to ensure the highest probability of successful deployment in the event there is a need to activate this service. G4S has a well-established and documented Disaster/Emergency Operations Plan developed from extensive experience in providing these services.