

DU HADWAY KENDALL & ASSOCIATES INC

Per Vendor and Agency agreement, and DTMB Central Procurement approval.

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

320 S. WALNUT ST., LANSING, MICHIGAN 48933 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 24

to

Contract Number 18000000023

				far	rog -			
5 160 F	alcon View Ave	., SE		lanager	gram			
Grand Zachai 616-65	Rapids, MI 495	12-5450		STATE				
Z Zachai	y Simons			Adn	Nichole Harrell	[OTMB	
616 65	6-0123			Administrator	517-636-0313			
010-03				trato	harrelln@michigan.	gov		
zachsii	mons@dksecur	ity.com		3				
CV003	9328							
			CONTRAC	T SUMMAR	Y			
SECURITY	GUARD SER	VICES – ARMED 8	& UNARMED					
INITIAL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITI	AL AVAILABLE OPTION	IS		TION DATE FORE
Octobe	er 1, 2017	September 3	0, 2019		3 - 1 Year		Septem	ber 30, 2022
	PAYM	IENT TERMS			DELIVERY 1	TIMEFR A	ME	
	1	NET 45			N/	/A		
		ALTERNATE PAY	MENT OPTION	IS		EXT	ENDED PU	JRCHASING
□ P-Ca	rd	□ PRC	☐ Othe	er		⊠ \	⁄es	□ No
MINIMUM DE	LIVERY REQUIR	REMENTS				•		
N/A								
		D	ESCRIPTION O	F CHANGE	NOTICE			
OPTION	LENGTI	H OF OPTION	EXTENSION	LE	NGTH OF EXTENSION		REVISE	D EXP. DATE
			\boxtimes		60 Days		Novemb	per 30, 2022
CURRE	NT VALUE	VALUE OF CHAN	GE NOTICE		ESTIMATED AGGREGA	TE CON	TRACT VA	LUE
\$67,50)1,691.40	\$0.00			\$67,501	,691.40		
				RIPTION				
					onths per Section 25 - nditions, specifications			

Program Managers for Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Danielle Walsh	517-284-0183	WalshD4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov
LARA	Shay Gaffey	517-525-6222	gaffeys@michigan.gov



Procurement approval.

DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

320 S. WALNUT ST., LANSING, MICHIGAN 48933 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 23

to

Contract Number 18000000023

				< -				
5160 Falcon View	AVA SE			Program Manager				
Grand Rapids, MI	•		ST/	er n				
Grand Rapids, MI Zachary Simons 616-656-0123	49312-3430		STATE	Ad (Nichole Harrell		DTMB	
Zacriary Simons			- "	Contract Administrator	517-636-0313			
616-656-0123				act strato	harrelln@michigan.g	JOV		
zachsimons@dks	ecurity.com			Ť				
CV0039328								
		CONTRACT	r SUMM	ARY				
SECURITY GUARD	SERVICES – ARMED	& UNARMED						
INITIAL EFFECTIVE DA	TE INITIAL EXPIRA	TION DATE	INI	ITIAL	AVAILABLE OPTION	S		TION DATE FORE
October 1, 2017	September :	30, 2019			3 - 1 Year		Septem	ber 30, 2022
F	AYMENT TERMS				DELIVERY T	IMEFR	AME	
	NET 45				N/A	A		
	ALTERNATE PA	YMENT OPTIONS	3			EX.	TENDED PU	JRCHASING
☐ P-Card	□ PRC	☐ Othe	r			X	Yes	□ No
MINIMUM DELIVERY RE	QUIREMENTS							
N/A								
OPTION LE	NGTH OF OPTION	DESCRIPTION OF EXTENSION			OTICE OTH OF EXTENSION		PEVISEI	D EXP. DATE
	AGTITOT OF HON			LLING	STITOT EXTENSION			N/A
CURRENT VALUE	VALUE OF CHAI			ES	TIMATED AGGREGA	TE CON		
\$67,501,691.40	\$0.00				\$67,501			
		DESCR	RIPTION					
Effective August 1, 2022	2, this Contract is amend	ded as follows:						
Central Control Leve Pricing and Schedul			el 3 CC	Оре	rator added. Please	see att	ached upd	ated Schedule
2.) Schedule A - Statem	ent of Work language is	revised as per t	he attac	ched	document.			
All other terms, conditio	ns, specifications, and p	ricing remain the	e same.	Per	Vendor and Agency	agreen	nent, DTME	3 Central

Program Managers for Multi-Agency and Statewide Contracts

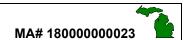
AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Danielle Walsh	517-284-0183	WalshD4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov
LARA	Shay Gaffey	517-525-6222	gaffeys@michigan.gov

	CURR	ENT RAT	E SCH	EDULE															
Schedule B	*North	west Region	*N	ortheast	Wes	st Region	East	Centra	al - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Ra	te Pay Ra	te B	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15	97 \$12.40/	/hr :	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.82
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17	07 \$13.40/	/hr :	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.08
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17	64 \$13.90/	/hr :	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.65
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22	97 \$17.40/	/hr :	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.05
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.	12 \$18.40/	/hr :	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.18
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.	27 \$19.40/	/hr :	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.33
Central Control Level 1	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 18	91 \$15.00/	/hr :	\$ 19.06	\$15.00/hr	\$ 19.41	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 20.92
Central Control Level 2	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.	06 \$16.00/	/hr :	\$ 20.21	\$16.00/hr	\$ 20.56	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 22.07
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22	29 \$14.40/	hr :	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29
Armed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.	99 \$18.00/	/hr :	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.	64 \$17.40/	hr :	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.65
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week			\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
Current Schedule B in place Effect	ive 1/1/2	020			•					•		•		•		•		•	

	8/8/2	021 - 9/	4/2021	L														
Schedule B	*North	west Region	*No	ortheast	We	st Region	East Cen	tral - Saginaw	Eas	st -Flint	South Cer	ntral - Lansing	Southy	vest Region	Southe	east - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Jnarmed Level 1	\$ 16.00	\$ 15.99	\$ 16.00	\$ 15.99	\$ 16.00	\$ 15.97	\$ 16.00	\$ 15.99	\$ 16.00	\$ 16.31	\$ 16.00	\$ 15.97	\$ 16.00	\$ 15.97	\$ 16.00	\$ 15.99	\$ 18.00	\$ 16.82
Jnarmed Level 2	\$ 17.00	\$ 17.22	\$ 17.00	\$ 17.22	\$ 17.00	\$ 17.07	\$ 17.00	\$ 17.22	\$ 17.00	\$ 17.56	\$ 17.00	\$ 17.07	\$ 17.00	\$ 17.07	\$ 17.00	\$ 17.22	\$ 19.00	\$ 19.08
Jnarmed Level 3	\$ 17.50	\$ 17.79	\$ 17.50	\$ 17.79	\$ 17.50	\$ 17.64	\$ 17.50	\$ 17.79	\$ 17.50	\$ 18.14	\$ 17.50	\$ 17.64	\$ 17.50	\$ 17.64	\$ 17.50	\$ 17.79	\$ 19.50	\$ 19.65
Jnarmed Level 4	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 21.00	\$ 22.97	\$ 23.00	\$ 24.05
Jnarmed Level 5	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 22.00	\$ 24.12	\$ 24.00	\$ 25.18
Jnarmed Level 6	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 23.00	\$ 25.27	\$ 25.00	\$ 26.33
Central Control Level 1	\$ 18.60	\$ 19.06	\$ 18.60	\$ 19.06	\$ 18.60	\$ 18.91	\$ 18.60	\$ 19.06	\$ 18.60	\$ 19.41	\$ 18.60	\$ 18.91	\$ 18.60	\$ 18.91	\$ 18.60	\$ 19.06	\$ 20.60	\$ 20.92
Central Control Level 2	\$ 19.60	\$ 20.21	\$ 19.60	\$ 20.21	\$ 19.60	\$ 20.06	\$ 19.60	\$ 20.21	\$ 19.60	\$ 20.56	\$ 19.60	\$ 20.06	\$ 19.60	\$ 20.06	\$ 19.60	\$ 20.21	\$ 21.60	\$ 22.07
Armed Level 1	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 18.00	\$ 22.29	\$ 20.00	\$ 22.29
Armed Level 2	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 21.60	\$ 24.99	\$ 23.60	\$ 24.99
Security Training Officer	\$ 21.00	\$ 17.79	\$ 21.00	\$ 17.79	\$ 21.00	\$ 17.64	\$ 21.00	\$ 17.79	\$ 21.00	\$ 18.14	\$ 21.00	\$ 17.64	\$ 21.00	\$ 17.64	\$ 21.00	\$ 17.79	\$ 21.00	\$ 19.65
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

	9/5/2	2021 - 9/	30/202	22														
Schedule B	*Nortl	hwest Region	*N	ortheast	Wes	t Region	East Cer	tral - Saginaw	Ea	st -Flint	South Cer	ntral - Lansing	South	vest Region	Southe	east - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$ 16.00	\$ 20.63	\$ 16.00	\$ 20.63	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.63	\$ 16.00	\$ 21.05	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.63	\$ 18.00	\$ 24.4
Unarmed Level 2	\$ 17.00	\$ 21.84	\$ 17.00	\$ 21.84	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.84	\$ 17.00	\$ 22.28	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.84	\$ 19.00	\$ 27.0
Unarmed Level 3	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.84	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.39	\$ 19.50	\$ 27.5
Unarmed Level 4	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 23.00	\$ 31.7
Unarmed Level 5	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 24.00	\$ 32.8
Unarmed Level 6	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 25.00	\$ 33.93
Central Control Level 1	\$ 18.60	\$ 23.63	\$ 18.60	\$ 23.63	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.63	\$ 18.60	\$ 24.07	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.63	\$ 20.60	\$ 28.73
Central Control Level 2	\$ 19.60	\$ 24.76	\$ 19.60	\$ 24.76	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.76	\$ 19.60	\$ 25.19	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.76	\$ 21.60	\$ 29.79
Armed Level 1	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 20.00	\$ 30.9
Armed Level 2	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 23.60	\$ 32.76
Security Training Officer	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
Second 4 weeks out of 8 before St	tate of N	II fiscal year	end throu	gh the rema	ining Opt	tion Year 3 o	f Contra	ct										

	8/1/2	022 - 9/3	30/202	22														
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	Southy	vest Region	Southe	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Unarmed Level 1	\$ 16.00	\$ 20.63	\$ 16.00	\$ 20.63	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.63	\$ 16.00	\$ 21.05	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.60	\$ 16.00	\$ 20.63	\$ 18.00	\$ 24.4
Unarmed Level 2	\$ 17.00	\$ 21.84	\$ 17.00	\$ 21.84	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.84	\$ 17.00	\$ 22.28	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.66	\$ 17.00	\$ 21.84	\$ 19.00	\$ 27.0
Unarmed Level 3	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.39	\$ 17.50	\$ 22.84	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.21	\$ 17.50	\$ 22.39	\$ 19.50	\$ 27.5
Unarmed Level 4	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 21.00	\$ 27.73	\$ 23.00	\$ 31.7
Unarmed Level 5	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 22.00	\$ 28.84	\$ 24.00	\$ 32.8
Unarmed Level 6	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 23.00	\$ 29.96	\$ 25.00	\$ 33.9
Central Control Level 1	\$ 18.60	\$ 23.63	\$ 18.60	\$ 23.63	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.63	\$ 18.60	\$ 24.07	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.45	\$ 18.60	\$ 23.63	\$ 20.60	\$ 28.7
Central Control Level 2	\$ 19.60	\$ 24.76	\$ 19.60	\$ 24.76	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.76	\$ 19.60	\$ 25.19	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.57	\$ 19.60	\$ 24.76	\$ 21.60	\$ 29.7
Central Control Level 1 Full-Time											\$ 18.60	\$ 25.51						
Central Control Level 2 Full-Time											\$ 19.60	\$ 26.63						
Central Control Level 3 Full-Time											\$ 20.60	\$ 27.75						
Armed Level 1	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 18.00	\$ 27.86	\$ 20.00	\$ 30.9
Armed Level 2	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 21.60	\$ 29.99	\$ 23.60	\$ 32.7
Security Training Officer	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.47	\$ 21.00	\$ 21.4
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week



Language Revisions to Schedule A, Statement of Work.

Add the language below Section 3.5. Security, Subsection c) Background Checks, Paragraph i., Subparagraph 4., but above Subsection d), as follows:

3.5. Security

a) Contractor Responsibilities

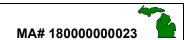
i. All Contractor personnel will be expected to comply with the State's security and acceptable use policies for State IT equipment and resources. See http://www.michigan.gov/documents/dtmb/1340.00.01 Acceptable Use of Info rmation Technology Standard 458958 7.pdf. Furthermore, Contractor personnel will be expected to agree to the State's security and acceptable use policies before the Contractor personnel will be accepted as a resource to perform work for the State. It is expected the Contractor will present these documents to the prospective employee before the Contractor presents the individual to the State as a proposed resource. Contractor staff will be expected to comply with all Physical Security procedures in place within the facilities where they are working.

b) Security Breach Notification

i. If the Contractor breaches this Section, the Contractor must (i) promptly cure any deficiencies and (ii) comply with any applicable federal and state laws and regulations pertaining to unauthorized disclosures. Contractor and the State will cooperate to mitigate, to the extent practicable, the effects of any breach, intrusion, or unauthorized use or disclosure. Contractor must report to the State in writing any use or disclosure of Confidential Information, whether suspected or actual, other than as provided for by the Contract within 10 days of becoming aware of the use or disclosure or the shorter time period as is reasonable under the circumstances.

c) Background Checks

- i. The Contractor will be subject to the following security procedures:
 - All Contractor and subcontractor staff working on the Contract must undergo a
 security and background check in accordance with Michigan Public Act 330 of
 1968, to include at a minimum ICHAT http://apps.michigan.gov/ichat/home.aspx,
 to be performed by the Contractor at its expense. Contractor must provide
 screening criteria with proposal.
 - 2. The Contractor and sub-contractor staff may be required to complete and submit a National Crime Information Center (NCIC) RI-8 Fingerprint Card for Finger Print Checks to the Contract Monitor upon request. Such request will be initiated by the State and will be reasonably related to the type of work requested.
 - 3. Contract employees assigned to the Michigan Veteran Homes must comply with fingerprinting for criminal history checks in accordance with Michigan Public Health Code Act 368 of 1978. Arrangements for fingerprinting will be made by the Michigan Veteran Homes on work site location.



4. Contractor must perform a background check (at minimum an ICHAT) for all staff identified for assignment to this contract. Annual background check results need only be reported to the State of Michigan Program Manager if they differ from initial background check results.

Any contractor, while employed with DTMB, shall disclose to the State of Michigan Program Manager for this contract, in writing at or before the beginning of the next scheduled duty shift:

- 1. A felony or misdemeanor court conviction, whether by guilty plea, no contest plea or trial.
- 2. A felony arraignment.
- Restriction, suspension or loss of driving privileges for any reason, if they employee's current position requires possession of a valid driver's license.
- d) The Contractor will be subject to the following security procedures at MDOC Sites Only:
 - i. While performing services under this Contract, Contractor and subcontractor staff has access to working with offenders (prisoners, parolees, and probationers). The Contractor and subcontractor must complete the Law Enforcement Information Network (LEIN) Information Form providing the necessary information for those employees working under the Contract that provide direct services or provide supervisory services to staff performing any of the previously identified functions. The LEINs must be conducted to ensure staff working under the Contract have no outstanding warrants, no active personal protection orders for domestic violence, are not currently on probation or parole, or otherwise under the jurisdiction of any federal, State, county, or local criminal justice agency, for a minimum of two years. The LEIN Information Form must be sent to the MDOC Program Manager or designee (as referenced on Schedule C) prior to staff working with MDOC offenders and yearly following approval.
 - ii. In Addition, if an employee of the Contractor or subcontractor has a conviction for any of the following, they may not be permitted to enter any MDOC facility which houses prisoners:
 - Engaging in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution (as defined in 42 U.S.C. 1997);
 - Been convicted of engaging in, attempting to engage in or conspiracy to engage in sexual activity facilitated by force, overt or implied threats of force or coercion, or if the victim did not consent or was unable to consent or refuse; or
 - 3. Been civilly or administratively adjudicated to have engaged in the activity described in Number 2 above.

*Updates highlighted in yellow

Schedule C – Position Descriptions (effective 8/1/2022):

All employees must be at least 18 years of age.

Unarmed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 (entry level) Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Unarmed level 2 Guard - Senior/Lead Worker Guard

- Senior/Lead Worker Guard must possess 1 year of security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

Unarmed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

<u>Unarmed level 4 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 4 Site Supervisor will be responsible for the daily deployment of at least 10 security officers and/or facility/property square footage of 500,000+ or two individual buildings.

<u>Unarmed level 5 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 5 Site Supervisor will be responsible for the daily deployment of at least 15 security officers and/or facility/property square footage of 750,000+ or three individual buildings.

<u>Unarmed level 6 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 6 Site Supervisor will be responsible for the daily deployment of at least 20 security
 officers and/or facility/property square footage in excess of 1 million or twelve individual
 buildings.

Central Control Level 1

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The Level 1 (entry level) Guard must have a good attitude and strong customer service skills before deployment to a SOM site.
- Must have strong computer and technology skills. Prior experience operating CCTV/Multi-Phone line systems is highly preferable.
- Specific duties include but are not limited to:
 - I. Monitor and operate building, life safety and security systems according to documented procedures.
 - II. Coordinate and monitor emergency response activities according to documented procedures.
 - III. Utilize communication mediums (radio, email, telephone, work request systems, etc.) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.
- This is an entry level Central Control Operator.

Central Control Level 2

- Level 2 Operator/Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Level 2 Guards have completed coursework at the College or University level.
- Must have strong computer and technology skills.
- Specific duties include but are not limited to:
 - Monitor and operate building, life safety and security systems according to documented procedures.
 - II. Coordinate and monitor emergency response activities according to documented procedures.
 - III. Utilize communication mediums (radio, email, telephone, work request systems, etc.) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.
- Prior experience in Central Control Required.
- Level 2 Operator/Guard has demonstrated sound thinking and full grasp of role.

Central Control Level 3 Lead Worker

- Level 3 Operator/Guard shall have 1 year of satisfactory experience as a Central Control Level 1 or 2 operator, must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Level 3 Guards has completed 24 semester hours of coursework at the College or University level.
- Must have strong computer and technology skills.
- Specific duties include but are not limited to:

- I. Monitor and operate building, life safety and security systems according to documented procedures.
- II. Coordinate and monitor emergency response activities according to documented procedures.
- III. Utilize communication mediums (radio, email, telephone, work request systems, etc.) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.
- IV. Lead and support level 1 and 2 guards
- V. Coordinate and manage weekly staffing schedule
- VI. Coordinate and participate in new guard and refresher training
- VII. Administer and maintain digital databases and issue reports
- Prior experience in Central Control Required.
- Level 3 Operator/Guard has demonstrated sound thinking and full grasp of role.

Armed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Armed level 2 Guard - Senior/Lead Worker Guard

- A Senior/Lead Worker Guard must possess 1 year of armed security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate. However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

Armed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 4 - Site Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

It is desirable that armed guards have a minimum of two (2) years of prior law enforcement experience as defined by MCOLES, or other states equivalent standards.



STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 22

to

Contract Number <u>18000000023</u>

DU HADWAY KI	ENDAI	L & ASSOCIATI	ES INC		≤ P	Various		DTMB				
5160 Falcon Vie	w Ave	., SE		(0	Program Manager							
Grand Rapids, M Zachary Simons 616-656-0123	/II 4951	12-5450		STATE								
Zachary Simons					Adn	Nichole Harrell		DTMB				
616-656-0123					Contract Administrator	517-636-0313						
zachsimons@dk	securi	tv.com			ator	harrelln@michigan.	gov					
CV0039328		,										
			CONTRAC	T SUMN	IARY							
SECURITY GUARD	SER'	VICES – ARME										
INITIAL EFFECTIVE D	ATE	INITIAL EXPI	RATION DATE	IN	IITIAL	AVAILABLE OPTION	IS		TION DATE FORE			
October 1, 2017		Septembe	er 30, 2019	3 - 1 Year September 30, 20								
	PAYM	ENT TERMS				DELIVERY T	IMEFR/	AME				
	١	NET 45				N/	Ά					
			PAYMENT OPTION					TENDED PU				
☐ P-Card		□ PRC	☐ Othe	r			<u></u> ⊠ '	Yes	□ No			
MINIMUM DELIVERY R	EQUIR	EMENTS										
N/A			DESCRIPTION O	E CHAN	CE N	OTICE						
OPTION L	ENGTH	OF OPTION	EXTENSION	CHAIN		OTH OF EXTENSION		REVISE	D EXP. DATE			
								Septemb	per 30, 2022			
CURRENT VALUE		VALUE OF CH	IANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE								
\$67,488,837.00		\$12,8	354.40			\$67,501	,691.40)				
Effective March 24, 20	122 th	e contract is ame		RIPTION								
Central Control Level				added								
Central Control Level Central Control Level Please see attached u	2 Full-	Time - One (1) S	enior CC Operator	added	ositio	n Descriptions.						
Additionally, this contra same. Per Vendor and							ations, a	and pricing	remain the			

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
MDMVA	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Danielle Walsh	517-284-0183	WalshD4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov
LARA	Shay Gaffey	517-525-6222	gaffeys@michigan.gov

Schedule B - Pricing

	4/1/2	4/1/2022 - 9/30/2022	30/20	22														
Schedule B	*North	*Northwest Region	* *	*Northeast	Wes	West Region	East Cen	East Central - Saginaw	Eas	East -Flint	South Cen	South Central - Lansing	Southw	Southwest Region	Southe	Southeast - Jackson	Detr	Detroit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate P	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$16.00	\$20.63	\$16.00	\$20.63	\$16.00	\$20.60	\$16.00	\$20.63	\$16.00	\$21.05	\$16.00	\$20.60	\$16.00	\$20.60	\$16.00	\$20.63	\$18.00	\$24.42
Unarmed Level 2	\$17.00	\$21.84	\$17.00	\$21.84	\$17.00	\$21.66	\$17.00	\$21.84	\$17.00	\$22.28	\$17.00	\$21.66	\$17.00	\$21.66	\$17.00	\$21.84	\$19.00	\$27.06
Unarmed Level 3	\$17.50	\$22.39	\$17.50	\$22.39	\$17.50	\$22.21	\$17.50	\$22.39	\$17.50	\$22.84	\$17.50	\$22.21	\$17.50	\$22.21	\$17.50	\$22.39	\$19.50	\$27.57
Unarmed Level 4	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$23.00	\$31.79
Unarmed Level 5	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$24.00	\$32.85
Unarmed Level 6	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$25.00	\$33.93
Central Control Level 1	\$18.60	\$23.63	\$18.60	\$23.63	\$18.60	\$23.45	\$18.60	\$23.63	\$18.60	\$24.07	\$18.60	\$23.45	\$18.60	\$23.45	\$18.60	\$23.63	\$20.60	\$28.73
Central Control Level 2	\$19.60	\$24.76	\$19.60	\$24.76	\$19.60	\$24.57	\$19.60	\$24.76	\$19.60	\$25.19	\$19.60	\$24.57	\$19.60	\$24.57	\$19.60	\$24.76	\$21.60	\$29.79
Central Control Level 1 Full-time											\$18.60	\$25.51						
Central Control Level 2 Full-time											\$19.60	\$26.63						
Armed Level 1	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$20.00	\$30.96
Armed Level 2	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$23.60	\$32.76
Security Training Officer	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
Adding Full-Time Positions to the Central Control	Central (Control																

Schedule C – Position Descriptions (effective 4/12/2022):

All employees must be at least 18 years of age.

Unarmed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 (entry level) Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Unarmed level 2 Guard - Senior/Lead Worker Guard

- Senior/Lead Worker Guard must possess 1 year of security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

Unarmed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

<u>Unarmed level 4 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 4 Site Supervisor will be responsible for the daily deployment of at least 10 security officers and/or facility/property square footage of 500,000+ or two individual buildings.

<u>Unarmed level 5 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of
 Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 5 Site Supervisor will be responsible for the daily deployment of at least 15 security officers and/or facility/property square footage of 750,000+ or three individual buildings.

<u>Unarmed level 6 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 6 Site Supervisor will be responsible for the daily deployment of at least 20 security
 officers and/or facility/property square footage in excess of 1 million or twelve individual
 buildings.

Central Control Level 1

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The Level 1 (entry level) Guard must have a good attitude and strong customer service skills before deployment to a SOM site.
- Must have strong computer and technology skills. Prior experience operating CCTV/Multi-Phone line systems is highly preferable.
- Specific duties include but are not limited to:
 - I. Monitor and operate building, life safety and security systems according to documented procedures.
 - II. Coordinate and monitor emergency response activities according to documented procedures.
 - III. Utilize communication mediums (radio, email, telephone, work request systems, etc.) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.
- This is an entry level Central Control Operator.

Central Control Level 2

- Level 2 Operator/Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Level 2 Guards have completed coursework at the College or University level.
- Must have strong computer and technology skills.
- Specific duties include but are not limited to:
 - I. Monitor and operate building, life safety and security systems according to documented procedures.
 - II. Coordinate and monitor emergency response activities according to documented procedures.
 - III. Utilize communication mediums (radio, email, telephone, work request systems, etc.) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.
- Prior experience in Central Control Required.
- Level 2 Operator/Guard has demonstrated sound thinking and full grasp of role.

Armed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Armed level 2 Guard - Senior/Lead Worker Guard

- A Senior/Lead Worker Guard must possess 1 year of armed security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.

However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.

• Computer aptitude preferable

Armed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 4 - Site Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

It is desirable that armed guards have a minimum of two (2) years of prior law enforcement experience as defined by MCOLES, or other states equivalent standards.



\$67,488,837.00

DU HADWAY KENDALL & ASSOCIATES INC

5160 Falcon View Ave., SE

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

September 30, 2022

ESTIMATED AGGREGATE CONTRACT VALUE

\$67,488,837.00

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 21

to

Contract Number 18000000023

Grand Rap	ids, MI 495	12-5450		\Box					
Zachary Si	mons			TATE	Nichole Harrell		DTMB		
Zachary Si 616-656-0	123			Contract Administrator	E 4 7 000 00 40				
zachsimon	s@dksecur	ity.com		ator	harrelln@michigan	.gov			
CV003932	8								
			CONTRAC	T SUMMARY					
SECURITY GL	JARD SER	VICES – ARMED	& UNARMED						
INITIAL EFFECT	TIVE DATE	INITIAL EXPIRA	ATION DATE	INITIAL	AVAILABLE OPTIO	NS		ATION DA	ATE
October 1,	2017	September	30, 2019		3 - 1 Year		Septer	mber 30, 2	2022
	PAYN	IENT TERMS			DELIVERY T	TIMEFRA	ME		
		NET 45			N	I/A			
		ALTERNATE PA	AYMENT OPTION	S		EXT	ENDED F	PURCHAS	ING
☐ P-Card		□ PRC	☐ Othe	er		⊠ \	Yes		No
MINIMUM DELIVE	ERY REQUIR	REMENTS							
N/A									
			DESCRIPTION O	F CHANGE N	OTICE				
OPTION	LENGTI	H OF OPTION	EXTENSION	LEN	GTH OF EXTENSION		REVIS	ED EXP. D	ATE

DESCRIPTION

VALUE OF CHANGE NOTICE

\$0.00

Effective January 27, 2022, all contractors working in a Michigan Veteran Home (MVH) facility in accordance with the Centers of Medicare and Medicaid Services (CMS) are requires to be fully vaccinated against Covid-19. Any new contract staff working in a MVH facility must be fully vaccinated or have an approved vaccine exemption on file with their employer. In addition, all new contract staff must complete the MVH Employee Onboarding and Employee Immunization Status forms prior to working in a MVH facility. The MVH Onboarding and Employee Immunization Status forms must be sent to Stacey Callender MVHGR, at CallenderS@michigan.gov and Donna Sword at SwordD@michigan.gov. Per Vendor and Agency agreement, and DTMB Central Procurement approval.

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Danielle Walsh	517-284-0183	WalshD4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov
LARA	Shay Gaffey	517-525-6222	gaffeys@michigan.gov



DU HADWAY KENDALL & ASSOCIATES INC

5160 Falcon View Ave., SE

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 20

to

Contract Number <u>18000000023</u>

								l				
Z	Grand I	Rapids, MI 495	12-5450		r Adn STATE							
RA	Zachar	y Simons			Adm	Nichole Harrell	DTMB					
RACTOR	616-65	6-0123			Administrator	517-636-0313	517-636-0313					
OR.		nons@dksecur	itv.com		rator	harrelln@michigan.g	gov					
	CV0039		,									
	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7020										
CEC	LIDITY		VICEC ADMED		TSUMMAR	Υ						
SEC	UKITY	GUAKD SEK	VICES - ARMED 8	X UNAKWED								
INIT	TAL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITIA	AL AVAILABLE OPTION	S EXPI	RATION DATE BEFORE				
	Octobe	r 1, 2017	September 30	0, 2019	3 - 1 Year September 30, 20							
		PAYN	IENT TERMS			DELIVERY T	IMEFRAME					
		ı	NET 45									
			ALTERNATE PAY	MENT OPTION	S		EXTENDED	PURCHASING				
	□ P-Car	d .	□ PRC	☐ Othe	er		⊠ Yes	□ No				
MININ	NUM DEI	IVERY REQUIR	REMENTS									
			D	ESCRIPTION O	F CHANGE	NOTICE						
OP	TION	LENGTI	H OF OPTION	EXTENSION	LEI	NGTH OF EXTENSION	REVIS	SED EXP. DATE				
					September 30, 20							
	CURRE	NT VALUE	VALUE OF CHANG	GE NOTICE		ESTIMATED AGGREGA	TE CONTRACT	VALUE				
	\$67,488,837.00 \$0.00					\$67,488,	837.00					
					RIPTION							
terms	s, condi		ations, and pricing			revised as per the atta Vendor and Agency						



Language Revisions to Schedule A, Statement of Work.

Add the language below Section 3.5. Security, Subsection c) Background Checks, Paragraph i., Subparagraph 2., but above Subsection d), as follows:

3.5. Security

a) Contractor Responsibilities

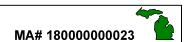
i. All Contractor personnel will be expected to comply with the State's security and acceptable use policies for State IT equipment and resources. See http://www.michigan.gov/documents/dtmb/1340.00.01 Acceptable Use of Info rmation Technology Standard 458958 7.pdf. Furthermore, Contractor personnel will be expected to agree to the State's security and acceptable use policies before the Contractor personnel will be accepted as a resource to perform work for the State. It is expected the Contractor will present these documents to the prospective employee before the Contractor presents the individual to the State as a proposed resource. Contractor staff will be expected to comply with all Physical Security procedures in place within the facilities where they are working.

b) Security Breach Notification

i. If the Contractor breaches this Section, the Contractor must (i) promptly cure any deficiencies and (ii) comply with any applicable federal and state laws and regulations pertaining to unauthorized disclosures. Contractor and the State will cooperate to mitigate, to the extent practicable, the effects of any breach, intrusion, or unauthorized use or disclosure. Contractor must report to the State in writing any use or disclosure of Confidential Information, whether suspected or actual, other than as provided for by the Contract within 10 days of becoming aware of the use or disclosure or the shorter time period as is reasonable under the circumstances.

c) Background Checks

- i. The Contractor will be subject to the following security procedures:
 - All Contractor and subcontractor staff working on the Contract must undergo a
 security and background check in accordance with Michigan Public Act 330 of
 1968, to include at a minimum ICHAT http://apps.michigan.gov/ichat/home.aspx,
 to be performed by the Contractor at its expense. Contractor must provide
 screening criteria with proposal.
 - 2. The Contractor and sub-contractor staff may be required to complete and submit a National Crime Information Center (NCIC) RI-8 Fingerprint Card for Finger Print Checks to the Contract Monitor upon request. Such request will be initiated by the State and will be reasonably related to the type of work requested.
 - 3. Contract employees assigned to the Michigan Veteran Homes must comply with fingerprinting for criminal history checks in accordance with Michigan Public Health Code Act 368 of 1978. Arrangements for fingerprinting will be made by the Michigan Veteran Homes on work site location.



- d) The Contractor will be subject to the following security procedures at MDOC Sites Only:
 - i. While performing services under this Contract, Contractor and subcontractor staff has access to working with offenders (prisoners, parolees, and probationers). The Contractor and subcontractor must complete the Law Enforcement Information Network (LEIN) Information Form providing the necessary information for those employees working under the Contract that provide direct services or provide supervisory services to staff performing any of the previously identified functions. The LEINs must be conducted to ensure staff working under the Contract have no outstanding warrants, no active personal protection orders for domestic violence, are not currently on probation or parole, or otherwise under the jurisdiction of any federal, State, county, or local criminal justice agency, for a minimum of two years. The LEIN Information Form must be sent to the MDOC Program Manager or designee (as referenced on Schedule C) prior to staff working with MDOC offenders and yearly following approval.
 - ii. In Addition, if an employee of the Contractor or subcontractor has a conviction for any of the following, they may not be permitted to enter any MDOC facility which houses prisoners:
 - 1. Engaging in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution (as defined in 42 U.S.C. 1997);
 - 2. Been convicted of engaging in, attempting to engage in or conspiracy to engage in sexual activity facilitated by force, overt or implied threats of force or coercion, or if the victim did not consent or was unable to consent or refuse; or
 - 3. Been civilly or administratively adjudicated to have engaged in the activity described in Number 2 above.

e) Vendor Handbook

i. The Contractor will require all its employees working inside a MDOC location, to read and sign the MDOC Vendor Handbook (Schedule I) upon award of Contract. The purpose of the MDOC Vendor Handbook is to provide the Contractor with general information regarding basic requirements of working within the MDOC, provide notice of work rules and consequences of rule violations. The awarded Contractor must provide copies of each signed Employee Acknowledgement to the MDOC Program Manager, at the completion of the employee's orientation.



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Various

DTMB

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 19

to

Contract Number <u>18000000023</u>

C	5160 F	alcon View Ave	., SE		ram ager					
Ž	Grand	Rapids, MI 495	12-5450		om Comer Adm					
ŖΑ	Zachaı	y Simons			Adm	Nichole Harrell		DTMB		
CONTRACTOR	616-65	6-0123			Contract Administrator	517-636-0313				
SR		mons@dksecur	itv.com		rator	harrelln@michigan.g	gov			
	CV003		,							
				CONTRAC	T SUMMARY					
SEC	URITY	GUARD SER	VICES – ARMED	& UNARMED						
INIT	IAL EFF	ECTIVE DATE	INITIAL EXPIRAT	TION DATE	INITIAL	AVAILABLE OPTION	S	EXPIRATION BEFO		
	Octobe	er 1, 2017	September 3	0, 2019		3 - 1 Year		September	30, 2022	
		PAYN	IENT TERMS			DELIVERY T	IMEFRA	ME		
		ı	NET 45			N/A	4			
			ALTERNATE PAY	MENT OPTION	S EXTENDED PURCHASING					
] P-Ca	rd	□ PRC	☐ Othe	er		⊠ \	⁄es	□ No	
MININ	IUM DE	LIVERY REQUIR	REMENTS							
N/A										
			D	ESCRIPTION O	F CHANGE N	OTICE				
OP.	TION	LENGTI	H OF OPTION	EXTENSION	LENG	GTH OF EXTENSION		REVISED E		
[September	30, 2022	
(CURRE	NT VALUE	VALUE OF CHAN	GE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE					
	\$57,48	38,837.00	\$10,000,00			\$67,488,	837.00			
					RIPTION					
and p	ricing r					000.00. All other terms entral Procurement ap				



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Various

DTMB

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 18

to

Contract Number <u>18000000023</u>

\Box	5160 F	alcon View Ave	., SE		ager				
Ž	Grand	Rapids, MI 495	12-5450		17.				
CONTRACTOR	Zachar	ry Simons			m Co Jer Adm	Nichole Harrell	I	OTMB	
CT		6-0123			Contract Administrator	517-636-0313			
QR		mons@dksecuri	ity com		rator	harrelln@michigan.g	jov		
			ity.com						
	CV003	9328							
0=01	1017		V4050 ABMED 6		T SUMMARY				
SEC	JRITY	GUARD SER	VICES – ARMED 8	& UNARMED					
INITI	AL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITIAL	AVAILABLE OPTIONS	8	EXPIRATI BEF	
	Octobe	er 1, 2017	September 30	0, 2019		3 - 1 Year	Septembe	er 30, 2022	
		PAYM	ENT TERMS			DELIVERY TI	MEFRA	ME	
		1	NET 45			N/A	٦		
			ALTERNATE PAY	MENT OPTION	S		EXT	ENDED PUR	CHASING
] P-Ca	rd	□ PRC	☐ Othe	er		⊠ `	Yes	□ No
MINIM	IUM DE	LIVERY REQUIR	EMENTS						
N/A									
			DI	ESCRIPTION O	F CHANGE N	OTICE			
OP1	TION	LENGTH	H OF OPTION	EXTENSION	LENG	OTH OF EXTENSION		REVISED E	EXP. DATE
								Septembe	er 30, 2022
(CURRE	NT VALUE	VALUE OF CHANG	GE NOTICE	ES	TIMATED AGGREGAT	TE CON	TRACT VALU	JE
	\$57,21	1,793.00	\$277,044			\$57,488,	837.00		
					RIPTION				
			ntract is hereby incre or and Agency agreer			ther terms, conditions ocurement approval.	s, speci	fications, and	gnicing t

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov
LARA	Shay Gaffey	517-525-6222	gaffeys@michigan.gov



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 17

to

Contract Number <u>18000000023</u>

5 160 F	alcon View Ave	., SE		nager					
5160 F Grand Zachar 616-65	Rapids, MI 495	12-5450		er Adn		TI.			
Zachar	y Simons			Adn	Yvon Dufour		DTMB		
616-65	6-0123			Administrator	(517) 249-0455				
zachsir	mons@dksecur	ity.com		rator	dufoury@michigar	n.gov			
CV003	9328								
			CONTRAC	T SUMMARY					
SECURITY	GUARD SER	VICES - ARMED	& UNARMED)					
INITIAL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITIAL	NITIAL AVAILABLE OPTIONS EXPIRATION BEFOR				
Octobe	er 1, 2017	September 30	0, 2019		3 - 1 Year		Septemb	per 30, 2021	
	PAYN	IENT TERMS			DELIVERY 1	ΓIMEFRA	ME		
	ı	NET 45			N	/A			
		ALTERNATE PAY	MENT OPTION	NS EXTENDED PURCHASING					
□ P-Ca	rd	□ PRC	☐ Oth	er		⊠Y	es es	□ No	
MINIMUM DE	LIVERY REQUIR	REMENTS							
N/A									
			ESCRIPTION O						
OPTION	LENGTI	H OF OPTION	EXTENSION	LENGTH OF EXTENSION REVISED				EXP. DATE	
\boxtimes	1	l year		September 30, 20					
CURRE	NT VALUE	VALUE OF CHANG	GE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE					
\$57,21	1,793.00	\$0.00			\$57,211	,793.00			
				RIPTION					
		option year is hereby ill rates are effective							

same. Per Vendor and Agency agreement, and DTMB Central Procurement approval.

Program Managers

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov

Schedule B - Pricing

	8/8/2	021 - 9/4	4/2021	<u>l</u>														
Schedule B	*North	west Region	*N	ortheast	We	est Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southe	east - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Unarmed Level 1	\$16.00	\$15.99	\$16.00	\$15.99	\$16.00	\$15.97	\$16.00	\$15.99	\$16.00	\$16.31	\$16.00	\$15.97	\$16.00	\$15.97	\$16.00	\$15.99	\$18.00	\$16.82
Unarmed Level 2	\$17.00	\$17.22	\$17.00	\$17.22	\$17.00	\$17.07	\$17.00	\$17.22	\$17.00	\$17.56	\$17.00	\$17.07	\$17.00	\$17.07	\$17.00	\$17.22	\$19.00	\$19.08
Unarmed Level 3	\$17.50	\$17.79	\$17.50	\$17.79	\$17.50	\$17.64	\$17.50	\$17.79	\$17.50	\$18.14	\$17.50	\$17.64	\$17.50	\$17.64	\$17.50	\$17.79	\$19.50	\$19.65
Unarmed Level 4	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$21.00	\$22.97	\$23.00	\$24.05
Unarmed Level 5	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$22.00	\$24.12	\$24.00	\$25.18
Unarmed Level 6	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$23.00	\$25.27	\$25.00	\$26.33
Central Control Level 1	\$18.60	\$19.06	\$18.60	\$19.06	\$18.60	\$18.91	\$18.60	\$19.06	\$18.60	\$19.41	\$18.60	\$18.91	\$18.60	\$18.91	\$18.60	\$19.06	\$20.60	\$20.92
Central Control Level 2	\$19.60	\$20.21	\$19.60	\$20.21	\$19.60	\$20.06	\$19.60	\$20.21	\$19.60	\$20.56	\$19.60	\$20.06	\$19.60	\$20.06	\$19.60	\$20.21	\$21.60	\$22.07
Armed Level 1	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$18.00	\$22.29	\$20.00	\$22.29
Armed Level 2	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$21.60	\$24.99	\$23.60	\$24.99
Security Training Officer	\$21.00	\$17.79	\$21.00	\$17.79	\$21.00	\$17.64	\$21.00	\$17.79	\$21.00	\$18.14	\$21.00	\$17.64	\$21.00	\$17.64	\$21.00	\$17.79	\$21.00	\$19.65
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
rst 4 weeks out of 8 before State of MI fiscal year end, DK Security will take on full impact of Pay Rate increases with no change to Bill Rate																		

	9/5/2	2021 - 9/	30/202	22														
Schedule B	*North	west Region	*N	ortheast	We	est Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	South	east - Jackson	Det	troit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Unarmed Level 1	\$16.00	\$20.63	\$16.00	\$20.63	\$16.00	\$20.60	\$16.00	\$20.63	\$16.00	\$21.05	\$16.00	\$20.60	\$16.00	\$20.60	\$16.00	\$20.63	\$18.00	\$24.42
Unarmed Level 2	\$17.00	\$21.84	\$17.00	\$21.84	\$17.00	\$21.66	\$17.00	\$21.84	\$17.00	\$22.28	\$17.00	\$21.66	\$17.00	\$21.66	\$17.00	\$21.84	\$19.00	\$27.06
Unarmed Level 3	\$17.50	\$22.39	\$17.50	\$22.39	\$17.50	\$22.21	\$17.50	\$22.39	\$17.50	\$22.84	\$17.50	\$22.21	\$17.50	\$22.21	\$17.50	\$22.39	\$19.50	\$27.57
Unarmed Level 4	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$21.00	\$27.73	\$23.00	\$31.79
Unarmed Level 5	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$22.00	\$28.84	\$24.00	\$32.85
Unarmed Level 6	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$23.00	\$29.96	\$25.00	\$33.93
Central Control Level 1	\$18.60	\$23.63	\$18.60	\$23.63	\$18.60	\$23.45	\$18.60	\$23.63	\$18.60	\$24.07	\$18.60	\$23.45	\$18.60	\$23.45	\$18.60	\$23.63	\$20.60	\$28.73
Central Control Level 2	\$19.60	\$24.76	\$19.60	\$24.76	\$19.60	\$24.57	\$19.60	\$24.76	\$19.60	\$25.19	\$19.60	\$24.57	\$19.60	\$24.57	\$19.60	\$24.76	\$21.60	\$29.79
Armed Level 1	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$18.00	\$27.86	\$20.00	\$30.96
Armed Level 2	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$21.60	\$29.99	\$23.60	\$32.76
Security Training Officer	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47	\$21.00	\$21.47
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

Second 4 weeks out of 8 before State of MI fiscal year end through the remaining Option Year 3 of Contract



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

DTMB

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 16

to

Contract Number <u>18000000023</u>

						rog				
CO	5160 F	alcon View Ave	., SE		(0	rogram lanager				
CONTRACTOR	Grand	Rapids, MI 495	12-5450		STATE					
RA	Zachar	y Simons				Adr	Yvon Dufour		DTMB	
CT	616-65	6-0123				Contract Administrator	(517) 249-0455			
OR.		nons@dksecur	ity com			ct	dufoury@michigan.	gov		
	CV003		,							
	C V 003	9320								
				CONTRAC		ARY				
SEC	URITY	GUARD SER	VICES – ARMED	& UNARMED)					
INIT	TAL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INI	ΓIAL A	AVAILABLE OPTION	S		TION DATE FORE
	October 1, 2017 September 30, 2019						3 - 1 Year		Septemb	per 30, 2021
		PAYM	ENT TERMS				DELIVERY T	IMEFR.	ME	
		1	NET 45				N/A	Ą		
			ALTERNATE PAY	MENT OPTION	IS			EXT	ENDED PU	IRCHASING
	□ P-Ca	rd	□ PRC	☐ Oth	er			⊠ `	Yes	□ No
MININ	NUM DE	LIVERY REQUIR	REMENTS							
N/A										
				ESCRIPTION O	F CHANG	E NO	TICE			
OP	TION	LENGTI	H OF OPTION	EXTENSION	L	ENG1	TH OF EXTENSION			EXP. DATE
										N/A
	CURRE	NT VALUE	VALUE OF CHANG	GE NOTICE		EST	IMATED AGGREGA	TE CON	ITRACT VA	LUE
	\$47,21	1,793.00	\$10,000,00	0.00			\$57,211,	793.00)	
					RIPTION					
upda	ted, per	the attached so	ntract is hereby increachedule. All other ter Central Procurement	ms, conditions	s, specific	cation	ns, and pricing rema			

Program Managers

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov

UIA Pricing Update 7/30/2021	Hourly rate	Bill Rate	
Detroit	\$18.00	\$24.05	Unarmed Level 4
Grand Rapids	\$16.00	\$20.06	Central Control Level 2
Sault Ste Marie	\$16.00	\$20.21	Central Control Level 2
Saginaw	\$16.00	\$20.21	Central Control Level 2
Sterling Heights	\$18.00	\$24.05	Central Control Level 2
Kalamazoo	\$16.00	\$20.06	Central Control Level 2
Muskegon*	\$16.00	\$20.06	Central Control Level 2
Gaylord	\$16.00	\$20.21	Central Control Level 2
Traverse City	\$16.00	\$20.21	Central Control Level 2
Lansing	\$16.00	\$20.06	Central Control Level 2
Benton Harbor	\$16.00	\$20.06	Central Control Level 2



approval.

DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Various

DTMB

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 15

to

Contract Number 18000000023

Q	5160 F	alcon View Ave	SF		Program Manager						
\preceq		Rapids, MI 495			STATE						
뒫		-	12-3430			Steven Motz	I	DTMB		_	
C		y Simons			Contract Administrator	(517) 331-6086				_	
0		6-0123			act	motzs1@michigan.g	10V			_	
7.0	zachsir	mons@dksecur	ity.com		9	mot201@morngam.g	,01				
	CV003	9328									
				CONTRAC	T SUMMARY						
SECL	JRITY	GUARD SER	VICES – ARMED	& UNARMED							
INITI	AL EFF	ECTIVE DATE	INITIAL EXPIRAT	TION DATE	INITIAL	. AVAILABLE OPTION	S		TION DATE		
	Octobe	er 1, 2017	September 3	0, 2019		3 - 1 Year	Septem	ber 30, 2021			
		PAYM	IENT TERMS			DELIVERY T	IMEFR/	ME			
		ı	NET 45			N/.	A				
			ALTERNATE PAY	MENT OPTION	S		EXT	ENDED PL	JRCHASING		
	P-Ca	rd	□ PRC	□ Othe	er		⊠ `	Yes	□ No		
MINIM	UM DE	LIVERY REQUIR	REMENTS								
N/A											
				ESCRIPTION O							
ОРТ	TION	LENGTI	H OF OPTION	EXTENSION	LENC	GTH OF EXTENSION		REVISE	D EXP. DATE		
									N/A		
		NT VALUE	VALUE OF CHAN		ES	ESTIMATED AGGREGATE CONTRACT VALUE					
	\$47,21	1,793.00	\$0.00			\$47,211	793.00				
	4 /4	/0004 Calcadal	a D haa haan wadata		RIPTION	t to make the make in			v Oalawalan		
						t to raise the minimu revised accordingly.	m nour	ly wage to	r Calendar		
All oth	er tern	ns, conditions, p	oricing and specificat	ions remain the	same. Per (Contractor and Centra	al Proci	urement S	ervices		

Schedule B - Pricing

	Option Year 1 (1/1/2020 - 9/30/2020) and Option Year 2 (10/1/2020 - 12/31/2020)																	
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	Southea	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Inarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.8
Inarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.0
Inarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.6
Inarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.0
Inarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.1
Inarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.3
entral Control Level 1	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.41	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 20.9
Central Control Level 2	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.56	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 22.0
rmed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.2
rmed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.9
ecurity Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.6
'ehicle Charge (if applicable)	•	\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

Due to Revised Minimum Hourly Wage Rate - Effective 1/1/2020

	Option Year 2 (1/1/2021 - 9/30/2021) and Option Year 3 (10/1/2021 - 12/31/2021)																	
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	vest Region	Southea	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rat
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.
Central Control Level 1	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.41	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 20.
Central Control Level 2	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.56	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 22.
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.
Armed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

	Option	n Year 3 (1/1/20	22 - 9/30	/2022)													
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southea	ast - Jackson	Deti	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.82
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.08
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.65
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.05
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.18
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.33
Central Control Level 1	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.41	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 20.92
Central Control Level 2	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.56	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 22.07
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29
Armed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.65
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
The guard minimum nay rate may	, adjust vi	in CCNI if the	State Mi	nimum Wac	ro adiucto	in 2022						_						

The guard minimum pay rate may adjust via CCN if the State Minimum Wage adjusts in 2022.

Program Managers for Multi-Agency and Statewide Contracts

	indie 7	tgoney and oldionide contrac	
AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov



Central Procurement Services approval

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 14

to

Contract Number 18000000023

DU HADWAY KENDA	ALL & ASSOCIATES	INC	≤ :	various		SVV		
5160 Falcon View Av	e., SE		Manager					
Grand Rapids, MI 49	512-5450		- TST/					
5160 Falcon View Av Grand Rapids, MI 499 Zachary Simons 616-656-0123			er Adn STATE	Steven Motz		DTMB		
616-656-0123			Administrator	(517) 331-6086	,			
zachsimons@dksecu	ırity.com		rator	motzs1@michigan	.gov			
CV0039328	,							
				_				
SECURITY GUARD SE	RVICES – ARMED		T SUMMARY					
INITIAL EFFECTIVE DATE				AVAILABLE OPTION	NS		TION DATE	
October 1, 2017	September 3	0, 2019		3 - 1 Year			ber 30, 2021	
PAY	MENT TERMS			DELIVERY 1	ΓIMEFRΑ	ME		
	NET 45			N	/A			
	ALTERNATE PA	YMENT OPTION	IS		EXT	ENDED PL	JRCHASING	
☐ P-Card	□ PRC	□ Oth	er		⊠ Y	⁄es	□ No	
MINIMUM DELIVERY REQU	IREMENTS							
N/A								
OPTION LENGT		ESCRIPTION O				DEV/IOE	D EVD DATE	
	TH OF OPTION	EXTENSION	LEN	GTH OF EXTENSION			D EXP. DATE	
CURRENT VALUE	VALUE OF OUAN		-	OTHER ACCREC	TE CON	· ·	ber 30, 2021	
CURRENT VALUE	VALUE OF CHAN		E	STIMATED AGGREGA			ALUE	
\$47,211,793.00	\$0.00		RIPTION	\$47,211	,793.00			
Effective 11/23/2020, the	contract is amended a		KII TION					
Armed Services are hereby finalize a statement of work All other terms, conditions,	c and pricing.			-				
y an outlor torrio, corruitions,	prioring and opcomed	aono romani ur	o ourrio, i Gi	Sommation request,	, 1901109	roquost ai	10	

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov



Central Procurement Services approval

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 13

to

Contract Number 18000000023

	JU HADWAY KEI	NDAL	L & ASSOCIATES I	NC		S Pr	various	,	5VV				
CO	5160 Falcon View	Ave.	, SE			Program Manager							
CONTRACTOR	Grand Rapids, MI	4951	2-5450		STATE								
R A	Zachary Simons					Co Adm	Steven Motz		DTMB				
	316-656-0123					Contract Administrator	(517) 331-6086						
윘	zachsimons@dkse	ecuri	tv.com		_	ct rator	motzs1@michigan.g	ov					
	CV0039328		.,										
	3 7 0 0 0 3 0 2 0			CONTRAC	- OUIVIV	MBV							
SECL	JRITY GUARD S	SER'	VICES – ARMED 8	CONTRAC UNARMED	I SUMM	ARY							
	AL EFFECTIVE DA		INITIAL EXPIRAT		IN	ITIAL	AVAILABLE OPTIONS	3		TION DATE			
(October 1, 2017		September 30	0, 2019			3 - 1 Year	Septeml	ber 30, 2021				
	Р	PAYM	ENT TERMS				DELIVERY TI	VERY TIMEFRAME					
		١	NET 45				N/A	4					
	ALTERNATE PAYMENT OPTION							EXT	TENDED PU	JRCHASING			
	P-Card		□ PRC	☐ Othe	er			⊠ `	Yes	□ No			
	UM DELIVERY REC	QUIR	EMENTS										
N/A													
OPT	ION LEN	NOTI		ESCRIPTION O					DEVICE	DEVE DATE			
OPT		NGIF	I OF OPTION	EXTENSION		LENC	GTH OF EXTENSION			D EXP. DATE			
	URRENT VALUE		VALUE OF CHANG	CE NOTICE		ES	TIMATED ACCRECAT	E CON	'	ber 30, 2021			
	CURRENT VALUE VALUE OF CHANGE NOTICE \$47,211,793.00 \$0.00						\$47,211,793.00						
•	φ47,211,793.00		φ0.00	DESC	RIPTION		Φ47,211 ,	193.00)				
Effecti	ve 10/12/2020, th	ne co	ntract is amended as										
1. Cen 2. Cen	itral Control Level	1 - E 2 - S	Basic CC Operator ac Senior CC Operator a ted Schedule B-Prici	dded added	ule C-Po	osition	n Descriptions						

All other terms, conditions, pricing and specifications remain the same. Per Contractor request, Agency request and

for Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov

Schedule B - Pricing

	Option	1 Year 1 (1/1/20	20 - 9/3	0/2020)	and Opti	on Yea	r 2 (10/1/	2020 -	12/31/2	.020)							
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.9	9 \$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.3	1 \$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.8
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.2	2 \$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.5	6 \$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.0
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.7	9 \$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.1	4 \$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.6
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.9	7 \$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.9	7 \$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.0
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.1	2 \$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.1	2 \$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.1
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.2	7 \$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.2	7 \$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.3
Central Control Level 1	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.0	6 \$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 19.4	1 \$15.00/hr	\$ 18.91	\$15.00/hr	\$ 18.91	\$15.00/hr	\$ 19.06	\$15.00/hr	\$ 20.9
Central Control Level 2	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.2	1 \$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 20.5	6 \$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.06	\$16.00/hr	\$ 20.21	\$16.00/hr	\$ 22.0
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.2	9 \$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.2	9 \$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.2
Armed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.9	9 \$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.9	9 \$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.9
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.7	9 \$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.1	4 \$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.6
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

Due to Revised Minimum Hourly Wage Rate - Effective 1/1/2020

	Option	n Year 2 (:	1/1/20	21 - 9/30	/2021)	and Opti	on Yea	r 3 (10/1/	2021 -	12/31/20)21)							
Schedule B	*North	west Region	*N	Iortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	Southwest Region		Southeast - Jackson		Detroit Metr	
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.1
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.4
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.9
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.3
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.4
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.6
Central Control Level 1	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.69	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 21.2
Central Control Level 2	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.84	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 22.3
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.6
Armed Level 2	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.3
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.9
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

Due to Revised Minimum Hourly Wage Rate - Anticipated 1/1/2021. If the Minimum wage does not increase on 1/1/2021, this Rate table will be adjusted back to previous year pricing.

	Option	ı Year 3 (1/1/20	21 - 9/30	/2022)													
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	vest Region	Southe	ast - Jackson	Detroit Metro	
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.12
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.40
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.96
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.35						
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.48						
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.63						
Central Control Level 1	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 19.69	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.19	\$15.22/hr	\$ 19.34	\$15.22/hr	\$ 21.23
Central Control Level 2	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 20.84	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.34	\$16.22/hr	\$ 20.49	\$16.22/hr	\$ 22.37
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63						
Armed Level 2	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30						
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.96
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
The guard minimum pay rate may	adjust vi	a CCN if the	State Mi	inimum Wag	ge adjusts	in Option Y	ear 3.											

Note: DTMB wants a set dollar amount added to the minimum wage base for each guard level for determing the guard minimum compensation/pay rate, regardless of how the minimum wage changes in the future.

The law states, every January beginning in January 2019, the State Treasurer shall adjust the minimum wage by an amount determined by the State Treasurer at the end of the preceding calendar year to reflect the average annual percentage change in the consumer price index for the most recent 5-year period for which data are available. The wage and hours division of the Department of Licensing and Regulatory Affairs shall post the adjusted minimum wage on its website by February 1 of the year it is calculated, and the adjusted rate is effective beginning April 1 of that year. An annual increase under this subsection shall not exceed 3.5%. This rate does not take effect if the Michigan unemployment rate is 8.5% or greater for the year preceding the year of the prescribed increase. http://www.michigan.gov/lara/0,4601,7-154-59886 27909-330073--,00.html

				DTMB Desired	
	1/1/18 min	3/29/19 min	1/1/20 min	Hourly Pay Rate	
Position	Wage	Wage	Wage	on 1/1/20	Notes
Unarmed Guards					
Level 1 - Guard Basic	\$9.25	\$9.45	\$9.65	\$12.40	Minimum wage + \$2.75/hr = \$12.40/hr DTMB wants Level 1 guards always paid \$2.75 above minimum wage.
Level 2 - Senior/Lead Worker Guard	\$9.25	\$9.45	\$9.65	\$13.40	Minimum wage + \$3.75/hour = \$13.40/hr DTMB wants Level 2 guards always paid \$3.75 above minimum wage.
Level 3 - Shift Supervisor	\$9.25	\$9.45	\$9.65	\$13.90	Minimum wage + \$4.25/hr = \$13.90/hr DTMB wants Level 3 guards always paid \$4.25 above minimum wage.
Level 4 - Site Supervisor	\$9.25	\$9.45	\$9.65	\$17.40	Minimum wage + \$7.75/hr = \$17.40/hr DTMB wants Level 4 guards always paid \$7.75 above minimum wage.
Level 5 - Site Supervisor	\$9.25	\$9.45	\$9.65	\$18.40	Minimum wage + \$8.75/hr = \$18.40/hr DTMB wants Level 5 guards always paid \$8.75 above minimum wage.
Level 6 - Site Supervisor	\$9.25	\$9.45	\$9.65	\$19.40	Minimum wage + \$9.75/hr = \$19.40/hr DTMB wants Level 6 guards always paid \$9.75 above minimum wage.
Central Control Level 1 - Basic CC Operator	\$9.25	\$9.45	\$9.65	\$15.00	Minimum wage + \$5.35/hr = \$15.00/hr DTMB wants Control Center Level 1 guards always paid \$5.35 above minimum wage.

Central Control Level 2 - Senior CC Operator					Minimum wage + \$6.35/hr = \$16.00/hr
					DTMB wants Control Center Level 2 guards
	\$9.25	\$9.45	\$9.65	\$16.00	always paid \$6.35 above minimum wage.

Position Armed Guards	1/1/18 min Wage	3/29/19 min Wage		DTMB Desired Hourly Pay Rate on 3/29/19	
Level 1 - Guard Basic	\$9.25	\$9.45	\$9.65	\$14.40	Min. wage + \$4.75/hr = \$14.40/hour DTMB wants Level 1 armed guards always paid \$4.75 above minimum wage.
Level 2 - Senior/Lead Worker Guard	\$9.25	\$9.45	\$9.65	\$18.00	Min. wage + \$8.35/hr = \$18/hour DTMB wants Level 2 armed guards always paid \$8.35 above minimum wage.
Level 3 - Shift Supervisor	\$9.25	\$9.45	\$9.65		
Level 4 - Site Supervisor	\$9.25	\$9.45	\$9.65		

Revised Schedule C – Position Descriptions (effective 10/12/2020):

All employees must be at least 18 years of age.

Unarmed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 (entry level) Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Unarmed level 2 Guard - Senior/Lead Worker Guard

- Senior/Lead Worker Guard must possess 1 year of security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

<u>Unarmed level 3 - Shift Supervisor</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

<u>Unarmed level 4 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 4 Site Supervisor will be responsible for the daily deployment of at least 10 security officers and/or facility/property square footage of 500,000+ or two individual buildings.

<u>Unarmed level 5 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two
 (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 5 Site Supervisor will be responsible for the daily deployment of at least 15 security officers and/or facility/property square footage of 750,000+ or three individual buildings.

<u>Unarmed level 6 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 6 Site Supervisor will be responsible for the daily deployment of at least 20 security
 officers and/or facility/property square footage in excess of 1 million or twelve individual
 buildings.

Central Control Level 1

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The Level 1 (entry level) Guard must have a good attitude and strong customer service skills before deployment to a SOM site.
- Must have strong computer and technology skills. Prior experience operating CCTV/Multi-Phone line systems is highly preferable.
- This is an entry level Central Control Operator.

Central Control Level 2

- Level 2 Operator/Guards must possess a high school diploma or a G.E.D. certificate. However, it is desirable that Level 2 Guards have completed course-work at the College or University level.
- Must have strong computer and technology skills.
- Prior experience in Central Control Required.
- Level 2 Operator/Guard has demonstrated sound thinking and full grasp of role.

Armed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Armed level 2 Guard - Senior/Lead Worker Guard

- A Senior/Lead Worker Guard must possess 1 year of armed security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

Armed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 4 - Site Supervisor

 Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of

- Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

It is desirable that armed guards have a minimum of two (2) years of prior law enforcement experience as defined by MCOLES, or other states equivalent standards.



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

SW

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 12

to

Contract Number <u>18000000023</u>

5 160 F	alcon View Ave	., SE		nager			
GONTRACTOR 5160 F Grand Zachal 616-65	Rapids, MI 495	12-5450		STATE			
Zachai	ry Simons			Adn	Steven Motz	D	TMB
616-65	6-0123			Administrator	(517) 331-6086		
zachsi	mons@dksecur	itv.com		rator	motzs1@michigan.g	gov	
CV003							
0 7 0 0 0	.0020		~~~				
SECURITY	GUARD SER	VICES – ARMED		T SUMMARY			
INITIAL EFI	FECTIVE DATE	INITIAL EXPIRA	TION DATE	INITIA	_ AVAILABLE OPTION	S	EXPIRATION DATE BEFORE
Octobe	er 1, 2017	September 3	0, 2019		3 - 1 Year		September 30, 2020
	PAYN	IENT TERMS			DELIVERY T	IMEFRAI	ME
		NET 45			N/A	A	
		ALTERNATE PA	YMENT OPTION	IS		EXTE	ENDED PURCHASING
□ P-Ca	rd	□ PRC	□ Othe	er		⊠Y	es □ No
MINIMUM DE	LIVERY REQUIR	REMENTS					
V/A							
			ESCRIPTION O				
OPTION		H OF OPTION	EXTENSION	LEN	GTH OF EXTENSION		REVISED EXP. DATE
\boxtimes		-Year					September 30, 2021
CURRE	NT VALUE	VALUE OF CHAN		E	STIMATED AGGREGA	TE CONT	RACT VALUE
\$37,2	11,793.00	\$10,000,00			\$47,211	,793.00	
				RIPTION			
contract exp	iration date is 9	/30/2021. All other te	erms, conditions	s, specificati	is increased by \$10,0 ons, and pricing rema	in the sa	ame. Per Vendor

for Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov



STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

SW

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 11

to

Contract Number <u>18000000023</u>

				S				
Grand	Rapids, MI 495	12-5450		TA				
Zachai	ry Simons			Adn	Steven Motz		DTMB	
	<u>* </u>			ontra	(517) 331-6086			
		ity com		ct	motzs1@michigan.o	gov		
Zacrisii	mons@uksecui	ity.com						
CV003	9328							
			CONTRAC	T SUMMARY				
URITY	GUARD SER	VICES – ARMED 8	& UNARMED					
TAL EFF	FECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITIAL	AVAILABLE OPTION	S		ION DATE ORE
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Octobe	·	September 30	J, 2019		3 - 1 Year DELIVERY T	IMEFR <i>A</i>	·	er 30, 2020
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□ P-Ca MUM DE TION	PAYM ard LIVERY REQUIR	MENT TERMS NET 45 ALTERNATE PAY PRC REMENTS	Othe	F CHANGE N	DELIVERY T N/	A EX 1 ⊠ Y€	REVISED Septembe	RCHASING No EXP. DATE er 30, 2020
	Zachai 616-65 zachsi CV003	Zachary Simons 616-656-0123 zachsimons@dksecur CV0039328 URITY GUARD SER	curity Guard Services – Armed 8	Zachary Simons 616-656-0123 zachsimons@dksecurity.com CV0039328 CONTRACTURITY GUARD SERVICES – ARMED & UNARMED TIAL EFFECTIVE DATE INITIAL EXPIRATION DATE	Grand Rapids, MI 49512-5450 Zachary Simons 616-656-0123 zachsimons@dksecurity.com CV0039328 CONTRACT SUMMARY SURITY GUARD SERVICES – ARMED & UNARMED TAL EFFECTIVE DATE INITIAL EXPIRATION DATE INITIAL	Grand Rapids, MI 49512-5450 Zachary Simons 616-656-0123 zachsimons@dksecurity.com CV0039328 CONTRACT SUMMARY SURITY GUARD SERVICES – ARMED & UNARMED TAL EFFECTIVE DATE INITIAL EXPIRATION DATE INITIAL AVAILABLE OPTION	Grand Rapids, MI 49512-5450 Zachary Simons 616-656-0123 zachsimons@dksecurity.com CV0039328 CONTRACT SUMMARY SURITY GUARD SERVICES – ARMED & UNARMED TAL EFFECTIVE DATE INITIAL EXPIRATION DATE INITIAL AVAILABLE OPTIONS	Grand Rapids, MI 49512-5450 Zachary Simons 616-656-0123 zachsimons@dksecurity.com CV0039328 CONTRACT SUMMARY SURITY GUARD SERVICES – ARMED & UNARMED TIAL EFFECTIVE DATE INITIAL EXPIRATION DATE INITIAL AVAILABLE OPTIONS EXPIRAT BEF

Effective 3/31/2020, the contract is amended as follows:

DU HADWAY KENDALL & ASSOCIATES INC

5160 Falcon View Ave., SE

- 1. Armed Level 2 Position is added to Schedule B-Pricing.
- 2. Armed and Unarmed positions is added for TCF Center/Novi Center:

 Armed: Bill Rate-\$44.31 Pay Rate-\$30.00/hr Unarmed: Bill Rate-\$31.11 Pay Rate-\$20.00/hr
- 3. This Contract has been extended to MiDEAL Members. See attached MiDEAL language and pricing limitations.
- 4. With prior written approval from the State Contract Administrator and State Agency Program Manager, this Contract is amended to include Mileage Reimbursement (\$0.60 per mile), and drive time (at currently hourly billable rates) for positions required due to emergencies. This will only be considered for assignments that require the personnel to travel an substantial distance that would justify the need for travel reimbursement and lodging. Travel reimbursement requests must be submitted form approval 24 hours prior to assignment.

DESCRIPTION

Any reimbursements for lodging must be pre-aproved and in accordance with DTMB travel requirements: https://www.michigan.gov/dtmb/0,5552,7-358-82548_13132---,00.html

- 5. Due to the potential for sudden staffing needs changes at Treasury site schedules, Contractor will bill 2 hours at the regular rate for services canceled within 24 hours of scheduled start time.
- 6. Three new duties for the Security Guards that are stationed at Central Control to D U Hadaway (DK Security) Master Agreement have been added and are listed below:
 - i. Monitor and operate building, life safety and security systems according to documented procedures.
 - ii. Coordinate and monitor emergency response activities according to documented procedures.
 - iii. Utilize communication mediums (radio, email, telephone, work request systems, etc) to receive and deliver information related to security, emergency management, facility issues and general assistance as authorized to do so.

All other terms, conditions, pricing and specifications remain the same. Per Contractor request, Agency request and Central Procurement Services approval

MiDEAL Language Added to Contract through CN#11

Extended Purchasing Program. This contract is extended to MiDEAL members. MiDEAL members include local units of government, school districts, universities, community colleges, and nonprofit hospitals. A current list of MiDEAL members is available at www.michigan.gov/mideal.

If extended, Contractor must supply all Contract Activities at the established Contract pterms. Bill and pay rates may be extended on a case by case basis and are subject to negotiation based on MiDEAL members location and hours requested per week. The State reserves the right to impose an administrative fee and negotiate additional discounts based on any increased volume generated by such extensions.

Contractor must submit invoices to, and receive payment from, extended purchasing program members on a direct and individual basis.

Schedule B - Pricing (CN#11 Updated)

	Option	n Year 1 (1/1/20	20 - 9/30	/2020)	and Optic	n Year	2 (10/1/	2020 -	12/31/20)20)							
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Deti	oit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.82
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.08
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.65
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.05
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.18
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.33
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29
Armed Level 2	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99	\$18.00/hr	\$ 24.99
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.65
Vehicle Charge (if applicable)	hicle Charge (if applicable) \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week																	
Due to Revised Minimum Hourly V	Nage Rat	e - Effective	e 1/1/202	20														

	Option	າ Year 2 (1/1/20	21 - 9/30	/2021)	and Option	on Year	r 3 (10/1/	2021 -	12/31/20	021)							
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Det	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate						
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.12
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.40
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.96
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.35						
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.48						
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.63						
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63						
Armed Level 2	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30						
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.96
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week

Due to Revised Minimum Hourly Wage Rate - Anticipated 1/1/2021. If the Minimum wage does not increase on 1/1/2021, this Rate table will be adjusted back to previous year pricing.

	Option Year 3 (1/1/2021 - 9/30/2021)																	
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Deti	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.12
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.40
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.96
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.35
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.48
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.63
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63
Armed Level 2	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30	\$18.22/hr	\$ 25.30
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.96
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
The guard minimum pay rate may	he guard minimum pay rate may adjust via CCN if the State Minimum Wage adjusts in Option Year 3.																	

for Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Various

SW

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 10

to

Contract Number <u>18000000023</u>

o 5	160 Falcon View Ave	e., SE		ager				
ONTRACTOR	Grand Rapids, MI 495	512-5450		STATE				
RA	achary Simons			Adn	Steven Motz		DTMB	
	16-656-0123			ontra	(517) 331-6086			
\mathcal{R}_{z}	achsimons@dksecu	rity.com		Contract Administrator	motzs1@michigan.	gov		
	CV0039328	•						
SECI.	RITY GUARD SEF			TSUMMARY				
	L EFFECTIVE DATE	INITIAL EXPIRA		ΙΝΙΤΙΔΙ	AVAILABLE OPTION	9	EXPIRATION	ON DATE
1141117	C LITECTIVE DATE	INITIAL LAFINA	CHON DATE	INITIAL	AVAILABLE OF HON		BEFO	
(October 1, 2017	September	30, 2019		3 - 1 Year		Septembe	r 30, 2020
	PAYI	MENT TERMS			DELIVERY TI	IMEFRA	ME	
		NET 45			N/A	4		
		ALTERNATE PA	YMENT OPTION	S		EXT	ENDED PUR	CHASING
	P-Card	□ PRC	☐ Othe	er		□Y	'es	⊠ No
MINIM	JM DELIVERY REQUI	REMENTS						
N/A								
OPT	ON LENGT		DESCRIPTION OF				DEVICED I	VD DATE
OPT		TH OF OPTION	EXTENSION	LENG	TH OF EXTENSION		September	
	URRENT VALUE	VALUE OF CHAI		E6.	TIMATED AGGREGAT	LE CON.	<u> </u>	<u> </u>
	337,211,793.00	\$0.0		LS	\$37,211,		INACI VALC	<i>'</i> '_
	557,211,755.00	ψ0.0		RIPTION	Ψ97,211,	7 33.00		
 Sec Jeffe Sch Sch Pleas The re 	ve January 1, 2020, turity Training Officer erey Connell is addededule B-Pricing is revealed B-Pricing is revealed. If the Minimum wised Schedule B Preser terms, conditions, ontractor request, Ag	position is added to d to the Contract as vised due to an increvised due to an expense due to an expense does not increase dicing is attached. pricing and specific	Schedule B-Prior the Program Material State ease in the State ected increase in 1/1/2021, pricing value ations remain the	anager for Tro Minimum W In the State M Will be adjusted b e same.	age on 1/1/2020. inimum Wage on 1/1 pack to previous year pric		vill not be increa	ased.

for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer C. Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
LEO	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
TREA	Jefferey Connell	517-636-5335	ConnellJ1@michigan.gov

Schedule B - Pricing

	Option	1 Year 1 (10/1/2	019 throu	gh 12/	31/2019)													
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	vest Region	Southe	ast - Jackson	Deti	roit Met	ro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable	e Rate						
Unarmed Level 1	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 15.71	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 16.05	\$12.20/hr	\$ 15.71	\$12.20/hr	\$ 15.71	\$12.20/hr	\$ 15.73	\$12.20/hr	\$	16.55
Unarmed Level 2	\$13.20/hr	\$ 16.96	\$13.20/hr	\$ 16.96	\$13.20/hr	\$ 16.82	\$13.20/hr	\$ 16.96	\$13.20/hr	\$ 17.30	\$13.20/hr	\$ 16.82	\$13.20/hr	\$ 16.82	\$13.20/hr	\$ 16.96	\$13.20/hr	\$	18.80
Unarmed Level 3	\$13.70/hr	\$ 17.53	\$13.70/hr	\$ 17.53	\$13.70/hr	\$ 17.39	\$13.70/hr	\$ 17.53	\$13.70/hr	\$ 17.88	\$13.70/hr	\$ 17.39	\$13.70/hr	\$ 17.39	\$13.70/hr	\$ 17.53	\$13.70/hr	\$	19.37
Unarmed Level 4	\$17.20/hr	\$ 22.71	\$17.20/hr	\$ 22.71	\$17.20/hr	\$ 22.71	\$17.20/hr	\$ 22.71	\$17.20/hr	\$ 22.71	\$17.20/hr	\$	23.77						
Unarmed Level 5	\$18.20/hr	\$ 23.86	\$18.20/hr	\$ 23.86	\$18.20/hr	\$ 23.86	\$18.20/hr	\$ 23.86	\$18.20/hr	\$ 23.86	\$18.20/hr	\$	24.91						
Unarmed Level 6	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$	26.06						
Armed Level 1	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$	21.98						
Security Training Officer	\$17.20/hr	\$ 17.53	\$17.20/hr	\$ 17.53	\$17.20/hr	\$ 17.39	\$17.20/hr	\$ 17.53	\$17.20/hr	\$ 17.88	\$17.20/hr	\$ 17.39	\$17.20/hr	\$ 17.39	\$17.20/hr	\$ 17.53	\$17.20/hr	\$	19.37
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/\	week

	Option	ո Year 1 (1/1/20	20 - 9/30	/2020)	and Opti	on Year	2 (10/1/	2020 - :	12/31/20	20)							
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Detr	oit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.31	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.97	\$12.40/hr	\$ 15.99	\$12.40/hr	\$ 16.82
Unarmed Level 2	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 17.56	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.07	\$13.40/hr	\$ 17.22	\$13.40/hr	\$ 19.08
Unarmed Level 3	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 18.14	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.64	\$13.90/hr	\$ 17.79	\$13.90/hr	\$ 19.65
Unarmed Level 4	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 22.97	\$17.40/hr	\$ 24.05
Unarmed Level 5	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 24.12	\$18.40/hr	\$ 25.18
Unarmed Level 6	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 25.27	\$19.40/hr	\$ 26.33
Armed Level 1	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29	\$14.40/hr	\$ 22.29
Security Training Officer	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 18.14	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.64	\$17.40/hr	\$ 17.79	\$17.40/hr	\$ 19.65
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
Due to Povised Minimum Hour	a to Revised Minimum Hourly Wage Rate - Effective 1/1/2020																	

Due to Revised Minimum Hourly Wage Rate - Effective 1/1/2020

	Option Year 2 (1/1/2021 - 9/30/2021) and Option Year 3 (10/1/2021 - 12/31/2021)																	
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	entral - Lansing	South	west Region	Southe	ast - Jackson	Deti	roit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.12
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.40
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.96
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.35
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.48
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.63
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.96
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
te to Revised Minimum Hourly Wage Rate - Anticipated 1/1/2021. If the Minimum wage does not increase on 1/1/2021, this Rate table will be adjusted back to previous year pricing																		

	Option Year 3 (1/1/2021 - 9/30/2021)																	
Schedule B	*North	west Region	*N	ortheast	We	st Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	entral - Lansing	South	vest Region	Southe	ast - Jackson	Deti	oit Metro
Position	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed Level 1	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 16.60	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.25	\$12.62/hr	\$ 16.27	\$12.62/hr	\$ 17.12
Unarmed Level 2	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 17.85	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.36	\$13.62/hr	\$ 17.50	\$13.62/hr	\$ 19.40
Unarmed Level 3	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 18.43	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 17.92	\$14.12/hr	\$ 18.07	\$14.12/hr	\$ 19.96
Unarmed Level 4	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 23.26	\$17.62/hr	\$ 24.35
Unarmed Level 5	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 24.41	\$18.62/hr	\$ 25.48
Unarmed Level 6	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 25.56	\$19.62/hr	\$ 26.63
Armed Level 1	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63	\$14.62/hr	\$ 22.63
Security Training Officer	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 18.43	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 17.92	\$17.62/hr	\$ 18.07	\$17.62/hr	\$ 19.96
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week
The guard minimum pay rate may	e guard minimum pay rate may adjust via CCN if the State Minimum Wage adjusts in Option Year 3.																	



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

SW

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 9

to

Contract Number <u>18000000023</u>

				■ 1 5	č			
\cup	alcon View Ave	., SE		so ager	ogram —			
Grand	Rapids, MI 495	12-5450		STATE				
ス ーーー	y Simons			Adn	Steve Rigg	I	DTMB	
616-65	6-0123				Steve Rigg (517) 249-0454 riggs@michigan.gu			
	nons@dksecur	ity.com		rator	riggs@michigan.g	ov		
		ity.com						
CV003	9328							
				T SUMMAR	RY			
		VICES – ARMED 8						
INITIAL EFF	ECTIVE DATE	INITIAL EXPIRAT	ION DATE	INITI	AL AVAILABLE OPTIO	NS	EXPIRATIO BEFO	
Octobe	er 1, 2017	September 30	0, 2019		3 - 1 Year		September	30, 2019
	PAYM	MENT TERMS			DELIVERY	TIMEFRA	AME	
		NET 45			N	N/A		
		ALTERNATE PAY	MENT OPTION	S		EXT	TENDED PURC	HASING
□ P-Ca	rd	□ PRC	☐ Othe	er			Yes	⊠ No
MINIMUM DE	LIVERY REQUIR	REMENTS						
N/A								
			ESCRIPTION O					
OPTION	LENGTI	H OF OPTION	EXTENSION	LE	NGTH OF EXTENSION		REVISED E	KP. DATE
\boxtimes		1 year					September	<u> </u>
CURRE	NT VALUE	VALUE OF CHANG	GE NOTICE		ESTIMATED AGGREG	ATE CON	ITRACT VALU	E
\$27,21	1,793.00	\$10,000,00			\$37,21	1,793.00		
				RIPTION				
expiration da	te is 9/26/2020	. All other terms, con	ditions, specifi	cations, ar	ncreased by \$10,000, ad pricing remain the s ninistrative Board app	same. P	er Vendor and	

for Multi-Agency and Statewide Contracts

	indici 2	tgonoy and otatomas continuo	
AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

SW

\$27,463,807.40

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909



\$27,211,793.00

DU HADWAY KENDALL & ASSOCIATES INC

CONTRACT CHANGE NOTICE

Change Notice Number 8

to

Contract Number <u>17118000000023</u>

				_ _						
CO 5	160 Falcon View Ave	e., SE		rogram Manager						
Ž	Grand Rapids, MI 495	512-5450		TST/						
CONTRACTOR	achary Simons			STATE	Dan Stevens		DTMB			
	16-656-0123			Contract Administrator	(517) 282-1432					
S z	achsimons@dksecu	rity.com		rator	stevensd6@michi	gan.gov				
C	V0039328									
			CONTRAC	T SUMMARY						
SECU	RITY GUARD SEF	RVICES – ARMED								
INITIA	L EFFECTIVE DATE	INITIAL EXPIRA	TION DATE	INITIAL	AVAILABLE OPTIOI	NS		TON DATE		
(October 1, 2017	September 3	0, 2019		3 - 1 Year		Septemb	er 30, 2019		
	PAYI	MENT TERMS			DELIVERY T	DELIVERY TIMEFRAME				
		NET 45			N	/A				
		ALTERNATE PA	YMENT OPTION	IS		EXT	ENDED PUF	RCHASING		
	P-Card	□ PRC	□ Oth	er			Yes	⊠ No		
MINIM	JM DELIVERY REQUI	REMENTS								
N/A										
			ESCRIPTION O							
OPT	ON LENGT	TH OF OPTION	EXTENSION	LENG	TH OF EXTENSION		REVISED	EXP. DATE		
	1						Septemb	er 30, 2019		
С	URRENT VALUE	VALUE OF CHAN	GE NOTICE	ES	TIMATED AGGREGA	ATE CON	TRACT VAL	UE		

Effective June 10th, 2019, the Grand Rapids Home for Veterans is requesting to add additional funding of \$252,014.40 to cover an additional serucity guard per request. Please note the Contract Administrator has changed to Dan Stevens. All other terms, conditions, and specifications remain the same. Per Contractor request, Central Procurement Services and agency agreement, Contractor agreement and Central Procurement and State Administrative Board approval on June 25th, 2019.

DESCRIPTION

\$252,014.40

for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
071	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
391	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
071	Jeff Pratt	517-202-4146	PrattJ@michigan.gov



STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

SW

P.O. BOX 30026 LANSING, MICHIGAN 48909

DU HADWAY KENDALL & ASSOCIATES INC

CONTRACT CHANGE NOTICE

Change Notice Number 7

to

Contract Number <u>17118000000023</u>

					■ ■ ■ ■ ■	100		***
CO	5160 F	alcon View Av	e., SE		Program Manager		Wash.	**1/~
CONTRACTOR	Grand	Rapids, MI 49	512-5450		STATE			
RA	Zachai	ry Simons	***		118	₋ymon Hunter	DTMB	
ä	616-65	6-0123	***************************************			(517) 249-0476		
)R	zachsi	mons@dksecu	ıritv.com	7000	Contract Administrator	nunterl@michigan.	gov	
	CV003					**************************************		
			-1 W1	·				
SEC	LIRITY	GUARD SE	RVICES – ARMED		TSUMMARY		******	
Namiono e e e e e e e e e e e e e e e e e e	commence of the commence of th	ECTIVE DATE			220	VAILABLE OPTION	ie Evoli	RATION DATE
					IIIIIALA	VAILABLE OF HOR		BEFORE
	Octobe	er 1, 2017	September 30	0, 2019		3 - 1 Year	Septe	mber 30, 2019
		PAY	MENT TERMS			DELIVERYT	IMEFRAME	
						N/		
			ALTERNATE PAY	MENT OPTION:	S		EXTENDED	PURCHASING
	□ P-Ca	/// // // // // // // // // // // // //	□ PRC	☐ Othe	er		☐ Yes	⊠ No
	NUM DE	LIVERY REQUI	IREMENTS					
N/A								
O E	TION	I ENG	DE NONTOPTION	ESCRIPTION OF	PARTY PROTECTION AND A PARTY AND ADDRESS OF THE PARTY AND ADDRESS OF TH	ice Hof extension	*	
		ELINO	THE OF STROM		LENGI	H OF EXTENSION		ED EXP. DATE
-		NT VALUE	VALUE OF CHANG		EST	MATED AGGREGA		mber 30, 2019
		1,793.00	\$3,000,000		LUII	\$27,211	<u> </u>	/ALUE
		1,100.00	40,000,000		RIPTION	Ψ21,211	,793.00	•
Effec	tive Ma	rch 29, 2019, t	he Schedule B-Pricing	associated wi	th this contrac	t are hereby revise	ed due to an incr	ease to the
State	: Minimi	ım Wage. The	e revised Schedule B-l	Pricing is attacl	hed. All other	terms, conditions.	and specification	ns remain the
Proc	uremen	omracior requi t and State Adi	est, Central Procurem ministrative Board app	ent Services ai proval on March	nd agency agre n 26. 2019.	eement, Contracto	r agreement an	d Central

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov

Dummed (1941) \$1.000 \$ \$1.77 \$1.0200 \$ \$1.57 \$1.0200 \$ \$1.57 \$1.0200 \$ \$1.57 \$1.0200 \$ \$1.57 \$1.0200 \$ \$1.000 \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$ \$1.000 \$																			
Schedule Perfect Per		*No-there is a second s																	
Common Level 1, 19,200 1, 200 1	Schudula R. Pricina																ast - Jackson	Detr	olt Metro
Diament (1987 31-300) 5 1.50 1.000	Schedule D-Fricing	jray nate	вінавіе касе	ray kate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Biliable Rate
	Unarmed Level 1	\$12,20/hr	\$ 15.73	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 15.71	\$12.20/br	¢ 15.79	¢ 1.7 30/br	* scar	612.204			l				
	Unarmed Level 2	· · · · · · · · · · · · · · · · · · ·																	\$ 16.55
	Unarmed Level 3									7	·								
	Unarmed Level 4																		
Water Control Contro	Unarmed Level 5																		
Value Capacity Sizy Si	Unarmed Level 6	519.20/hr	\$ 25.01			-									45100				
Strategies Str	Vehicle Charge (if	1			ļ <u></u>	1	7 25.02	QZ3.QDJIII	2 25.01	747.20/10	23.01	\$15.20/IB	3 23.01	1519.2U/NF	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 26.06
April Standard S	applicable)		\$175/week		\$175/week		\$175/week		\$175 Aveek		¢175 Augok		C+7E August		care to the	1			
Value Caregoria	Armed Level 1	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr		\$14.20/hr		\$24.20 <i>l</i> hr		\$14.30/br		C14 70 0-		A		4	
The plane The	Vehicle Charge (if							7220,		V X 41.2.0/1.11	7 21.50	314.20/ JR	2 21.56	314.20/RF	\$ 21.98	\$14.2U/fir	\$ 21.98	\$14.20/hr	\$ 21.98
Part	applicable)		\$175/week		\$175/week		\$175/week		\$175 Aveek		\$175/week]	\$17E (work		6175 August				
State Part	*No sites in Region			*	· · · · · · · · · · · · · · · · · · ·	-L			, + 2. .	Onti		<u> </u>	(STAD) MCCV		321/2/Meek		1 21/2/Meek		\$175/Week
Second column Pay Rate Stable Rate Pay		*Morth	west Region	***	ombood	i e e e		F C	h1	Total Committee of the	Company of the Compan	M 10000 between 10000		and remaining the	8/m-68/0000	Managari ya hana a wa	A	Territorio de como como	
The guard elimination pay rate any eligibit to COM the State Mentionary Wage aligned in 2015 see Mentionary Companies and place turner elicities																			
State Stat			may adjust via	CCN if the	State Minimus	a Mana adli	iste in 2010. Se	ray nave	Controversion	ray Kate	Bliable Kate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate
Unarmed level 2 \$13-200 m		1	,,, ,	l line	T THE THE PARTY OF	T	313 111 2013. 321	- 141/10/110/11	Compensation	Tab for mo.	re details					.			
		\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 15.71	\$12.20/hr	\$ 15.73	\$12.20/hr	\$ 16.05	\$12.20/hr	\$ 15.71	\$12.20/br	\$ 15.71	\$17.20/	15.75	\$13.30/b-	. 1055
			\$ 16.96		\$ 16.96	\$13.20/hr	\$ 16.82	\$13.20/hr		·			2 2017 1		7 15.71				
Unamed level	Unarmed Level 3	\$13.70/hr	\$ 17.53	\$13.70/hr						7 7					7 27.02			77	
Usammed level 5 13-20 pm 5 22.86 512-20 pm		\$17.20/hr	\$ 22.71	\$17.20/hr	\$ 22.71														7 23107
				\$18.20/hr	\$ 23.86	\$18.20/hr	5 23.86			·									
Vehicle Charge (if applicable) S175/week S		\$19.20/hr	\$ 25.01	\$19,20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr	\$ 25.01	\$19.20/hr									
Amend Level 1 \$142,00h \$ 21.98 \$142,0h \$ 21.98 \$142,00h \$																415.E0(1)	23.01	313,20/HF	20.06
Armed Level 1 \$14.20/hr \$ 2.198 \$14.20/hr \$ 2.298 \$14.					\$175/week	<u></u>	\$175/week		\$175/week	ĺ	\$175/week		\$175/week		\$175/week		\$175/wask		¢17E huaak
Validade Charge (if		\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21,98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14.20/hr	\$ 21.98	\$14,20/hr		\$14.20/hr		\$14.20/hr		\$14.2076	
Northwest Region Stripweek		}								i .					7 22.00	VI 11203 1.7	7 21.50	214/20/III	<u>√</u> 21.98
North-west Region Pay Rate Billable Rate Pay Rate Pay Rate Billable Rate Pay Rate Bill	applicable)	\$175/week \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week \$175/week													\$175 Aveal				
Page		Option Year 2														7175/HCGK			
Pag Rate Bullable Rate Pag		*North	west Region	*No	ortheast	Wes	t Region	East Cen	ral - Saginaw	DESCRIPTION OF THE PARTY OF THE	WW	South Ce	ntral - Laneing	Smuth	vact Deglas	1200			
The guard minimum pay are may ediplate to CCV the State Athinum Wage adjusts in 2019, See Minimum Compensation to be for more details Unarmed Level 1 \$12.20/hr \$ 15.73 \$12.20/hr \$ 15.73 \$12.20/hr \$ 15.73 \$12.20/hr \$ 16.82 \$13.20/hr \$ 10.82 \$10.20/hr \$ 10.20/hr \$ 10.20/h			Biliable Rate	Pay Rate	Billable Rate	Pay Rate	Biliable Rate	Pay Rate	Billable Bate	Pay Rate	Billable Rate								
Unarmed Level 1 512-20/hr 5 15.73 512-20/hr	The guard minimus	n pay rate	may adjust via	CCN if the :	State Minimun	Wage adju	sts in 2019, Sec	Minimum	Compensation	tab for mor	e details	,		. of Note	Ollegic Here	T BY NOIC	Distante listé	ray nate	pillanie vare
Unarmed Level 2 \$13,20/hr \$ \$ \$ \$ \$ \$ \$ \$ \$		1 1				1													
Unarmed Level 31.70/hr 5 17.53 513.70/hr 5 17.53 513.70/hr 5 17.53 513.70/hr 5 17.54 513.70/hr 5			§ 15.73	512.20/hr									\$ 15.71	\$12.20/hr	d 1571				
Unarmed Level 4 \$17,20/hr \$ \$22.71			4												3 73.47	\$12.ZU/#F	\$ 15.73	\$12,20/hr	\$ 16.55
Unarmed Level 5 51,20/hr 5 23.66 518,20/hr 5 23.86 518,20/hr				\$13.20/hr							\$ 17,30	513.20/hr	\$ 16.82	\$13,20/hr	V 25.7.1		7 23.75		
Unarmed Level 5 52.0/hr 5 25.01 5 32.0/hr		\$13.70/hr	\$ 17.53	\$13.20/hr \$13.70/hr	\$ 17.53	\$13.70/hr	\$ 17.39	\$13.70/hr	\$ 17.53	\$13.70/hr	\$ 17.88	\$13.70/hr	,		\$ 16.82	\$13,20/hr	\$ 16,96	\$13.20/hr	\$ 18.80
Vehicle Charge (if applicable) S175/week S175/we	Unarmed Level 4	\$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71	\$13.20/hr \$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71	\$13.70/hr \$17.20/hr	\$ 17.39 \$ 22.71	\$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71	\$13.70/hr \$17.20/hr	\$ 17.88 \$ 22.71	\$13.70/hr \$17,20/hr	\$ 17,39 \$ 22,71	\$13.70/hr \$17.20/hr	\$ 16.82 \$ 17.39	\$13,20/hr \$13,70/hr	\$ 16,96 \$ 17.53	\$13.20/hr \$13.70/hr	\$ 18.80 \$ 19.37
Specificable Spec	Unarmed Level 4 Unarmed Level 5	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.88 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17,39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 16.82 \$ 27.39 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23,86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91
Armed Level 1 S14,20/hr S Z1,98 S14,20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.88 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17,39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 16.82 \$ 27.39 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23,86	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91
Vehicle Charge (if applicable)	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 17,39 \$ 22,71 \$ 23,86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 16,96 \$ 17.53 \$ 22,71 \$ 23,86 \$ 25.01	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91
Applicable S S S S S S S S S	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable)	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 , \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17,39 \$ 22,71 \$ 23,86 \$ 25,01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13,20/hr \$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week
Application Pay Rate Billable Rate Pay R	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 , \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17,39 \$ 22,71 \$ 23,86 \$ 25,01 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13,20/hr \$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week
Morting Mort	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 , \$175/week \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr \$14,20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13,20/hr \$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98
Pay Rate Billable Rate Pay R	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 , \$175/week \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr \$14,20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13,20/hr \$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week
Pay Rate Billable Rate Pay Rate	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 , \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week sn Year 3	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13,20/hr \$13,70/hr \$17,20/hr \$18,20/hr \$19,20/hr	\$ 16,96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98
Unarmed Level 2 512.20/hr 5 15.73 512.20/hr 5 15.20/hr 5 15.20	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week on Year 3	\$13.70/hr \$17,20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98
Unarmed Level 2 513.20/hr 5 16.95 513.20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable)	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr Optic	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3	\$13.70/hr \$17,20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13,20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week
Unarmed Level 2 513.20/hr 5 16.95 513.20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable)	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr Optic	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3	\$13.70/hr \$17,20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13,20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week
Unarmed Level 3 513.70/hr 5 17.53 513.70/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimur	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate n poy rate	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$ 21.98 \$ 21.98 \$ 175/week \$ 21.98 \$ 175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr Wes Pay Rate Wage adju	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week t Region Billable Rate sis in 2019. See	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.29/hr East Cent Pay Rate Minimum	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr Optic Bay Rate tab for mor	\$ 17.88 \$ 22.71 \$ 23.85 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 149/ht Billable Rate e details	\$13.70/hr \$17,20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$0uth Ce Pay Rate	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week htral=1ansing_Billable Rate	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr 3.000000000000000000000000000000000000	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week
Unarmed Level 4 \$17.20/hr \$ \$2.71 \$17.20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimur Unarmed Level 1	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr *North Pay Rate In pay rate \$12.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week wast Region Billable Rate may adjust via \$ 15.73	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate CCN If the S \$12.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week Dillable Rate State Minimum \$ 15.73	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Wes Pay Rate Wage adju	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week t Region Billable Rate sts in 2019. See	\$13.70/hr \$17.20/hr \$18,20/hr \$19.20/hr \$14.20/hr East Cent Pay Rate Minimum \$12.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr Optic Pay Rate tab for mor \$12.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 16.01 \$ 16.05	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$50uth Ce Pay Rate	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week tral-lansing Billable Rate	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$200/hr \$200/hr \$12.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week west Region Billable Rate \$ 15.71	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20 Rate \$12.20/hr	\$ 16.95 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Detr. Pay Rate	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 18.175/week
Unarmed Level 5 518.20/hr \$ 23.86 518.20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week Billable Rate may adjust via \$ 15.73 \$ 16.96	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate CCN if the S \$12.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week Ditheast Billable Rate Gate Minimum \$ 15.73 \$ 16.96	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$42 Rate Wage adju \$12.20/hr \$13.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week t Region—Billable Rate sis in 2019. See \$ 15.71 \$ 16.82	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr East Cent Pay Rate Minimum \$12.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.85 \$ 25.01 \$175/week \$ 21.98 \$175/week Compensation \$ 15.73 \$ 16.96	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr Optic Bay Pay Rate tab for mor \$12.20/hr \$13.20/hr	\$ 17.88 \$ 22.71 \$ 23.85 \$ 25.01 \$ 175/week \$ 21.98 \$ 175/week m Year 3 1.48/no Billable Rate e details \$ 16.05 \$ 17.30	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$0uth Ce Pay Rate \$12.20/hr \$13.20/hr	\$ 17.39 \$ 22.71 \$ 23.85 \$ 25.01 \$175/week \$ 21.98 \$175/week b175/week \$ 15.71 \$ 16.82	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$94 Rate \$12.20/hr \$13.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week west Region Billable Rate \$ 15.71 \$ 16.82	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20/hr \$14.20/hr \$14.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 198 \$175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate \$12.20/hr \$13.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week Billiable Rate \$ 16.55 \$ 18.80
Unarmed Level 6 519.20/hr 5 25.01 519.20/hr	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 3	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$ 175/week \$ 21.98 \$ 175/week \$ 175/week \$ 15.73 \$ 15.73 \$ 16.95 \$ 17.53	\$13.20/hc \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$15.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 19.98 \$175/week \$ 175/week \$ 15.73 \$ 16.96 \$ 17.53	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr Pay Rate Wage adju \$12.20/hr \$13.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week t Region Billable Rate \$ 15.71 \$ 15.82 \$ 15.82 \$ 17.39	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr East Cent Pay Rate Minimum \$12.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.73 \$ 16.96 \$ 17.53	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr Optic Pay Rate tab for mor \$12.20/hr \$13.20/hr \$13.70/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week on Year 3 1.6/fm; Billable Rate e details \$ 16.05 \$ 17.30 \$ 17.88	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$20/hr \$20/hr \$20/hr \$20/hr \$20/hr \$20/hr \$20/hr \$20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.02 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20 Fate \$12.20/hr \$13.20/hr \$13.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 11.56 \$ 15.71 \$ 16.82 \$ 17.39	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 19.64 \$ 15.73 \$ 16.96 \$ 17.53	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate \$12.20/hr \$13.20/hr \$13.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week bit Metro Billable Rate \$ 16.55 \$ 18.80 \$ 19.37
Vehicle Charge (if applicable) \$175/week \$175/	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 3 Unarmed Level 3	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr Pay Rate n pay rate \$12.20/hr \$13.20/hr \$13.30/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 175/week \$ 175/week \$ 175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$15.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week Dilhable Rate (tate Minimum \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate Wage adju \$12.20/hr \$13.20/hr \$13.370/hr \$17.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 17.5/week \$ 17.71 \$ 15.82 \$ 17.71 \$ 17.39 \$ 17.39	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr East Cent Pay Rate • Minimum \$12.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 17.53	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week on Year 3 1.60 to 10.05 \$ 16.05 \$ 17.88 \$ 22.71	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week mtral-Lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$2.20/hr \$13.20/hr \$13.20/hr \$13.70/hr	\$ 16.82 \$ 22.71 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 11.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 17.39	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$17.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 17.59 \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 115/week \$ 16.55 \$ 18.80 \$ 19.37 \$ 23.77
applicable) \$ \$175/week \$ \$175	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 4 Unarmed Level 5	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate n pay rate \$12.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 175/week \$ 175/week \$ 175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 5175/week \$ 21.98 \$175/week without the state transfer with the state transfer with the state transfer with the state transfer with the state with the sta	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 12.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate **Alinimum \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 14/lin Billable Rate e details \$ 16.05 \$ 17.30 \$ 17.88 \$ 22.71 \$ 22.71	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$0uth Ce Pay Rate \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week stral-lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$17.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 21.98 \$ 175/week \$ 21.98 \$ 175/week \$ 21.98 \$ 22.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 11.55/week \$ 15.73 \$ 16.96 \$ 17.53 \$ 16.95 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate \$12.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 1180 Rate \$ 16.55 \$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91
Armed Level 1 \$14.20/hr \$ 21.98 \$14.20/hr \$ 21.9	Unarmed Level 4 Unarmed Level 6 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 3 Unarmed Level 4 Unarmed Level 5 Unarmed Level 5 Unarmed Level 5	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate n pay rate \$12.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 175/week \$ 175/week \$ 175/week	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 5175/week \$ 21.98 \$175/week without the state transfer with the state transfer with the state transfer with the state transfer with the state with the sta	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 12.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate **Alinimum \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 14/lin Billable Rate e details \$ 16.05 \$ 17.30 \$ 17.88 \$ 22.71 \$ 22.71	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$0uth Ce Pay Rate \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week stral-lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$17.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 21.98 \$ 175/week \$ 21.98 \$ 175/week \$ 21.98 \$ 22.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 11.55/week \$ 15.73 \$ 16.96 \$ 17.53 \$ 16.95 \$ 22.71 \$ 23.86	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate \$12.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 1180 Rate \$ 16.55 \$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91
Vehicle Charge (if applicable) \$175 heads \$21.56 \$14.20/m	Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 3 Unarmed Level 3 Unarmed Level 4 Unarmed Level 5 Unarmed Level 6 Unarmed Level 6 Unarmed Level 6 Unarmed Level 6	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate n pay rate \$12.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$18.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 175/week \$ 175/week \$ 175/week \$ 21.98 \$ 175/week \$ 21.98 \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week SHRAND RATE SIDE	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 175/	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate **Alinimum \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$17.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week on Year 3 16/00 Billable Rate e details \$ 16.05 \$ 17.30 \$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$0uth Ce Pay Rate \$12.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week tral-lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$17.20/hr	\$ 16.82 \$ 22.71 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 18.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr Pay Rate \$12.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week HILMETTO Billable Rate \$ 16.55 \$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06
annirable) \$175 hunds \$175 hunds \$277 hunds	Unarmed Level 4 Unarmed Level 5 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimur Unarmed Level 1 Unarmed Level 2 Unarmed Level 2 Unarmed Level 3 Unarmed Level 4 Unarmed Level 5 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable)	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 17.59 \$ 15.73 \$ 16.95 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$13.70/hr \$12.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 5175/week \$ 21.98 \$175/week without the state of th	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 17.59 \$ 17.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr \$19.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 1(Int Billable Rate e details \$ 16.05 \$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$18.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week htral-lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$ 15.71 \$ 16.82	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 19.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	513.20/hr 513.70/hr 513.70/hr 518.20/hr 519.20/hr 519.20/hr 514.20/hr 514.20/hr 513.20/hr 513.20/hr 513.70/hr 513.70/hr 519.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 16.55 \$ 18.80 \$ 19.37 \$ 24.91 \$ 26.06 \$175/week
	Unarmed Level 4 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimur Unarmed Level 1 Unarmed Level 2 Unarmed Level 3 Unarmed Level 3 Unarmed Level 4 Unarmed Level 5 Unarmed Level 5 Unarmed Level 5 Unarmed Level 6 Vehicle Charge (if applicable) Armed Level 1	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 17.59 \$ 15.73 \$ 16.95 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$13.70/hr \$12.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 5175/week \$ 21.98 \$175/week without the state of th	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 17.59 \$ 17.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr \$17.20/hr \$17.20/hr \$19.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week n Year 3 1(Int Billable Rate e details \$ 16.05 \$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$18.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week htral-lansing Billable Rate \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$ 15.71 \$ 16.82	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 19.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	513.20/hr 513.70/hr 513.70/hr 518.20/hr 519.20/hr 519.20/hr 514.20/hr 514.20/hr 513.20/hr 513.20/hr 513.70/hr 513.70/hr 519.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 16.55 \$ 18.80 \$ 19.37 \$ 24.91 \$ 26.06 \$ 175/week
	Unarmed Level 4 Unarmed Level 5 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable) The guard minimum Unarmed Level 1 Unarmed Level 2 Unarmed Level 3 Unarmed Level 3 Unarmed Level 4 Unarmed Level 5 Vehicle Charge (if applicable) Armed Level 6 Vehicle Charge (if applicable) Armed Level 1 Vehicle Charge (if applicable)	\$13.70/hr \$17.20/hr \$17.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$17.20/hr \$19.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01	\$13.20/hr \$13.70/hr \$13.70/hr \$12.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.70/hr \$13.70/hr \$13.70/hr \$13.70/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$12.20/hr \$12.20/hr \$13.70/hr \$13.70/hr \$19.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$ 175/week \$ 17.39	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week ral - Saginaw Billable Rate Compensation \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98	\$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$14.20/hr	\$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week on Year 3 16.8/or Billable Rate e details \$ 16.05 \$ 17.30 \$ 17.88 \$ 22.71 \$ 23.86 \$ 25.01 \$ 175/week \$ 21.98	\$13.70/hr \$17.20/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.70/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$ 25.01	\$13.70/hr \$17.20/hr \$18.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$20/hr \$12.20/hr \$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr	\$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.71 \$ 16.82 \$ 17.39 \$ 22.71 \$ 23.86 \$ 21.98	\$13.20/hr \$13.70/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$14.20/hr \$14.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr	\$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 25.01 \$175/week \$ 21.98 \$175/week \$ 15.73 \$ 16.96 \$ 17.53 \$ 22.71 \$ 23.86 \$ 17.53 \$ 22.71 \$ 23.86 \$ 21.98	\$13.20/hr \$13.70/hr \$17.20/hr \$18.20/hr \$19.20/hr \$19.20/hr \$14.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$13.20/hr \$14.20/hr	\$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$175/week \$ 21.98 \$175/week \$ 16.55 \$ 18.80 \$ 19.37 \$ 23.77 \$ 24.91 \$ 26.06 \$ 175/week \$ 175/week



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Various

SW

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 6

to

Contract Number <u>171 18000000023</u>

CO	5160 F	alcon View Ave	e., SE			gram nager					
Ž	Grand	Rapids, MI 495	512-5450		STATE	<u> </u>					
Ŗ	Zachar	y Simons				Adr C	Brian Fairbrother		DTMB		
CONTRACTOR	616-65	6-0123			- 88	Contract Administrato	(517) 249-0457				
SR.	zachsir	mons@dksecur	rity.com		- 88	ct	FairbrotherB@mich	igan.g	ov		
	CV003	9328									
				001771	_	- V					
SEC	LIRITY	GUARD SEE	RVICES – ARMED		CT SUMMA	RY					
		ECTIVE DATE	INITIAL EXPIRA			IAL .	AVAILABLE OPTION	S		ATION DA	ATE
	Octobe	er 1, 2017	September 3	0, 2019			3 - 1 Year			ber 30,	2019
		PAYN	MENT TERMS				DELIVERY TI	MEFRA	AME		
							Per the spe	cificatio	ons		
			ALTERNATE PA	YMENT OPTION	NS			EXT	TENDED P	URCHAS	SING
	□ P-Ca		□ PRC	☐ Oth	er				Yes	\boxtimes	No
		LIVERY REQUI	REMENTS								
Per	the spe	cifications		EGODIDION O	SE OLIANO	= N/6	TIOE				
OF	PTION	LENGT	H OF OPTION	ESCRIPTION O EXTENSION			TH OF EXTENSION		REVISE	D EXP. I	DATE
	CURRE	NT VALUE	VALUE OF CHAN	IGE NOTICE		EST	TIMATED AGGREGAT	TE CON	NTRACT V	ALUE	
	\$24,21	1,793.00	\$23,023.60				\$24,234,	816.60)		
			security guard servic MI 48221 (Grandvie	es for Michigaı							
Sch	edule A	, Section 1.5 U	Iniform Requireme	nt, a. Optional	l Related	Equ	ipment is added:				
the the C	uniform. Contract uld addit icable aç	Body armor pu or employee to ional body arm gency Program	ted by agencies. Boo rchased and supplie care for and maintal or be needed (emplo Manager in writing,	d, must meet of the the vest (incompose turnover, the request me	or exceed cluding clea body arma ust be app	NIJ anin or ex prove	Threat Level II. It will g of inserts and carr expiring, etc.), the Coed by the agency Pro	ll be th ier) at ntracto ogram	e respons all times. or will notif Manager,	sibility of fy the and	
three	e vests p	er contract yea	igency for the cost of ar. The agency will no d by a Contractor em	ot be invoiced							

Schedule B, Section Optional Related Equipment is added to the Pricing Schedule:

Optional Related Equipment

Body Armor NIJ Level II or Higher Rated Body Armor	Unit Cost
S – XL	\$445.20
XXL	\$512.24
XXXL (Regular and Long)	\$691.42
XXXL (Extra Long)	\$721.69
XXXXL (and Above)	\$721.69

The Contract Administrator is hereby changed to Brian Fairbrother. All other terms, conditions, specifications and pricing remain the same. Per Contractor proposal and agency agreement, and DTMB Central Procurement Services approval.

t

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov



DU HADWAY KENDALL & ASSOCIATES INC

STATE OF MICHIGAN CENTRAL PROCUREMENT SERVICES

Department of Technology, Management, and Budget

Various

SW

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 5

to

Contract Number <u>17118000000023</u>

Ö	5160 F	alcon View Ave	., SE		8 5			
Ž	Grand	Rapids, MI 495	12-5450	-	415			
NTRACTOR	Zacha	ry Simons	_		STATE	Lymon Hunter	DTMB	
9					Contract Administrato	(517) 249-0476		
OR.		mons@dksecuri	ity com		vator	hunterl@michigan.g	ov	
	CV003				Total Control			
	CVUUS			- Transpar	J			1.70.00
			1050 10150		TSUMMARY			
SEC	URITY	GUARD SER	VICES - ARMED	& UNARMED				
INIT	TIAL EF	ECTIVE DATE	INITIAL EXPIRA	TION DATE	INITIAL	AVAILABLE OPTIONS		ATION DATE EFORE
-	Octob	er 1, 2017	September 3	30, 2019		3 - 1 Year		nber 30, 2019
		PAYN	ENT TERMS			DELIVERY TH	MEFRAME	高度製造影響
						Per the spec	cifications	
			ALTERNATE PA	YMENT OPTION	S	CHARLES THE	EXTENDED P	URCHASING
	□ P-Ca		□ PRC	☐ Othe	er		□ Yes	⊠ No
MINI	MUM DE	LIVERY REQUIR	REMENTS					
Per	the spe	ecifications						
				ESCRIPTION OF	The second secon	AND THE RESIDENCE AND ADDRESS OF THE PARTY O		
OF	MOIT	LENGTI	H OF OPTION	EXTENSION	LENG	TH OF EXTENSION	REVISE	D EXP. DATE
							,	nber 30, 2019
	CURRE	NT VALUE	VALUE OF CHAN	IGE NOTICE	ES	TIMATED AGGREGAT	E CONTRACT V	ALUE
	\$24,2	11,793.00	\$0.00			\$24,211,7	793.00	
					RIPTION			
exce	rpt. All	other terms, co		ons and pricing r		MA training per the at ame. Per agency req		

Program Managers for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov

1.10 Training, Recognition and Quality Assurance Programs Requirements – Unarmed and Armed Security guards, including additional staff that will provide security in the absence of assigned guards or an emergency, shall be paid their hourly rate for all training hours. Training hours, in-house and on-the-job, required to comply with this Contract shall not be billed to the state but shall be part of Contractor's operational overhead. Upon award of Contract a schedule of all training shall be provided to the applicable Program Manager. A representative from the agency may attend training sessions at their discretion.

All security guards shall have a minimum of 16 hours classroom training prior to providing security for the State of Michigan. Guards shall be compensated for training at the wages stipulated in this Contract (Schedule B – Pricing Model); however, training hours shall not be billed to the State of Michigan, training costs shall be incurred by the Contractor. Classroom training and testing shall include, but not be limited to, the following subjects:

- a) Company and Position Orientation MINIMUM 8 HOURS
 - i. Minimum uniform requirements and appearance
 - ii. Limits of authority and employment
 - iii. Persons or authorities to be contacted in emergencies or unusual occurrences
 - iv. Licensee or parent company structure which affect guard's duties
 - v. Guard courtesy and public demeanor
 - vi. Report writing
 - vii. Public/Client Relations
 - viii. Techniques of Patrol,
 - ix. Fire Prevention
 - x. Basic First Aid
 - xi. ADA Awareness and Sensitivity
 - xii. Social Engineering
 - xiii. Emergency Preparedness MINIMUM 2 HOURS
 - xiv. General responsibilities regarding: medical emergencies-response, crowd control, exposure to bodily fluid, fire prevention & safety, bomb threats, searches & types, weather emergencies, chemical spills, leaks & related waste and evacuation procedures.
- b) Defensive Tactics MINIMUM 4 HOURS
 - i. Self-defense
 - ii. Verbal/Sensitivity training
- c) Personnel assigned to this facility must be CPR and First Aid Certified prior to the commencement of employment at these locations. CPR and First Aid training (both initial and re-certifications) shall be at no cost to the employee. Certification shall be included in the training packet.
- d) X-ray and metal detection training may be required based on site requirements as listed in post orders.
- e) Additionally, no less than sixteen (16) hours on-the-job training for their specific site shall be required during which time the new guard shall be under the immediate supervision of a supervisor or lead worker at no additional cost to the state.
- f) Alternatively, the above requirements (A-E) may be waived by the State Program Manager or designee for experienced security guards with documented training meeting the hours as specified. On-the-job training may be waived by the State Program Manager or designee for guards who have been providing adequate service at the site(s) in question.
- g) The Contractor shall allow assigned security guards to participate in special training programs which may be offered/required by the agency, during normal work hours. The Contractor shall maintain a security guard on post while the State training is occurring.
- h) Security personnel shall undergo six (6) hours of annual refresher training on specific skills and knowledge determined jointly by the bidding company and the State.

- i) Onsite supervisors shall receive advanced training in Human Resource/Personnel Management.
- j) Advanced training classes shall be available to all security guards to cover topics specified in the RFP in greater depth and additional topics such as: Haz-Mat, Blood-Borne Pathogens, Supervisory Programs, Performance Management and Service Excellence.
- k) The Contractor is encouraged to participate in maintenance training of the above requirements a d on an annual basis.
- I) Contractor shall follow the principles of performance management in daily management of guards.
- m) Contractor shall have an employee recognition program for guards and supervisors.
- n) Contractor shall employ a quality assurance program.
- o) The Contractor shall certify to the Agency Program Manager or designee that each employee used to fulfill this Contract has completed the above training requirements. The training package shall be maintained and provided, within twenty-four (24) hours of request from the Program Manager. The training package shall contain at a minimum, the following information:
 - i. Indicate the areas of instruction, the date of instruction and the names of instructor(s).
 - ii. Sufficient resume information about named guard to show evidence of compliance with educational and physical requirements of these Contract stipulations.
 - iii. List of classes taken by this individual, together with the dates of completion of each subject covered in the training provided by Contractor, and names of instructors providing that training, showing fulfillment of training requirements.
 - iv. Any other information considered pertinent to this position (i.e. first aid card & dates of training).
 - v. All personnel employed under this Contract are required to complete Federal Emergency
 Management Administration (FEMA), National Incident Management System Independent Study courses IS100 (Introduction to Incident Command Systems) and IS -700.a (National Incident Management Systems
 (NIMS) an Introduction). Successful completion of each course must be documented and included with
 employment training packet prior to assignment under this Contract.
- p) The Program Manager or designee may retain copies of each assigned guard's training Package on file at the location, so that verification of specification compliance is available to any State inspector at whatever time an unscheduled inspection may be required by DTMB-Procurement or the Department of Licensing and Regulatory Affairs.

Replace with:

v. All personnel employed under this Contract are required to complete Federal Emergency Management Administration (FEMA), National Incident Management System Independent Study courses IS-100 (Introduction to Incident Command Systems) and IS -700.a (National Incident Management Systems (NIMS) an Introduction), or other emergency management training program as approved and accepted by the State's Program Manager. Successful completion of each course/training program must be documented and included with employment training packet prior to assignment under this Contract.



STATE OF MICHIGAN **CENTRAL PROCUREMENT SERVICES**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 4

to

Contract Number <u>17118000000023</u>

DU HADWAY KENI	DALL & ASSOCIATES	INC		Various			SW			
5160 Falcon View A	ve., SE			Program Manager						
Grand Rapids, MI 4	9512-5450		TST/							
Zachary Simons			STATE	<u>a</u> Lymon	Hunter		DTMB			
5160 Falcon View A Grand Rapids, MI 4 Zachary Simons 616-656-0123				Lymon (517) 20 hunterlo	49-0476					
zachsimons@dksed	curity.com			hunterl	@michigan.	gov				
CV0039328	, and the same									
0 10003020										
		CONTRAC		ARY						
SECURITY GUARD SE	ERVICES – ARMED	& UNARMED)							
INITIAL EFFECTIVE DATE	E INITIAL EXPIRA	TION DATE	INI	TIAL AVAILAE	BLE OPTION	S		TION DATE FORE		
October 1, 2017	September 3	0, 2019		3 - 1 Y	ear		Septemb	er 30, 2019		
PA	YMENT TERMS			1	DELIVERY T	IMEFRA	ME			
					Per the spe	cificatio	ons			
	ALTERNATE PA	YMENT OPTION	IS			EXT	ENDED PU	RCHASING		
☐ P-Card	□ PRC	☐ Oth	er		⁄es	⊠ No				
MINIMUM DELIVERY REQ	JIREMENTS									
Per the specifications										
		ESCRIPTION O								
OPTION LENG	STH OF OPTION	EXTENSION	ı	ENGTH OF E	XTENSION		REVISED	EXP. DATE		
CURRENT VALUE	VALUE OF CHAN	GE NOTICE		ESTIMATED	AGGREGA	TE CON	ITRACT VAI	LUE		
\$24,206,793.00	\$5,000.		\$24,211,793.00							
Effective November 12, 2 attached revised Schedul		d 6 (unarmed s			ereby added	to this	contract, po	er the		
All other terms, conditions DTMB Central Procureme		icing remain th	e same.	Per Contract	or proposal	and age	ency agree	ment, and		

for

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
TED	Sheila O' Sullivan	313-456-2327	osullivanS@michigan.gov
MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	PrattJ@michigan.gov
MDOS	Debbie Manoleas	517-243-3080	manoleasD@michigan.gov

	Base Years Pricing with Added Unarmed Levels 5 and 6 effective 11/12/18																		
	*North	west Region	*No	ortheast	Wes	t Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	ast - Jackson Detroit Metro		
Schedule B-Pricing	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	
Unarmed Level 1	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.45	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.79	\$12.00/hr	\$15.45	\$12.00/hr	\$ 15.45	5 \$12.00/hr	\$ 15.47	\$12.00/hr	\$ 16.28	
Unarmed Level 2	\$13.00/hr	\$ 16.70	\$13.00/hr	\$ 16.70	\$13.00/hr		\$13.00/hr	\$ 16.70	\$13.00/hr	\$ 17.04	\$13.00/hr	\$16.57	\$13.00/hr	-	7 \$13.00/hr	\$ 16.70	\$13.00/hr	\$ 18.52	
Unarmed Level 3	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.14	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.62	\$13.50/hr	\$17.14	\$13.50/hr	\$ 17.14	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 19.09	
Unarmed Level 4	\$17.00/hr			\$ 22.45	\$17.00/hr		\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr		\$17.00/hr		5 \$17.00/hr	\$ 22.45	\$17.00/hr	\$ 23.49	
Unarmed Level 5	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 24.64	
Unarmed Level 6	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 25.79	
Vehicle Charge (if																			
applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week	
Armed Level 1	\$14.00/hr	\$ 21.67	\$14.00/hr	\$ 21.67	\$14.00/hr	21.67	\$14.00/hr	21.67	\$14.00/hr	21.67	7 \$14.00/hr	\$21.67	\$14.00/hr	\$21.6	7 \$14.00/hr	\$21.67	\$14.00/hr	\$ 21.67	
Vehicle Charge (if																			
applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week	
*No sites in	Option Year 1										•	•							
Region at time of	*North	west Region	*No	ortheast	Wes	t Region	East Cen	tral - Saginaw	Ea	st -Flint	South Ce	entral - Lansing	South	west Region	Southe	ast - Jackson	Detr	oit Metro	
RFP launch	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	
The guard minimu	n pay rate	may adjust via	CCN if the	State Minimur	n Wage adj	usts in 2019 . Se	e Minimum	Compensatio	n tab for me	ore details									
Unarmed Level 1	\$12.00/hr	\$15.47	\$12.00/hr	\$15.47	\$12.00/hr	\$ 15.45	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.79	\$12.00/hr	\$15.45	\$12.00/hr	\$ 15.45	5 \$12.00/hr	\$ 15.47	\$12.00/hr	\$ 16.28	
Unarmed Level 2	\$13.00/hr	\$16.70	\$13.00/hr	\$16.70	\$13.00/hr	\$ 16.57	\$13.00/hr	\$ 16.70	\$13.00/hr	\$ 17.04	\$13.00/hr	\$16.57	\$13.00/hr		7 \$13.00/hr	\$ 16.70	\$13.00/hr	\$ 18.52	
Unarmed Level 3	\$13.50/hr	\$17.27	\$13.50/hr	\$17.27	\$13.50/hr		\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.62	\$13.50/hr	\$17.14	\$13.50/hr	\$ 17.14	_	\$ 17.27	\$13.50/hr	\$ 19.09	
Unarmed Level 4	\$17.00/hr	\$22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$ 22.45	5 \$17.00/hr	\$ 22.45	\$17.00/hr	\$ 23.49	
Unarmed Level 5	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 24.64	
Unarmed Level 6	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 25.79	
Vehicle Charge (if																			
applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week	
Armed Level 1	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	7 \$14.00/hr	\$21.67	\$14.00/hr	\$21.6	7 \$14.00/hr	\$21.67	\$14.00/hr	\$ 21.67	
Vehicle Charge (if																			
applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week	
					-				Optio	on Year 2		•							
	*North	west Region	*No	ortheast	Wes	t Region	East Cen	tral - Saginaw	Ea	st - Flint	South Ce	ntral - Lansing	South	west Region	Southe	ast - Jackson	Detr	oit Metro	
	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	
The guard minimum	n pay rate	may adjust via	CCN if the	State Minimur	n Wage adj	usts in <mark>2019. S</mark> e	e Minimun	Compensatio	n tab for m	ore details									
Unarmed Level 1	\$12.00/hr	\$15.47	\$12.00/hr	\$15.47	\$12.00/hr	\$ 15.45	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.79	\$12.00/hr	\$15.45	\$12.00/hr	\$ 15.45	5 \$12.00/hr	\$ 15.47	\$12.00/hr	\$ 16.28	
Unarmed Level 2	\$13.00/hr		\$13.00/hr		\$13.00/hr		\$13.00/hr	\$ 16.70		\$ 17.04			\$13.00/hr		7 \$13.00/hr	\$ 16.70	\$13.00/hr	\$ 18.52	
Unarmed Level 3	\$13.50/hr		\$13.50/hr	·	\$13.50/hr		\$13.50/hr	\$ 17.27		·	\$13.50/hr	· ·	\$13.50/hr		\$13.50/hr		\$13.50/hr	\$ 19.09	
Unarmed Level 4	\$17.00/hr		\$17.00/hr	·	\$17.00/hr		\$17.00/hr	\$ 22.45			\$17.00/hr		\$17.00/hr	-	\$17.00/hr			\$ 23.49	
Unarmed Level 5	\$18.00/hr		\$18.00/hr				\$18.00/hr	\$ 23.60		<u>'</u>	\$18.00/hr		\$18.00/hr	<u> </u>	\$18.00/hr	'	\$18.00/hr	\$ 24.64	
Unarmed Level 6			\$19.00/hr	\$ 24.75	\$19.00/hr		\$19.00/hr		\$19.00/hr	· ·	\$19.00/hr		\$19.00/hr		5 \$19.00/hr		\$19.00/hr	\$ 25.79	
Vehicle Charge (if																			
applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week	
Armed Level 1	\$14.00/hr		\$14.00/hr		\$14.00/hr		\$14.00/hr		\$14.00/hr		7 \$14.00/hr		\$14.00/hr		7 \$14.00/hr		\$14.00/hr	\$ 21.67	
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Vehicle Charge (if									
applicable)	\$175/week								

									Optio	on Year 3									
	*Northwest Region		*N	ortheast	West Region		East Central - Saginaw		East -Flint		South Central - Lansing		Southwest Region		Southeast - Jackson		Detroit Metro		
	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billab	le Rate
The guard minimum pay rate may adjust via CCN if the State Minimum Wage adjusts in 2019. See Minimum Compensation tab for more details																			
Unarmed Level 1	\$12.00/hr	\$15.47	\$12.00/hr	\$15.47	\$12.00/hr	\$ 15.45	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.79	\$12.00/hr	\$15.45	\$12.00/hr	\$ 15.45	\$12.00/hr	\$ 15.47	\$12.00/hr	\$	16.28
Unarmed Level 2	\$13.00/hr	\$16.70	\$13.00/hr	\$16.70	\$13.00/hr	\$ 16.57	\$13.00/hr	\$ 16.70	\$13.00/hr	\$ 17.04	\$13.00/hr	\$16.57	\$13.00/hr	\$ 16.57	\$13.00/hr	\$ 16.70	\$13.00/hr	\$	18.52
Unarmed Level 3	\$13.50/hr	\$17.27	\$13.50/hr	\$17.27	\$13.50/hr	\$ 17.14	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.62	\$13.50/hr	\$17.14	\$13.50/hr	\$ 17.14	\$13.50/hr	\$ 17.27	\$13.50/hr	\$	19.09
Unarmed Level 4	\$17.00/hr	\$22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.45	\$17.00/hr	\$	23.49
Unarmed Level 5	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$ 23.60	\$18.00/hr	\$	24.64
Unarmed Level 6	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$ 24.75	\$19.00/hr	\$	25.79
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175	5/week
Armed Level 1	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$21.67	\$14.00/hr	\$	21.67
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175/week		\$175,	/week

Note: DTMB wants a set dollar amount added to the minimum wage base for each guard level for determing the guard minimum compensation/pay rate, regardless of how the minimum wage changes in the future.

The law states, every January beginning in January 2019, the State Treasurer shall adjust the minimum wage by an amount determined by the State Treasurer at the end of the preceding calendar year to reflect the average annual percentage change in the consumer price index for the most recent 5-year period for which data are available. The wage and hours division of the Department of Licensing and Regulatory Affairs shall post the adjusted minimum wage on its website by February 1 of the year it is calculated, and the adjusted rate is effective beginning April 1 of that year. An annual increase under this subsection shall not exceed 3.5%. This rate does not take effect if the Michigan unemployment rate is 8.5% or greater for the year preceding the year of the prescribed increase. http://www.michigan.gov/lara/0,4601,7-154-59886 27909-330073--,00.html

			DTMB Desired			
	1/1/17 Min	1/1/18 min	Hourly Pay Rate			
Position	Wage	Wage	on 1/1/18	Notes		
Unarmed Guards						
Level 1 - Guard Basic				Minimum wage + \$2.75/hr = \$12/hr DTMB wants Level 1 guards always paid \$2.75		
	\$8.90	\$9.25	\$12.00	above minimum wage.		
Level 2 - Senior/Lead Worker Guard				Minimum wage + \$3.75/hour = \$13/hr DTMB wants Level 2 guards always paid \$3.75		
	\$8.90	\$9.25	\$13.00	above minimum wage.		
Level 3 - Shift Supervisor				Minimum wage + \$4.25/hr = \$13.50 DTMB wants Level 3 guards always paid \$4.25		
	\$8.90	\$9.25	\$13.50	above minimum wage.		
Level 4 - Site Supervisor				Minimum wage + \$7.75/hr = \$17/hr DTMB wants Level 4 guards always paid \$7.75		
	\$8.90	\$9.25	\$17.00	above minimum wage.		
Level 5 - Site Supervisor				Minimum wage + \$8.75/hr = \$18/hr DTMB wants Level 5 guards always paid \$8.75		
	\$8.90	\$9.25	\$18.00	above minimum wage.		
Level 6 - Site Supervisor				Minimum wage + \$9.75/hr = \$19/hr DTMB wants Level 6 guards always paid \$9.75		
	\$8.90	\$9.25	\$19.00	above minimum wage.		

DTMB Desired
1/1/17 Min 1/1/18 min Hourly Pay Rate
Wage Wage on 1/1/18

Position
Armed Guards

Level 1 - Guard Basic				Min. wage + \$4.75/hr = \$14/hour DTMB wants Level 1 armed guards always paid
	\$8.90	\$9.25	\$14.00	\$4.75 above minimum wage.
Level 2 - Senior/Lead Worker Guard	\$8.90	\$9.25		
Level 3 - Shift Supervisor	\$8.90	\$9.25		
Level 4 - Site Supervisor	\$8.90	\$9.25		

Revised Schedule C – Position Descriptions (effective 11/12/18):

All employees must be at least 18 years of age.

Unarmed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 (entry level) Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Unarmed level 2 Guard - Senior/Lead Worker Guard

- Senior/Lead Worker Guard must possess 1 year of security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate. However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

Unarmed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

<u>Unarmed level 4 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 4 Site Supervisor will be responsible for the daily deployment of at least 10 security officers and/or facility/property square footage of 500,000+ or two individual buildings.

<u>Unarmed level 5 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB</u> contract manager or their designee.

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 5 Site Supervisor will be responsible for the daily deployment of at least 15 security officers and/or facility/property square footage of 750,000+ or three individual buildings.

<u>Unarmed level 6 - Site Supervisor - Supervisor level to be assigned at the discretion of the DTMB contract manager or their designee.</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable
- Level 6 Site Supervisor will be responsible for the daily deployment of at least 20 security
 officers and/or facility/property square footage in excess of 1 million or twelve individual
 buildings.

Armed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Armed level 2 Guard - Senior/Lead Worker Guard

- A Senior/Lead Worker Guard must possess 1 year of armed security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate.
 However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- · Computer aptitude preferable

<u>Armed level 3 - Shift Supervisor</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 4 - Site Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

It is desirable that armed guards have a minimum of two (2) years of prior law enforcement experience as defined by MCOLES, or other states equivalent standards.



STATE OF MICHIGAN **ENTERPRISE PROCUREMENT**

Department of Technology, Management, and Budget

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 3

to

Contract Number <u>17118000000023</u>

Duhadway Kendall & As d/b/a/ DK Security	ssociates Inc.,		Prog		Various		SW	
	SE			Program Manager				
Grand Rapids, MI 4951	5160 Falcon View Ave., SE Grand Rapids, MI 49512-5450 Zachary Simons 616-656-0123		STATE					
Zachary Simons				Adn	Lymon C	. Hunter, CPP	B DTM	1B
616-656-0123	616-656-0123			Contract Administrato	(517) 249	9-0476		
zachsimons@dksecurit	y.com			ct rator	hunterl@	michigan.gov		
CV0039328								
SECURITY GUARD SERV	/ICES _ ARMED	CONTRACT S	SUMMA	ARY				
INITIAL EFFECTIVE DATE		RATION DATE	INIT	TAL A	AVAILABL	E OPTIONS	EXP	PIRATION DATE BEFORE
October 1, 2017	Septembe	er 30, 2019			3 - 1 Ye	ar	Sept	tember 30, 2019
PAYM	MENT TERMS				I	DELIVERY TIM	EFRAME	
						Per the specif	ications	
AL	TERNATE PAYMEN	IT OPTIONS	EXTENDED PURCH			JRCHASING		
☐ P-Card	☐ Direct	Voucher (DV)			☐ Other	□ Ye	S	⊠ No
MINIMUM DELIVERY REQUIR	EMENTS							
Per the specifications								
		ESCRIPTION OF C						
	H OF OPTION	EXTENSION	L	LENGTH OF EXTENSION			ISED EXP. DATE	
OURRENT VALUE	VALUE OF OU				OTIMATES	400050475		tember 30, 2019
CURRENT VALUE		IANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE				ACT VALUE	
\$24,206,793.00	\$7,0	06.00 DESCRIF	PTION			\$24,213,79	9.00	
Effective August 27, 2018, n	ew uniform require			ged fa	acilities co	onsisting of the	followir	ng:
 Navy blue pants, Whitsecurity officer badge and black All other terms, conditions, DTMB Central Procurement 	ack dress shoes specifications and p			,		•		

CHANGE NOTICE NO. 3 TO CONTRACT NO. 171180000000023

Program Managers

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
MDOS	Debbie Manoleas	(517) 243-3080	ManoleasD@michigan.gov
DTMB	Kerri Bielski	(616) 364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	(517) 241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	(517) 388-2894	HarrisK14@michigan.gov
DEQ	Tara Premoe	(517) 284-5012	PremoeT@michigan.gov
TED	Sheila O'Sullivan	(313) 456-2327	osullivans@michigan.gov
MDOT	Laura Dotson	(517) 373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	Prattj@michigan.gov



Duhadway Kendall & Associates Inc.,

STATE OF MICHIGAN **ENTERPRISE PROCUREMENT**

Department of Technology, Management, and Budget

Various

SW

525 W. ALLEGAN ST., LANSING, MICHIGAN 48913 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 2

to

Contract Number <u>17118000000023</u>

	d/b/a/ DK	Socurity	,			≥ ₹			_		
C		on View Ave., S	 SE			Program Manager					
Ž		oids, MI 49512-			TS	er n					
CONTRACTOR	Zachary S	·	0 100		STATE	Ad	Lymon H	unter	DTM	1B	
ÇŢ	616-656-0123				Contra	(517) 249	9-0476				
OR.	zachsimons@dksecurity.com				Contract Administrator		michigan.gov				
	CV003932		50111			3					
	C V 003932	.0									
				CONTRACT	SUMM	ARY					
SEC	CURITY G	UARD SERVI	CES – ARMED	0 & UNARMED							
IN	NITIAL EFFE	CTIVE DATE	INITIAL EXP	PIRATION DATE	INI	INITIAL AVAILABLE OPTIONS		EXP	PIRATION DATE BEFORE		
	October	1, 2017	Septemb	oer 30, 2019			3 - 1 Year		Sept	tember 30, 2019)
		PAYME	NT TERMS					DELIVERY TIM	EFRAME		
							Per the specif	ications			
		ALT	ERNATE PAYME	NT OPTIONS				EXTE	NDED PU	JRCHASING	
	☐ P-Card		☐ Direct	Voucher (DV)			☐ Other	□Ye	es	⊠ No	
MINI	MUM DELIV	ERY REQUIREM	MENTS								
Per	the specifi	ications									
	OPTION	LENCTH	OF OPTION	DESCRIPTION OF (EXTENSION			OTICE TH OF EXT	TENSION	DEV	ISED EXP. DATE	
•		LENGTH	OF OF HON	EXTENSION		LENG	IH OF EX	ENSION		tember 30, 2019	
	CURREN ⁻	T VALUE	VALUE OF C	HANGE NOTICE		E:	STIMATED	AGGREGATE		-	
	\$24,206			0.00				\$24,206,79			
		,		DESCRI	PTION						
Effe	ctive July 3	0, 2018, the fol	lowing Overtime	Rates are effective	e in tl	he W.	. Michigan	Region:			
•	Unarmed	d level 2 overtin	ne rate - \$23.18/ ne rate - \$24.86/ ne rate - \$25.71/	/hour							
All other terms, conditions, specifications and pricing remain the same. Per Contractor proposal and agency agreement, and DTMB Central Procurement approval.						and					
CHAN	GE NOTICE NO. 2	TO CONTRACT NO. 17	1180000000023								

Program Managers

Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
DOS	Debbie Manoleas	(517) 243-3080	ManoleasD@michigan.gov
DTMB	Kerri Bielski	(616) 364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	(517) 241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	(517) 388-2894	HarrisK14@michigan.gov
DEQ	Tara Premoe	(517) 284-5012	PremoeT@michigan.gov
TED	Sheila O'Sullivan	(313) 456-2327	osullivans@michigan.gov
MDOT	Laura Dotson	(517) 373-2134	DotsonL2@michigan.gov
DTMB	Jeff Pratt	517-202-4146	Prattj@michigan.gov



Duhadway Kendall & Associates Inc.,

d/b/a/ DK Security

Zachary Simons

5160 Falcon View Ave., SE

Grand Rapids, MI 49512-5450

STATE OF MICHIGAN **ENTERPRISE PROCUREMENT**

Department of Technology, Management, and Budget 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913

Jeff Pratt

517-202-4146

(517) 284-7015

Prattj@michigan.gov

Lymon C. Hunter, CPPB

SW

DTMB

P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 1

Contract Number <u>17118000000023</u>

TOR	616-656-012	23			hunterl@r	-7015		
R	zachsimons	@dksecurity.c	com	4	ਰੈ ੀ hunterl@r	michigan.gov		
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SEC	CURITY GU	ARD SERVI	CES – ARMED	CONTRACT S	SUMMARY			
	NITIAL EFFEC			RATION DATE	INITIAL AVAILABLI	E OPTIONS	The County of th	N DATE BEFORE
	October 1	, 2017	Septembe	er 30, 2019	3 - 1 Yea	ar		nber 30, 2019
		PAYME	NT TERMS			DELIVERY TIM	MEFRAME	
						Per the speci	fications.	
		ALT	ERNATE PAYMEN	T OPTIONS	EXTENDED PURCHASIN			CHASING
	☐ P-Card		☐ Direct `	Voucher (DV)	□ Other	ΠY	es	⊠ No
MIN	MUM DELIVE	RY REQUIRE	MENTS					
N/A								
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	CURRENT	VALUE	VALUE OF CH	ANGE NOTICE	ESTIMATED	AGGREGAT		
	\$24,206,7		CONTRACTOR OF THE STATE OF THE	.00	LOTTINGTIC	\$24,206,7	CONTRACTOR OF THE PARTY	7, 77,202
	W. 1,200,1			DESCRIF	PTION		Acel and	
Effe	ctive Decem	ber 6, 2017 th	ne following activi	ties will commenc	e at the DMVA-Gran	d Rapids Hor	ne for Vete	rans.
• wee				os to the officers a e per the Schedule	at this site e B-Rate card and th	e SIGMA Ca	talog pricing	g of \$175.00 per
		conditions, sp rocurement ap		oricing remain the	same. Per Contract	or proposal a	and agency	agreement, and

Program Managers for Multi-Agency and Statewide Contracts

AGENCY	NAME	PHONE	EMAIL
DOS	Debbie Manoleas	(517) 243-3080	ManoleasD@michigan.gov
DTMB	Kerri Bielski	(616) 364-5327	BielskiK@michigan.gov
MDHHS	Jennifer Frank	(517) 241-6563	FrankJ4@michigan.gov
MDOC	Kami Harris	(517) 388-2894	HarrisK14@michigan.gov
DEQ	Tara Premoe	(517) 284-5012	PremoeT@michigan.gov
TED	Sheila O'Sullivan	(313) 456-2327	osullivans@michigan.gov
MDOT	Laura Dotson	(517) 373-2134	DotsonL2@michigan.gov



STATE OF MICHIGAN ENTERPRISE PROCUREMENT

Department of Technology, Management and Budget 525 W. Allegan Street, Lansing, MI 48913 P.O. Box 30026, Lansing, MI 48909

NOTICE OF CONTRACT

NOTICE OF CONTRACT NO. 071B7700206

between

THE STATE OF MICHIGAN

and

	Duhadway Kendall & Associates Inc., d/b/a/ DK Security
R	5160 Falcon View Ave., SE
СТС	Grand Rapids, MI 49512-5450
IRA	Zachary Simons
CONTRACTOR	616-656-0123
0	zachsimons@dksecurity.com
	6234

	n er	Various	SW
ш	Program Manager		
ATE	J I		
ST,	ot ator	Lymon C. Hunter, CPPB	DTMB
	Contract Administrator	517-284-7015	
	C Adn	HunterL@michigan.gov	

	2011-1-1				
	CONTRA	ACT SUMMARY			
DESCRIPTION: Security Guar	d Services – Armed & Unar	med			
INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE CHANGE(S) NOTED BELOW		
October 1, 2017	September 30, 2019	3 – 1 year	September 30, 2019		
PAYMENT	TERMS	D	ELIVERY TIMEFRAME		
Net 45		Per the	Per the attached specifications		
ALTERNATE PAYMENT OPTIONS	5		EXTENDED PURCHASING		
☐ P-card ☐	Direct Voucher (DV)	☐ Other	☐ Yes ⊠ No		
MINIMUM DELIVERY REQUIREM	ENTS				
N/A					
MISCELLANEOUS INFORMATION	N				
THIS IS NOT AN ORDER: This contract agreement is awarded on the basis of our inquiry bearing RFP 007117B0011951. Orders for delivery will be issued directly by Departments through the issuance of a Purchase Order Form.					
ESTIMATED CONTRACT VALUE	AT TIME OF EXECUTION		\$24,206,793.00		

Program Managers for Multi-Agency & Statewide Contracts

	AGENCY	NAME	PHONE	EMAIL
1	DTMB	Jeff Pratt	517-202-4146	Prattj@michigan.gov
2	MDOS	Debbie Manoleas	517-243-3080	ManoleasD@michigan.gov
3	DTMB	Kerri Bielski	616-364-5327	BielskiK@michigan.gov
4	DHHS	Jennifer Frank	517-241-6563	FrankJ4@michigan.gov
5	MDOC	Kami Harris	517-388-2894	HarrisK14@michigan.gov
6	MDEQ	Tara Premoe	517-284-5012	PremoeT@michigan.gov
7	TED-TIA	Sheila O'Sullivan	313-456-2327	osullivans@michigan.gov
8	MDOT	Laura Dotson	517-373-2134	DotsonL2@michigan.gov

FOR THE CONTRACTOR:
Company Name
Authorized Agent Signature
Authorized Agent (Print or Type)
Date
FOR THE STATE:
Signature
Jared Ambrosier, Category Director, Commodities
Central Procurement
Date

STATE OF MICHIGAN

STANDARD CONTRACT TERMS

This STANDARD CONTRACT ("**Contract**") is agreed to between the State of Michigan (the "**State**") and DuHadway, Kendall and Associates, Inc. d/b/a/ DK Security ("**Contractor**"), a Michigan corporation. The Security Guard Services – Armed & Unarmed Contract is effective on October 1, 2017 ("**Effective Date**"), and unless terminated, expires on September 30, 2019.

This Contract(s) may be renewed for up to 3 additional 1 year period(s). Renewal must be by written agreement of the parties and will automatically extend the Term of this Contract. The parties agree as follows:

The parties agree as follows:

 Duties of Contractor. Contractor must perform the services and provide the deliverables described in Schedule A – Statement of Work (the "Contract Activities"). An obligation to provide delivery of any commodity is considered a service and is a Contract Activity.

Contractor must furnish all labor, equipment, materials, and supplies necessary for the performance of the Contract Activities, and meet operational standards, unless otherwise specified in Schedule A.

Contractor must: (a) perform the Contract Activities in a timely, professional, safe, and workmanlike manner consistent with standards in the trade, profession, or industry; (b) meet or exceed the performance and operational standards, and specifications of the Contract; (c) provide all Contract Activities in good quality, with no material defects; (d) not interfere with the State's operations; (e) obtain and maintain all necessary licenses, permits or other authorizations necessary for the performance of the Contract; (f) cooperate with the State, including the State's quality assurance personnel, and any third party to achieve the objectives of the Contract; (g) return to the State any State-furnished equipment or other resources in the same condition as when provided when no longer required for the Contract; (h) not make any media releases without prior written authorization from the State; (i) assign to the State any claims resulting from state or federal antitrust violations to the extent that those violations concern materials or services supplied by third parties toward fulfillment of the Contract; (j) comply with all State physical and IT security policies and standards which will be made available upon request; and (k) provide the State priority in performance of the Contract except as mandated by federal disaster response requirements. Any breach under this paragraph is considered a material breach.

Contractor must also be clearly identifiable while on State property by wearing identification issued by the State, and clearly identify themselves whenever making contact with the State.

2. Notices. All notices and other communications required or permitted under this Contract must be in writing and will be considered given and received: (a) when verified by written receipt if sent by courier; (b) when actually received if sent by mail without verification of receipt; or (c) when verified by automated receipt or electronic logs if sent by facsimile or email.

If to State:	If to Contractor:
525 West Allegan St. Constitution Hall-1 st Floor North Lansing, MI 48933	Mr. Zachary Simons, Controller 5160 Falcon View Ave. SE Grand Rapids, MI 49512-5450 zachsimons@dksecurity.com 616.656.0123 / 800.535.0646

3. **Contract Administrator.** The Contract Administrator for each party is the only person authorized to modify any terms of this Contract, and approve and execute any change under this Contract (each a "**Contract Administrator**"):

State:	Contractor:
Lymon C. Hunter, CPPB, Buyer Specialist 525 West Allegan St. Constitution Hall-1 st Floor North Lansing, MI 48933 HunterL@michigan.gov (517) 284-7015	Mr. Zachary Simons, Controller 5160 Falcon View Ave. SE Grand Rapids, MI 49512-5450 zachsimons@dksecurity.com 616.656.0123 / 800.535.0646

4. **Program Manager.** The Program Manager for each party will monitor and coordinate the day-to-day activities of the Contract (each a "**Program Manager**"):

State:	Contractor:
Jeff Pratt	Mr. Zachary Simons, Controller
DTMB-Office of Infrastructure Protection	5160 Falcon View Ave. SE
Joint Operations Center	Grand Rapids, MI 49512-5450
615 W. Allegan	zachsimons@dksecurity.com
Lansing, MI 48933	616.656.0123 / 800.535.0646
Prattj@michigan.gov	0.000000.000000000000000000000000000000
517-202-4146	
Debbie Manoleas	Mr. Zachary Simons, Controller
MDOS – Bureau of Branch Office Services	5160 Falcon View Ave. SE
Branch Support Services Division	Grand Rapids, MI 49512-5450
Secondary Complex – 3 rd Floor	zachsimons@dksecurity.com
7064 Crowner Drive	616.656.0123 / 800.535.0646
Lansing, MI 48918	010.000.01207 000.000.0040
ManoleasD@michigan.gov	
517-243-3080	
Kimberly Graham	Mr. Zachary Simons, Controller
DMVA-State Operations	5160 Falcon View Ave. SE
Purchasing & Contracts	Grand Rapids, MI 49512-5450
3423 N. Martin Luther King Jr. Blvd, Suite 320F	zachsimons@dksecurity.com
Lansing, MI 48906	616.656.0123 / 800.535.0646
GrahamK@michigan.gov	010.030.01237 000.333.0040
517-481-7643	
Kerri Bielski	Mr. Zachary Simons, Controller
DTMB-Financial Services	5160 Falcon View Ave. SE
Grand Rapids Home for Veterans	Grand Rapids, MI 49512-5450
3000 Monroe Ave NE	zachsimons@dksecurity.com
Grand Rapids, MI 49505	616.656.0123 / 800.535.0646
BielskiK@michigan.gov	010.030.01237 000.333.0040
616-364-5327	
Jennifer Frank	Mr. Zachary Simons, Controller
DHHS- Bureau of Grants and Purchasing	5160 Falcon View Ave. SE
Purchasing	Grand Rapids, MI 49512-5450
235 South Grand Ave	zachsimons@dksecurity.com
Lansing, MI 48933	616.656.0123 / 800.535.0646
FrankJ4@michigan.gov	010.030.0123 / 800.333.0040
517-241-6563	
Kami Harris	Mr. Zachary Simons, Controller
Michigan Department of Corrections – Field Operations	5160 Falcon View Ave. SE
	010.000.0120 / 000.000.0040
Tara Premoe	Mr. Zachary Simons. Controller
Administration 206 E. Michigan Ave. Lansing, MI 48929 harrisk14@michigan.gov 517-388-2894 Tara Premoe	Grand Rapids, MI 49512-5450 zachsimons@dksecurity.com 616.656.0123 / 800.535.0646 Mr. Zachary Simons, Controller

Department of Environmental Quality
525 West Allegan St.
Lansing, MI 48933
Premoet@michigan.gov
(517) 284-5012

5160 Falcon View Ave. SE Grand Rapids, MI 49512-5450 zachsimons@dksecurity.com 616.656.0123 / 800.535.0646

- 5. **Performance Guarantee**. Contractor must at all times have financial resources sufficient, in the opinion of the State, to ensure performance of the Contract and must provide proof upon request. The State may require a performance bond (as specified in Schedule A) if, in the opinion of the State, it will ensure performance of the Contract.
- 6. Insurance Requirements. Contractor must maintain the insurances identified below and is responsible for all deductibles. All required insurance must: (a) protect the State from claims that may arise out of, are alleged to arise out of, or result from Contractor's or a subcontractor's performance; (b) be primary and non-contributing to any comparable liability insurance (including self-insurance) carried by the State; and (c) be provided by a company with an A.M. Best rating of "A" or better, and a financial size of VII or better.

Required Limits	Additional Requirements	
Commercial General Liability Insurance		
Minimal Limits: \$1,000,000 Each Occurrence Limit \$1,000,000 Personal & Advertising Injury Limit \$2,000,000 General Aggregate Limit \$2,000,000 Products/Completed Operations	Contractor must have their policy endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds using endorsement CG 20 10 11 85, or both CG 2010 07 04 and CG 2037 07 0.	
Deductible Maximum:		
\$50,000 Each Occurrence		
Umbrella or Excess I	iability Insurance	
Minimal Limits: \$10,000,000 General Aggregate	Contractor must have their policy endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds.	
Automobile Liability Insurance		
Minimal Limits: \$1,000,000 Per Occurrence	Contractor must have their policy: (1) endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds; and (2) include Hired and Non-Owned Automobile coverage.	
Workers' Compensation Insurance		
Minimal Limits: Coverage according to applicable laws governing work activities.	Waiver of subrogation, except where waiver is prohibited by law.	
Employers Liability Insurance		

Minimal Limits: \$500,000 Each Accident \$500,000 Each Employee by Disease \$500,000 Aggregate Disease.		
Crime (Fidelity) Insurance		
Minimal Limits: \$1,000,000 Employee Theft Per Loss	Contractor must have their policy: (1) cover forgery and alteration, theft of money and securities, robbery and safe burglary, computer fraud, funds transfer fraud, money order and counterfeit currency, and (2) endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as Loss Payees.	

If any of the required policies provide **claims-made** coverage, the Contractor must: (a) provide coverage with a retroactive date before the effective date of the contract or the beginning of Contract Activities; (b) maintain coverage and provide evidence of coverage for at least three (3) years after completion of the Contract Activities; and (c) if coverage is canceled or not renewed, and not replaced with another claims-made policy form with a retroactive date prior to the contract effective date, Contractor must purchase extended reporting coverage for a minimum of three (3) years after completion of work.

Contractor must: (a) provide insurance certificates to the Contract Administrator, containing the agreement or purchase order number, at Contract formation and within 20 calendar days of the expiration date of the applicable policies; (b) require that subcontractors maintain the required insurances contained in this Section; (c) notify the Contract Administrator within 5 business days if any insurance is cancelled; and (d) where permitted by Contractor's insurance policies, waive their rights against the State for damages paid by Contractor's insurance. Failure to maintain the required insurance does not limit this waiver.

This Section is not intended to and is not be construed in any manner as waiving, restricting or limiting the liability of either party for any obligations under this Contract (including any provisions hereof requiring Contractor to indemnify, defend and hold harmless the State).

7. **Administrative Fee and Reporting.** Contractor must pay an administrative fee of 1% on all payments made to Contractor under the Contract including transactions with the State (including its departments, divisions, agencies, offices, and commissions), MiDEAL members, and other states (including governmental subdivisions and authorized entities). Administrative fee payments must be made by check payable to the State of Michigan and mailed to:

Department of Technology, Management and Budget Cashiering P.O. Box 30681 Lansing, MI 48909

Contractor must submit an itemized purchasing activity report, which includes at a minimum, the name of the purchasing entity and the total dollar volume in sales. Reports should be mailed to DTMB-Procurement.

The administrative fee and purchasing activity report are due within 30 calendar days from the last day of each calendar quarter.

8. Reserved

9. Independent Contractor - Contractor is an independent contractor and assumes all rights, obligations and liabilities set forth in this Contract. Contractor, its employees, and agents will not be considered employees of the State. No

partnership or joint venture relationship is created by virtue of this Contract. Contractor, and not the State, is responsible for the payment of wages, benefits and taxes of Contractor's employees and any subcontractors. Prior performance does not modify Contractor's status as an independent contractor.

- 10. Subcontracting. Contractor may not delegate any of its obligations under the Contract without the prior written approval of the State. Contractor must notify the State at least 90 calendar days before the proposed delegation, and provide the State any information it requests to determine whether the delegation is in its best interest. If approved, Contractor must: (a) be the sole point of contact regarding all contractual matters, including payment and charges for all Contract Activities; (b) make all payments to the subcontractor; and (c) incorporate the terms and conditions contained in this Contract in any subcontract with a subcontractor. Contractor remains responsible for the completion of the Contract Activities, compliance with the terms of this Contract, and the acts and omissions of the subcontractor. The State, in its sole discretion, may require the replacement of any subcontractor.
- 11. **Staffing.** The State's Contract Administrator may require Contractor to remove or reassign personnel by providing a notice to Contractor.
- 12. **Background Checks.** Upon request, Contractor must perform background checks on all employees and subcontractors and its employees prior to their assignment. The scope is at the discretion of the State and documentation must be provided as requested. Contractor is responsible for all costs associated with the requested background checks. The State, in its sole discretion, may also perform background checks.
- 13. **Assignment.** Contractor may not assign this Contract to any other party without the prior approval of the State. Upon notice to Contractor, the State, in its sole discretion, may assign in whole or in part, its rights or responsibilities under this Contract to any other party. If the State determines that a novation of the Contract to a third party is necessary, Contractor will agree to the novation and provide all necessary documentation and signatures.
- 14. Change of Control. Contractor will notify, at least 90 calendar days before the effective date, the State of a change in Contractor's organizational structure or ownership. For purposes of this Contract, a change in control means any of the following: (a) a sale of more than 50% of Contractor's stock; (b) a sale of substantially all of Contractor's assets; (c) a change in a majority of Contractor's board members; (d) consummation of a merger or consolidation of Contractor with any other entity; (e) a change in ownership through a transaction or series of transactions; (f) or the board (or the stockholders) approves a plan of complete liquidation. A change of control does not include any consolidation or merger effected exclusively to change the domicile of Contractor, or any transaction or series of transactions principally for bona fide equity financing purposes.

In the event of a change of control, Contractor must require the successor to assume this Contract and all of its obligations under this Contract.

- 15. Ordering. Contractor is not authorized to begin performance until receipt of authorization as identified in Schedule A.
- 16. Acceptance. Contract Activities are subject to inspection and testing by the State within 30 calendar days of the State's receipt of them ("State Review Period"), unless otherwise provided in Schedule A. If the Contract Activities are not fully accepted by the State, the State will notify Contractor by the end of the State Review Period that either: (a) the Contract Activities are accepted, but noted deficiencies must be corrected; or (b) the Contract Activities are rejected. If the State finds material deficiencies, it may: (i) reject the Contract Activities without performing any further inspections; (ii) demand performance at no additional cost; or (iii) terminate this Contract in accordance with Section 23, Termination for Cause.

Within 10 business days from the date of Contractor's receipt of notification of acceptance with deficiencies or rejection of any Contract Activities, Contractor must cure, at no additional cost, the deficiency and deliver unequivocally acceptable Contract Activities to the State. If acceptance with deficiencies or rejection of the Contract Activities impacts the content or delivery of other non-completed Contract Activities, the parties' respective Program Managers must determine an agreed to number of days for re-submission that minimizes the overall impact to the Contract. However, nothing herein affects, alters, or relieves Contractor of its obligations to correct deficiencies in accordance with the time response standards set forth in this Contract.

If Contractor is unable or refuses to correct the deficiency within the time response standards set forth in this Contract, the State may cancel the order in whole or in part. The State, or a third party identified by the State, may perform the

Contract Activities and recover the difference between the cost to cure and the Contract price plus an additional 10% administrative fee.

17. Reserved

18. Risk of Loss and Title. Until final acceptance, title and risk of loss or damage to Contract Activities remains with Contractor. Contractor is responsible for filing, processing, and collecting all damage claims. The State will record and report to Contractor any evidence of visible damage. If the State rejects the Contract Activities, Contractor must remove them from the premises within 10 calendar days after notification of rejection. The risk of loss of rejected or non-conforming Contract Activities remains with Contractor. Rejected Contract Activities not removed by Contractor within 10 calendar days will be deemed abandoned by Contractor, and the State will have the right to dispose of it as its own property. Contractor must reimburse the State for costs and expenses incurred in storing or effecting removal or disposition of rejected Contract Activities.

19. Reserved

20. Terms of Payment. Invoices must conform to the requirements communicated from time-to-time by the State. All undisputed amounts are payable within 45 days of the State's receipt. Contractor may only charge for Contract Activities performed as specified in Schedule A. Invoices must include an itemized statement of all charges. The State is exempt from State sales tax for direct purchases and may be exempt from federal excise tax, if Services purchased under this Agreement are for the State's exclusive use. Notwithstanding the foregoing, all prices are inclusive of taxes, and Contractor is responsible for all sales, use and excise taxes, and any other similar taxes, duties and charges of any kind imposed by any federal, state, or local governmental entity on any amounts payable by the State under this Contract.

The State has the right to withhold payment of any disputed amounts until the parties agree as to the validity of the disputed amount. The State will notify Contractor of any dispute within a reasonable time. Payment by the State will not constitute a waiver of any rights as to Contractor's continuing obligations, including claims for deficiencies or substandard Contract Activities. Contractor's acceptance of final payment by the State constitutes a waiver of all claims by Contractor against the State for payment under this Contract, other than those claims previously filed in writing on a timely basis and still disputed.

The State will only disburse payments under this Contract through Electronic Funds Transfer (EFT). Contractor must register with the State at http://www.michigan.gov/cpexpress to receive electronic fund transfer payments. If Contractor does not register, the State is not liable for failure to provide payment.

Without prejudice to any other right or remedy it may have, the State reserves the right to set off at any time any amount then due and owing to it by Contractor against any amount payable by the State to Contractor under this Contract.

- 21. Liquidated Damages. Liquidated damages, if applicable, will be assessed as described in Schedule A.
- 22. **Stop Work Order.** The State may suspend any or all activities under the Contract at any time. The State will provide Contractor a written stop work order detailing the suspension. Contractor must comply with the stop work order upon receipt. Within 90 calendar days, or any longer period agreed to by Contractor, the State will either: (a) issue a notice authorizing Contractor to resume work, or (b) terminate the Contract or purchase order. The State will not pay for Contract Activities, Contractor's lost profits, or any additional compensation during a stop work period.
- 23. **Termination for Cause.** The State may terminate this Contract for cause, in whole or in part, if Contractor, as determined by the State: (a) endangers the value, integrity, or security of any location, data, or personnel; (b) becomes insolvent, petitions for bankruptcy court proceedings, or has an involuntary bankruptcy proceeding filed against it by any creditor; (c) engages in any conduct that may expose the State to liability; (d) breaches any of its material duties or obligations; or (e) fails to cure a breach within the time stated in a notice of breach. Any reference to specific breaches being material breaches within this Contract will not be construed to mean that other breaches are not material.

If the State terminates this Contract under this Section, the State will issue a termination notice specifying whether Contractor must: (a) cease performance immediately, or (b) continue to perform for a specified period. If it is later determined that Contractor was not in breach of the Contract, the termination will be deemed to have been a Termination for Convenience, effective as of the same date, and the rights and obligations of the parties will be limited to those provided in Section 24, Termination for Convenience.

The State will only pay for amounts due to Contractor for Contract Activities accepted by the State on or before the date of termination, subject to the State's right to set off any amounts owed by the Contractor for the State's reasonable costs in terminating this Contract. The Contractor must pay all reasonable costs incurred by the State in terminating this Contract for cause, including administrative costs, attorneys' fees, court costs, transition costs, and any costs the State incurs to procure the Contract Activities from other sources.

- 24. **Termination for Convenience.** The State may immediately terminate this Contract in whole or in part without penalty and for any reason, including but not limited to, appropriation or budget shortfalls. The termination notice will specify whether Contractor must: (a) cease performance of the Contract Activities immediately, or (b) continue to perform the Contract Activities in accordance with Section 25, Transition Responsibilities. If the State terminates this Contract for convenience, the State will pay all reasonable costs, as determined by the State, for State approved Transition Responsibilities.
- 25. Transition Responsibilities. Upon termination or expiration of this Contract for any reason, Contractor must, for a period of time specified by the State (not to exceed 180 calendar days), provide all reasonable transition assistance requested by the State, to allow for the expired or terminated portion of the Contract Activities to continue without interruption or adverse effect, and to facilitate the orderly transfer of such Contract Activities to the State or its designees. Such transition assistance may include, but is not limited to: (a) continuing to perform the Contract Activities at the established Contract rates; (b) taking all reasonable and necessary measures to transition performance of the work, including all applicable Contract Activities, training, equipment, software, leases, reports and other documentation, to the State or the State's designee; (c) taking all necessary and appropriate steps, or such other action as the State may direct, to preserve, maintain, protect, or return to the State all materials, data, property, and confidential information provided directly or indirectly to Contractor by any entity, agent, vendor, or employee of the State; (d) transferring title in and delivering to the State, at the State's discretion, all completed or partially completed deliverables prepared under this Contract as of the Contract termination date; and (e) preparing an accurate accounting from which the State and Contractor may reconcile all outstanding accounts (collectively, "Transition Responsibilities"). This Contract will automatically be extended through the end of the transition period.
- 26. General Indemnification. Contractor must defend, indemnify and hold the State, its departments, divisions, agencies, offices, commissions, officers, and employees harmless, without limitation, from and against any and all actions, claims, losses, liabilities, damages, costs, attorney fees, and expenses (including those required to establish the right to indemnification), arising out of or relating to: (a) any breach by Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable) of any of the promises, agreements, representations, warranties, or insurance requirements contained in this Contract; (b) any infringement, misappropriation, or other violation of any intellectual property right or other right of any third party; (c) any bodily injury, death, or damage to real or tangible personal property occurring wholly or in part due to action or inaction by Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable); and (d) any acts or omissions of Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable).

The State will notify Contractor in writing if indemnification is sought; however, failure to do so will not relieve Contractor, except to the extent that Contractor is materially prejudiced. Contractor must, to the satisfaction of the State, demonstrate its financial ability to carry out these obligations.

The State is entitled to: (i) regular updates on proceeding status; (ii) participate in the defense of the proceeding; (iii) employ its own counsel; and to (iv) retain control of the defense if the State deems necessary. Contractor will not, without the State's written consent (not to be unreasonably withheld), settle, compromise, or consent to the entry of any judgment in or otherwise seek to terminate any claim, action, or proceeding. To the extent that any State employee, official, or law may be involved or challenged, the State may, at its own expense, control the defense of that portion of the claim.

Any litigation activity on behalf of the State, or any of its subdivisions under this Section, must be coordinated with the Department of Attorney General. An attorney designated to represent the State may not do so until approved by the Michigan Attorney General and appointed as a Special Assistant Attorney General.

27. **Infringement Remedies.** If, in either party's opinion, any piece of equipment, software, commodity, or service supplied by Contractor or its subcontractors, or its operation, use or reproduction, is likely to become the subject of a copyright, patent, trademark, or trade secret infringement claim, Contractor must, at its expense: (a) procure for the State the right to continue using the equipment, software, commodity, or service, or if this option is not reasonably available to

Contractor, (b) replace or modify the same so that it becomes non-infringing; or (c) accept its return by the State with appropriate credits to the State against Contractor's charges and reimburse the State for any losses or costs incurred as a consequence of the State ceasing its use and returning it.

- **28. Limitation of Liability.** The State is not liable for consequential, incidental, indirect, or special damages, regardless of the nature of the action.
- 29. Disclosure of Litigation, or Other Proceeding. Contractor must notify the State within 14 calendar days of receiving notice of any litigation, investigation, arbitration, or other proceeding (collectively, "Proceeding") involving Contractor, a subcontractor, or an officer or director of Contractor or subcontractor, that arises during the term of the Contract, including: (a) a criminal Proceeding; (b) a parole or probation Proceeding; (c) a Proceeding under the Sarbanes-Oxley Act; (d) a civil Proceeding involving: (1) a claim that might reasonably be expected to adversely affect Contractor's viability or financial stability; or (2) a governmental or public entity's claim or written allegation of fraud; or (e) a Proceeding involving any license that Contractor is required to possess in order to perform under this Contract.
- 30. State Data. All data and information provided to Contractor by or on behalf of the State, and all data and information derived therefrom, is the exclusive property of the State ("State Data"); this definition is to be construed as broadly as possible. Upon request, Contractor must provide to the State, or a third party designated by the State, all State Data within 10 calendar days of the request and in the format requested by the State. Contractor will assume all costs incurred in compiling and supplying State Data. No State Data may be used for any marketing purposes.
- 31. **Non-Disclosure of Confidential Information**. The parties acknowledge that each party may be exposed to or acquire communication or data of the other party that is confidential, privileged communication not intended to be disclosed to third parties. The provisions of this Section survive the termination of this Contract.
 - a. Meaning of Confidential Information. For the purposes of this Contract, the term "Confidential Information" means all information and documentation of a party that: (a) has been marked "confidential" or with words of similar meaning, at the time of disclosure by such party; (b) if disclosed orally or not marked "confidential" or with words of similar meaning, was subsequently summarized in writing by the disclosing party and marked "confidential" or with words of similar meaning; and, (c) should reasonably be recognized as confidential information of the disclosing party. The term "Confidential Information" does not include any information or documentation that was: (a) subject to disclosure under the Michigan Freedom of Information Act (FOIA); (b) already in the possession of the receiving party without an obligation of confidentiality; (c) developed independently by the receiving party, as demonstrated by the receiving party, without violating the disclosing party's proprietary rights; (d) obtained from a source other than the disclosing party without an obligation of confidentiality; or, (e) publicly available when received, or thereafter became publicly available (other than through any unauthorized disclosure by, through, or on behalf of, the receiving party). For purposes of this Contract, in all cases and for all matters, State Data is deemed to be Confidential Information.
 - b. Obligation of Confidentiality. The parties agree to hold all Confidential Information in strict confidence and not to copy, reproduce, sell, transfer, or otherwise dispose of, give or disclose such Confidential Information to third parties other than employees, agents, or subcontractors of a party who have a need to know in connection with this Contract or to use such Confidential Information for any purposes whatsoever other than the performance of this Contract. The parties agree to advise and require their respective employees, agents, and subcontractors of their obligations to keep all Confidential Information confidential. Disclosure to a subcontractor is permissible where: (a) use of a subcontractor is authorized under this Contract; (b) the disclosure is necessary or otherwise naturally occurs in connection with work that is within the subcontractor's responsibilities; and (c) Contractor obligates the subcontractor in a written contract to maintain the State's Confidential Information in confidence. At the State's request, any employee of Contractor or any subcontractor may be required to execute a separate agreement to be bound by the provisions of this Section.
 - c. <u>Cooperation to Prevent Disclosure of Confidential Information</u>. Each party must use its best efforts to assist the other party in identifying and preventing any unauthorized use or disclosure of any Confidential Information. Without limiting the foregoing, each party must advise the other party immediately in the event either party learns or has reason to believe that any person who has had access to Confidential Information has violated or intends to violate the terms of this Contract and each party will cooperate with the other party in seeking injunctive or other equitable relief against any such person.
 - d. Remedies for Breach of Obligation of Confidentiality. Each party acknowledges that breach of its obligation of confidentiality may give rise to irreparable injury to the other party, which damage may be inadequately

compensable in the form of monetary damages. Accordingly, a party may seek and obtain injunctive relief against the breach or threatened breach of the foregoing undertakings, in addition to any other legal remedies which may be available, to include, in the case of the State, at the sole election of the State, the immediate termination, without liability to the State, of this Contract or any Statement of Work corresponding to the breach or threatened breach.

- e. <u>Surrender of Confidential Information upon Termination</u>. Upon termination of this Contract or a Statement of Work, in whole or in part, each party must, within 5 calendar days from the date of termination, return to the other party any and all Confidential Information received from the other party, or created or received by a party on behalf of the other party, which are in such party's possession, custody, or control; provided, however, that Contractor must return State Data to the State following the timeframe and procedure described further in this Contract. Should Contractor or the State determine that the return of any Confidential Information is not feasible, such party must destroy the Confidential Information and must certify the same in writing within 5 calendar days from the date of termination to the other party. However, the State's legal ability to destroy Contractor data may be restricted by its retention and disposal schedule, in which case Contractor's Confidential Information will be destroyed after the retention period expires.
- 32. Reserved
- 33. Reserved
- 34. Reserved
- 35. Records Maintenance, Inspection, Examination, and Audit. The State or its designee may audit Contractor to verify compliance with this Contract. Contractor must retain, and provide to the State or its designee and the auditor general upon request, all financial and accounting records related to the Contract through the term of the Contract and for 4 years after the latter of termination, expiration, or final payment under this Contract or any extension ("Audit Period"). If an audit, litigation, or other action involving the records is initiated before the end of the Audit Period, Contractor must retain the records until all issues are resolved.

Within 10 calendar days of providing notice, the State and its authorized representatives or designees have the right to enter and inspect Contractor's premises or any other places where Contract Activities are being performed, and examine, copy, and audit all records related to this Contract. Contractor must cooperate and provide reasonable assistance. If any financial errors are revealed, the amount in error must be reflected as a credit or debit on subsequent invoices until the amount is paid or refunded. Any remaining balance at the end of the Contract must be paid or refunded within 45 calendar days.

This Section applies to Contractor, any parent, affiliate, or subsidiary organization of Contractor, and any subcontractor that performs Contract Activities in connection with this Contract.

- 36. Warranties and Representations. Contractor represents and warrants: (a) Contractor is the owner or licensee of any Contract Activities that it licenses, sells, or develops and Contractor has the rights necessary to convey title, ownership rights, or licensed use; (b) all Contract Activities are delivered free from any security interest, lien, or encumbrance and will continue in that respect; (c) the Contract Activities will not infringe the patent, trademark, copyright, trade secret, or other proprietary rights of any third party; (d) Contractor must assign or otherwise transfer to the State or its designee any manufacturer's warranty for the Contract Activities; (e) the Contract Activities are merchantable and fit for the specific purposes identified in the Contract; (f) the Contract signatory has the authority to enter into this Contract; (g) all information furnished by Contractor in connection with the Contract fairly and accurately represents Contractor's business, properties, finances, and operations as of the dates covered by the information, and Contractor will inform the State of any material adverse changes; and (h) all information furnished and representations made in connection with the award of this Contract is true, accurate, and complete, and contains no false statements or omits any fact that would make the information misleading. A breach of this Section is considered a material breach of this Contract, which entitles the State to terminate this Contract under Section 23, Termination for Cause.
- 37. Conflicts and Ethics. Contractor will uphold high ethical standards and is prohibited from: (a) holding or acquiring an interest that would conflict with this Contract; (b) doing anything that creates an appearance of impropriety with respect to the award or performance of the Contract; (c) attempting to influence or appearing to influence any State employee by the direct or indirect offer of anything of value; or (d) paying or agreeing to pay any person, other than employees and consultants working for Contractor, any consideration contingent upon the award of the Contract. Contractor must immediately notify the State of any violation or potential violation of these standards. This Section applies to Contractor.

any parent, affiliate, or subsidiary organization of Contractor, and any subcontractor that performs Contract Activities in connection with this Contract.

- 38. Compliance with Laws. Contractor must comply with all federal, state and local laws, rules and regulations.
- 39. Reserved
- 40. Reserved
- 41. **Nondiscrimination.** Under the Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2101, *et seq.*, and the Persons with Disabilities Civil Rights Act, 1976 PA 220, MCL 37.1101, *et seq.*, Contractor and its subcontractors agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex, height, weight, marital status, or mental or physical disability. Breach of this covenant is a material breach of this Contract.
- **42. Unfair Labor Practice.** Under MCL 423.324, the State may void any Contract with a Contractor or subcontractor who appears on the Unfair Labor Practice register compiled under MCL 423.322.
- 43. **Governing Law.** This Contract is governed, construed, and enforced in accordance with Michigan law, excluding choice-of-law principles, and all claims relating to or arising out of this Contract are governed by Michigan law, excluding choice-of-law principles. Any dispute arising from this Contract must be resolved in Michigan Court of Claims. Contractor consents to venue in Ingham County, and waives any objections, such as lack of personal jurisdiction or forum non conveniens. Contractor must appoint agents in Michigan to receive service of process.
- **44. Non-Exclusivity.** Nothing contained in this Contract is intended nor will be construed as creating any requirements contract with Contractor. This Contract does not restrict the State or its agencies from acquiring similar, equal, or like Contract Activities from other sources.
- **45. Force Majeure.** Neither party will be in breach of this Contract because of any failure arising from any disaster or acts of god that are beyond their control and without their fault or negligence. Each party will use commercially reasonable efforts to resume performance. Contractor will not be relieved of a breach or delay caused by its subcontractors. If immediate performance is necessary to ensure public health and safety, the State may immediately contract with a third party.
- 46. Dispute Resolution. The parties will endeavor to resolve any Contract dispute in accordance with this provision. The dispute will be referred to the parties' respective Contract Administrators or Program Managers. Such referral must include a description of the issues and all supporting documentation. The parties must submit the dispute to a senior executive if unable to resolve the dispute within 15 business days. The parties will continue performing while a dispute is being resolved, unless the dispute precludes performance. A dispute involving payment does not preclude performance.

Litigation to resolve the dispute will not be instituted until after the dispute has been elevated to the parties' senior executive and either concludes that resolution is unlikely, or fails to respond within 15 business days. The parties are not prohibited from instituting formal proceedings: (a) to avoid the expiration of statute of limitations period; (b) to preserve a superior position with respect to creditors; or (c) where a party makes a determination that a temporary restraining order or other injunctive relief is the only adequate remedy. This Section does not limit the State's right to terminate the Contract.

- 47. **Media Releases.** News releases (including promotional literature and commercial advertisements) pertaining to the Contract or project to which it relates must not be made without prior written State approval, and then only in accordance with the explicit written instructions of the State.
- **48. Website Incorporation.** The State is not bound by any content on Contractor's website unless expressly incorporated directly into this Contract.

- 49. Entire Agreement and Order of Precedence. This Contract, which includes Schedule A Statement of Work, and expressly incorporated schedules and exhibits, is the entire agreement of the parties related to the Contract Activities. This Contract supersedes and replaces all previous understandings and agreements between the parties for the Contract Activities. If there is a conflict between documents, the order of precedence is: (a) first, this Contract, excluding its schedules, exhibits, and Schedule A Statement of Work; (b) second, Schedule A Statement of Work as of the Effective Date; and (c) third, schedules expressly incorporated into this Contract as of the Effective Date and (d) fourth, the purchase order and contract specific ordering form. NO TERMS ON CONTRACTOR'S INVOICES, ORDERING DOCUMENTS, WEBSITE, BROWSE-WRAP, SHRINK-WRAP, CLICK-WRAP, CLICK-THROUGH OR OTHER NON-NEGOTIATED TERMS AND CONDITIONS PROVIDED WITH ANY OF THE CONTRACT ACTIVITIES WILL CONSTITUTE A PART OR AMENDMENT OF THIS CONTRACT OR IS BINDING ON THE STATE FOR ANY PURPOSE. ALL SUCH OTHER TERMS AND CONDITIONS HAVE NO FORCE AND EFFECT AND ARE DEEMED REJECTED BY THE STATE, EVEN IF ACCESS TO OR USE OF THE CONTRACT ACTIVITIES REQUIRES AFFIRMATIVE ACCEPTANCE OF SUCH TERMS AND CONDITIONS.
- 50. **Severability.** If any part of this Contract is held invalid or unenforceable, by any court of competent jurisdiction, that part will be deemed deleted from this Contract and the severed part will be replaced by agreed upon language that achieves the same or similar objectives. The remaining Contract will continue in full force and effect.
- 51. Waiver. Failure to enforce any provision of this Contract will not constitute a waiver.
- **Survival.** The provisions of this Contract that impose continuing obligations, including warranties and representations, termination, transition, insurance coverage, indemnification, and confidentiality, will survive the expiration or termination of this Contract.
- 53. Contract Modification. This Contract may not be amended except by signed agreement between the parties (a "Contract Change Notice"). Notwithstanding the foregoing, no subsequent Statement of Work or Contract Change Notice executed after the Effective Date will be construed to amend this Contract unless it specifically states its intent to do so and cites the section or sections amended.

Contract No. 071B7700206 Security Guard Services – Armed & Unarmed

SCHEDULE A STATEMENT OF WORK CONTRACT ACTIVITIES

Scope

This contract is for armed and unarmed security guard service for various State of Michigan facilities located in the East Central, East Michigan, South Central, Southeast, Detroit Metro, Upper Peninsula, Northeast, Northwest, West Michigan and Southwest Prosperity Regions.

The State reserves the right to consolidate additional State locations in the above Regions.

All Contractors and their employees must comply with all requirements set forth under Public Act 330 of 1968, as amended, and any regulatory legislation enacted during the term of this Contract. Wherein the State's specifications and requirements exceed those of Public Act 330 of 1968, for the purpose of this Contract the State's specifications and requirements take precedence. The Contractor will be required to furnish properly trained and equipped security guards to maintain order, protect clients, staff, visitors and property from harassment, injury, damage or theft and take appropriate action as specified in the Procedure Manual for each building and/or location.

This Contract will establish base line requirements that will be expected to be adhered to at all locations. Individual locations will provide post-orders that will provide site specific details before Contract activities start at the site.

Out-Of-Scope

The following tasks are **considered out-of-scope** for this Contract (unless otherwise stated as a requirement on the site specific post-orders).

- a) Performance of personal chores for anyone (i.e., porter or courier service);
- b) Providing of transportation for agency staff or visitors (i.e., chauffeur service);
- c) Provide services for State Agency Operations. (i.e., answering phones)
- d) Carry a firearm or other weapon (Unless they are an armed security guard)
- e) Detain by force or arrest persons
- f) Any Physical Contact with Citizens
- g) Assume duties or act on behalf of a State agency employee and/or agency (i.e. agency specific work)

1. General Requirements

1.1. Guard Qualifications by function - Unarmed and Armed

The Contractor shall provide security guards who can perform the following:

- a) Understand and carry out oral and written instructions.
- b) Instruct others on necessary rules, duties and function.
- Recognize dangerous conditions about buildings and grounds and respond as necessary.
- d) Meet and deal courteously, diligently, and effectively with employees and visitors.
- e) Have knowledge of safety precautions and of fire prevention methods.
- f) Prepare clear, concise, complete, legible and true written reports.
- g) If required to operate a motor vehicle, security guard must possess a valid State of Michigan driver's license.

- h) Walk, stand, run, and climb over prolonged periods of time so that guard personnel can perform the tasks detailed in the specifications
- Remain alert, even tempered, and exercise good judgment.
- j) Must show initiative, maturity, integrity and high ethical standards.
- k) Must show strong attention to detail, especially under stress
- I) Read and understand regulations detailed written orders and training materials.
- m) Operate telephone and radio communications equipment as provided by the agency.
- n) Determine the identity and business of visitors and employees.
- o) Maintain the integrity and confidentiality of the tour of duty.
- p) Keep a critical eye to safeguard persons and property.
- g) Speak English clearly and distinctly.
- Give directions and instructions verbally to the general public, agency personnel, visitors and other tenants.
- s) Summon telephonically emergency fire/ambulance/medical assistance when necessary.
- t) Use State property including keys entrusted to his/her responsibility, operate X-ray equipment, NOAA Weather Alert equipment, building access control surveillance equipment system and detection equipment as provided by the agency.
- u) See with normal color vision to distinguish color-coded entry media and have the ability to hear audible alarms.
- v) Complete all necessary forms provided by the State.
- w) Initiate and render first assistance in first aid to members, employees, volunteers and visitors in situations of emergency, injury, or illness.
- x) Must be able to solve problems and de-escalate situations in a non-confrontational manner.
- y) Must possess the ability to perform basic mathematical calculations, such as addition, subtraction, multiplication, and division as a minimum.
- z) Shall be bound to confidentiality of any information they may become aware of during the course of performance of their contracted tasks.
- aa) The use of all drugs, alcohol, tobacco products, fireworks and explosives are prohibited.

1.2. Guard Qualifications - Armed Only

- a) Be competent, proficient and safe in the handling and use of firearms.
- b) Must possess a valid Michigan Concealed Pistol License (CPL).

1.3 Physical Requirements

Security guards must be physically and mentally sound and be able to fluently speak and understand the English language.

Security guards may be required to sit or stand for extended periods of time; walk long distances, including up and down stairs; use hands and fingers to handle or feel objects, tools, or controls; and be able to speak and hear. Guards shall also be able to reach with hands and arms, and to hold objects. Guards shall also be able to lift up to 50 pounds.

1.4 Work Hours

Security guards and supervisors shall not work more than 16 consecutive hours without a 12 hour rest period. Security Guards provided under this Contract shall not be assigned to provide service at other locations which would results in failure to provide all hours specified in this Contract.

Security guards that report to or depart from work the non-standard business hours for that location shall contact their supervisor or Contractor central command center upon arrival and departure.

Supervisors are prohibited from providing services to other vendor accounts while on duty

1.5 Uniform Requirements

Contractor employees shall be clearly identifiable while on State property. Each security guard shall wear a consistent uniform prescribed by the Contractor with no ornamentation; specifically, political buttons, tags, union badges, etc., which are not related to the performance of security work. The uniform and related equipment of all security guards shall be kept neat, clean, in good repair and shoes shall be polished. During warm temperatures, indoors or outdoors, security guards shall not roll up long-sleeve shirts. Shoes shall be dark in color, preferably black. Platforms, 1" or higher heels, or tennis shoes shall not be worn on duty. The Contractor shall supply all weather gear (raincoat and overcoat) to each location for the use of the security guards for exterior patrolling (if applicable).

Security guards shall be outfitted with uniforms that conform to standards of Public Act 330 of 1968 this could include a blazer to be worn as the outer garment over the shirt in lieu of a standard security officer uniform. Final uniform requirements will be coordinated with the agency Program Manager or designee based on post location. This uniform must incorporate identifying insignia and name tags (as stipulated in the guard equipment section of the specifications). In addition, the attire prescribed in this paragraph shall be in compliance with Public Act 330 of 1968, as amended and shall be acceptable to the Program Manager.

Any deviations from uniform requirements listed above, must be requested in writing by the Contractor to the State. The Contractor must present the request to the Program Manager or designee for approval <u>prior</u> to implementation of any changes. Any proposed changes to uniform patches or shields that affects the uniform standards outlined in Public Act 330 of 1968 must be approved by the Michigan Department of Licensing and Regulatory Affairs.

See examples of uniform options.

- 1) Traditional navy-blue or white security officer uniform with badge
- 2) BDU tactical uniform
- 3) Formal blazer with tie and non-traditional badge/name plate

1.6 Guard Equipment - Unarmed and Armed

The Contractor shall guarantee that each security guard shall possess, at all times, on his or her person:

- a) One (1) operable mobile communication device capable of transmitting and receiving throughout the assigned locations. Two-way radios or cell phones are acceptable.
 - i. The Contractor must also supply the agency with one (1) identical transceiver (with the exception of a cell phone). The agency must be responsible for damages to its assigned transceiver. The Contractor must supply rechargeable batteries and/ or rechargers, which must be kept at the location and must make

available to the agency upon request, a copy of the F.C.C. Certificate of licensure to operate on assigned frequency, if applicable.

- b) State Program Manager or designee approved/provided pocket identification badge with legible 1/4" letters, of uniform size and color, worn on the outer garment above the right breast pocket.
- c) One (1) operating timepiece.
- d) One (1) operable pen and one (1) operable pencil.
- e) One (1) operable 3-cell D-type battery flashlight with batteries or rechargeable batteries with charger. Alternative will be considered based on written request to the Program Manager.
- f) Guarantee that unarmed security guards do NOT carry ANY weapons.
- g) Personal electronic and/or digital devices (cellular devices, smart watches, and personal computers, etc.) are prohibited except for authorized work duties.
- h) All other equipment and supplies necessary to meet the specifications of this Contract must be furnished by the Contractor.
- i) Contractor may be required to provide a patrol vehicle (Marked or Un-marked) as specified in the site-specific procedure manual. The specific vehicle provided is at the discretion of the Contractor.

1.7 Guard Equipment - Armed only

- a) Belt which shall be capable of bearing the load of a revolver with a holster and proper number of rounds to fully reload the pistol with duty ammunition at least once.
- b) Holster specifically designated for the size (frame and barrel length) pistol carried by the guard. Any style holster is acceptable providing it is safe (able to hold the weapon securely and is serviceable); except that mechanical clamshell holsters and full flap holsters are prohibited.
- c) Pistol make, model and caliber shall be approved by the Program Manager or designee prior to being carried by the guard.
- d) Duty ammunition, which shall be conventional, factory loaded cartridges of appropriate (proper) caliber for the pistol being used. Specific load shall be approved by the Program Manager.
- e) Maintenance shall be covered by the Contractor for weapons which are supplied to their personnel.
- f) All weapons shall be maintained in a serviceable condition.
- g) Registration, licensing, and liability costs and responsibilities will be covered by the Contractor for the weapons used by the Contract security guards.
- h) Guarantee that security guards carry only authorized weapons.

Arming of Contract security employees will be in accordance with all State and Federal statutes pertaining to firearms, and the Contractor's Policy and Procedure for the Use of Force.

Each guard shall comply with State of Michigan's Concealed Pistol License Laws.

1.8 Supervision by Contractor

The Contractor shall:

- a) Guarantee that, at least once per week, a security supervisor shall be available for a meeting during normal business hours to discuss security issues with the Program Manager or designee to be had at Program Manager's discretion. These meetings shall be at no additional costs to the state.
- b) Contractor shall respond within eight (8) hours of request from the Program Manager or their designee for on-site meeting with a supervisory representative from corporate headquarters.
- c) Contractor shall provide a written plan to resolve problems within 24 hours upon request by the Program Manager or designee.
- d) Provide another trained security guard when one, while in the line of duty and/or result of same, is required to appear in court or at an employee grievance hearing on behalf of the agency. Payment will be made by the agency for the number of hours required for appearance in court, less witness fees.
- e) Provide at the written request (e-mail) of the Program Manager, additional temporary security guards required to secure additional properties needing protection for an interim period of time, including 24 hour

assignment, should that be required. Any permanent increase in the number of guards or hours of service at a given location must be authorized by a revised purchase order, including any additional security guards for covered properties or other additional properties which may require protection. Such additional security guards shall be provided when the suitable agreement is reached by the State and the Contractor. Such manpower additions, as well as general orders, shall be based on a case by case survey of the properties in question.

- f) Program Manager or designee reserves the right to meet with potential security officers and/or security supervisors prior to their assignment.
- g) Program Manager or designee reserves the right to conduct a background investigation on potential security officers and/or security supervisors prior to their assignment. In addition, Program Manager or designee reserves the right to conduct additional background investigation(s) on security officers and/or supervisors during the course of this Contract as deemed necessary by the Program Manager. The agency reserves the right to accept, reject, or have replaced a given guard based on the information available.
- h) Replace any employee immediately upon notification by the Program Manager or designee that a criminal history exists disqualifying employee from employment based on the requirements of Act 330 PA 1968. Such employee may not be reassigned to any State location.
- i) Maintain copies of each guard's application and investigative reports and provide a training package for each guard as described above. Each guard must present a training package to the Program Manager or designee prior to starting work at the facility. The agency reserves the right to accept or reject a given guard based on the information available. Contractor shall update each guard's information for agency files as necessary during the life of this Contract.
- within this Contract have successfully passed both pre-employment and random urine testing for drugs. The testing must include, but is not limited to the following analytes (drug groups): Amphetamines, Cannabinoids, Cocaine Metabolites, Dissociative Drugs, Hallucinogens, Methamphetamines Opioids, and Phencyclidine. Random drug screens shall be conducted at least twice (2) per year. Written verification from the laboratory that each assigned guard, due to be tested, has successfully passed the drug screen, shall be presented at the monthly meeting between the Program Manager or designee and staff from the Contractor's administrative office. In addition, the State reserves the right to see copies of actual test results from the laboratory. The Contractor shall replace any employee immediately upon notification that they have failed their random drug screen. Such employee may not be reassigned to any other State location.
- k) The Program Manager(s) may require the Contractor to immediately remove any of its employees from the agency's premises for cause in the State's sole discretion. Any and all such removals shall be made in the name of the Contractor and all responsibilities will be assumed by the Contractor. Any such guard shall not be placed in another State agency.
- The Contractor shall be responsible for training all on-site personnel in the proper use of the emergency procedure manual at each location. Certification of such training shall be provided to the Program Manager or designee prior to the introduction of personnel to the work site.
- m) The Contractor shall be responsible for training all on-site personnel for their position duties and individual post orders for each location.
- n) The Contractor shall be responsible for all acts and omissions of its employees, as well as acts and omissions of any other personnel furnished by the Contract to perform the Services.
- o) Designation of an on-site Supervisor/Lead Worker for day to day administration of the services provided under the proposed contract.
- p) Site Supervisor shall not stand guard post but be dedicated to supervision of guards, providing relief to other guards and working with the Program Manager or designee to ensure security of buildings

1.9 Security Guard Duties - Armed and Unarmed

The security guards shall:

- a) At a location without a dedicated supervisor report to the designated State Program Manager or designee who shall be responsible for on-site supervision. The State may waive this requirement and delegate time and attendance to the Contractor.
- b) Operate X-ray and/or metal detection equipment where this equipment is deployed. Contractor shall adhere to Ionizing Radiation Rules governing the use of radiation machines outlined in Act No. 368 of the Public Acts of 1978, as amended.
- c) Be trained and familiar with post-orders, site specific procedures, at their respective location(s).
- d) Log all unusual events, found articles and hazardous conditions in writing. The log book shall be the official record of the activity. The log book shall be available at all times for inspection by the Contractor or by the representative.
- e) Receive, safely keep and turn over to appropriate persons, official mail, messages and telegrams when so authorized.
- f) Be alert to any emergency (i.e. fire, menacing individual, bomb threat, etc.) and take appropriate action as defined by the procedure manual for this facility. In the event of injury to or illness of an employee or client, render first aid until professional help is obtained. Notify the State Program Manager or designee immediately.
- g) Report potentially hazardous conditions and items in need of repair including lighting, plumbing, wet floors, etc., and shall include this in the log book.
- h) Require all employees to visibly display their employee identification before allowing access to the building.
- i) Require all employees who do not have valid employee identification and all visitors to present valid government issued photo identification, sign in, be issued a dated visitor pass and receive agency authorization and verification prior to entering the building.
- j) When guard services are provided during non-office hours, employees entering the premise shall present valid employee identification before entering and leaving the building. All employees authorized to enter the building shall have the proper identification visibly displayed on their person.
- k) Question when necessary persons gaining unauthorized access and notify proper authorities. All employees authorized to enter the building during other than working hours shall have the proper identification on their person
- I) Provide security as directed. Note, this may require the guard to call the court to order in the absence of a bailiff or court crier.
- m) Show respect and courtesy to all persons on all occasions.
- n) Dispose of waste so as not to create custodial chores for others.
- o) Complete and submit a daily log to guard supervision.
- p) Not visit or fraternize with agency staff, clients, other building tenants or visitors.
- q) Not assemble with other security guards on duty except as required or related to an emergency.
- r) Not smoke while in uniform, whether on duty or off duty
- s) Not depart from duty station until relieved.
- t) Not do any of the following while on duty:
 - Read newspapers, magazines, books or other matter other than State or contractor issued directives.
 - ii. Use any musical instrument.
 - iii. Have pets at work.
 - iv. Consume alcoholic beverages or narcotics, or be under their influence when reporting for or while on duty.
- u) The contractor shall perform roving patrols of the respective facilities and/or grounds upon request or as specified in the site-specific procedure manual
- v) Armed guards must log anytime a weapon is discharged on the property
- w) Armed guards must immediately report to the State Program Manager or designee any time a weapon is discharge or un-holstered and pointed on the property

1.10 Training, Recognition and Quality Assurance Programs Requirements – Unarmed and Armed

Security guards, including additional staff that will provide security in the absence of assigned guards or an emergency, shall be paid their hourly rate for all training hours. Training hours, in-house and on-the-job, required to comply with this Contract shall not be billed to the state but shall be part of Contractor's operational overhead. Upon award of Contract a schedule of all training shall be provided to the applicable Program Manager. A representative from the agency may attend training sessions at their discretion.

All security guards shall have a minimum of 16 hours classroom training prior to providing security for the State of Michigan. Guards shall be compensated for training at the wages stipulated in this Contract (Schedule B –Pricing Model); however, training hours shall not be billed to the State of Michigan, training costs shall be incurred by the Contractor. Classroom training and testing shall include, but not be limited to, the following subjects:

- a) Company and Position Orientation MINIMUM 8 HOURS
 - i. Minimum uniform requirements and appearance
 - ii. Limits of authority and employment
 - iii. Persons or authorities to be contacted in emergencies or unusual occurrences
 - iv. Licensee or parent company structure which affect guard's duties
 - v. Guard courtesy and public demeanor
 - vi. Report writing
 - vii. Public/Client Relations
 - viii. Techniques of Patrol,
 - ix. Fire Prevention
 - x. Basic First Aid
 - xi. ADA Awareness and Sensitivity
 - xii. Social Engineering
 - xiii. Emergency Preparedness MINIMUM 2 HOURS
 - xiv. General responsibilities regarding: medical emergencies-response, crowd control, exposure to bodily fluid, fire prevention & safety, bomb threats, searches & types, weather emergencies, chemical spills, leaks & related waste and evacuation procedures.
- b) Defensive Tactics MINIMUM 4 HOURS
 - i. Self-defense
 - ii. Verbal/Sensitivity training
- c) Personnel assigned to this facility must be CPR and First Aid Certified prior to the commencement of employment at these locations. CPR and First Aid training (both initial and re-certifications) shall be at no cost to the employee. Certification shall be included in the training packet.
- d) X-ray and metal detection training may be required based on site requirements as listed in post orders.
- e) Additionally, no less than sixteen (16) hours on-the-job training for their specific site shall be required during which time the new guard shall be under the immediate supervision of a supervisor or lead worker at no additional cost to the state.
- f) Alternatively, the above requirements (A-E) may be waived by the State Program Manager or designee for experienced security guards with <u>documented</u> training meeting the hours as specified. On-the-job training may be waived by the State Program Manager or designee for guards who have been providing adequate service at the site(s) in question.
- g) The Contractor shall allow assigned security guards to participate in special training programs which may be offered/required by the agency, during normal work hours. The Contractor shall maintain a security guard on post while the State training is occurring.

- h) Security personnel shall undergo six (6) hours of annual refresher training on specific skills and knowledge determined jointly by the bidding company and the State.
- i) Onsite supervisors shall receive advanced training in Human Resource/Personnel Management.
- j) Advanced training classes shall be available to all security guards to cover topics specified in the RFP in greater depth and additional topics such as: Haz-Mat, Blood-Borne Pathogens, Supervisory Programs, Performance Management and Service Excellence.
- k) The Contractor is encouraged to participate in maintenance training of the above requirements a d on an annual basis.
- I) Contractor shall follow the principles of performance management in daily management of guards.
- m) Contractor shall have an employee recognition program for guards and supervisors.
- n) Contractor shall employ a quality assurance program.
- o) The Contractor shall certify to the Agency Program Manager or designee that each employee used to fulfill this Contract has completed the above training requirements. The training package shall be maintained and provided, within twenty-four (24) hours of request from the Program Manager. The training package shall contain at a minimum, the following information:
 - i. Indicate the areas of instruction, the date of instruction and the names of instructor(s).
 - ii. Sufficient resume information about named guard to show evidence of compliance with educational and physical requirements of these Contract stipulations.
 - iii. List of classes taken by this individual, together with the dates of completion of each subject covered in the training provided by Contractor, and names of instructors providing that training, showing fulfillment of training requirements.
 - iv. Any other information considered pertinent to this position (i.e. first aid card & dates of training).
 - v. All personnel employed under this Contract are required to complete Federal Emergency Management Administration (FEMA), National Incident Management System Independent Study courses IS-100 (Introduction to Incident Command Systems) and IS -700.a (National Incident Management Systems (NIMS) an Introduction). Successful completion of each course must be documented and included with employment training packet prior to assignment under this Contract.
- p) The Program Manager or designee may retain copies of each assigned guard's training Package on file at the location, so that verification of specification compliance is available to any State inspector at whatever time an unscheduled inspection may be required by DTMB-Procurement or the Department of Licensing and Regulatory Affairs.

1.11 Training Requirements – Armed only

- a) Armed Security Guards assigned to this Contract shall be trained to the standards established by the Michigan Commission on Law Enforcement Standards (MCOLES) of training and qualifications in the use of firearm, pursuant to the new statute Public Act 381. Personnel shall also maintain a Michigan Concealed Weapons Permit (CCW). The training shall (at a minimum) consist of the following topics:
 - i. Pistol Knowledge
 - ii. Safe Weapon Handling
 - iii. Ammunition Knowledge
 - iv. MCOLES Combat Qualification Course or equivalent course approved by the Program Manager

- v. Weapons retention
- vi. Firearms and Weapons Law
- vii. Use of Deadly Force (i.e., Shoot, Don't Shoot) Written Examination
- b) A live fire exercise shall be conducted a minimum of once per year as part of the proficiency and requalification process.
- c) Arming of Contract security employees will be in accordance with all State and Federal statutes pertaining to firearms, and in accordance with the Contractor's Policy and Procedure for The Use of Force.
- d) Guards must comply with the State of Michigan Concealed Pistol License Laws.

1.12 State Requirements

The State will supply, if applicable:

- a) All reporting forms as necessary, for the Contract locations. For example:
 - i. Incident report.
 - ii. Register for authorized building entry/departure
 - iii. Removal of physical property report.
 - iv. Lost and found envelope.
 - v. Shift security summary.
- b) All necessary keys, a receipt for same to be signed by the Contractor. Keys must not be loaned or used for purposes other than official State business. Keys issued must remain on the premises and not be taken home by an individual security guard.
- c) Names and telephone numbers of authorized personnel, including police, fire, etc., to be notified in the event of mechanical failure or emergencies.
- d) Training provided by the designated Contractor Training Coordinator, if applicable, in:
 - i. The correct operation of any security alarm system, life safety, access control and/or surveillance equipment used at the site.
 - ii. Proper use of on-site procedure manuals. Training updates must be conducted as necessary.
 - iii. The correct operation of security surveillance equipment used at site, if applicable.
 - iv. At the program manager's discretion a written test will be administered to all supervisors and guards assigned to location(s) covered under this contract within two (2) weeks of guard's assignment to facility. Random testing of procedures will be given at the Agency Program Manager's discretion. The Agency Program Manager or designee reserves the right to have guards and/ or supervisors who do not demonstrate an acceptable level of performance on the test to be removed from the site.
- e) Post orders detailing site specific requirements and emergency procedure manuals shall be provided by the Agency Program Manager or their designee to the Contractor within 30 days of contract start-up. These orders shall be deemed a portion of this contract and failure to carry out these orders shall be considered a violation of this contract

2. Service Levels

2.1. Time Frames

All requests for new security guard service be fulfilled within three (3) business days after receipt of order. Replacement of existing guards must occur within 24 hours.

2.2 EMERGENCY PREPAREDNESS

In instances of natural or state declared disaster, as a first responder, the State's orders will take priority.

It is requested that all requests for service be fulfilled within three (3) business days after receipt of order.

The Contractor shall provide services at the locations described in the Schedule C – Service Level Requirements and/or directed by the Program Manager or designee in emergency situations only.

- a) Emergency Security Guard Deployment.
 - i. In the event that an emergency situation has been declared which requires additional temporary security guards, the Contractor hereby agrees to provide the additional number of guards requested at the earliest opportunity, but not later than 48 hours after notification. This deployment shall include general orders and will be determined on a case-by-case basis.
 - ii. Payment shall be based on the following:
- b) Request made that is less than 48 hour notice shall be billed at a rate of one and one half (1.5) times the current Contract hourly bill rate.
- c) The premium rate will be charged with less than 48 hour notice for the first 48 hours of coverage.

2.3 Reporting

The Contractor(s) must submit an operational report on a monthly basis to the Agency Program Manager. upon request.

- a) The monthly report must include but is not limited to:
 - i. Report Name
 - ii. Location summary detailing Additions & Removals from Schedule C (by Agency & Facility)
 - iii. On-line incident reports
 - iv. Daily logs
 - v. Time reporting
 - vi. Navigating the security monitoring equipment (not sure if this is a report)
 - vii. Investigative reports
 - viii. Summary of Incident Reports
 - ix. Summary of Emergency Management Reports
 - x. Assignment of Personnel (i.e. which guards are at which location, if applicable,)
 - xi. Re-Assignment of Personnel (i.e. when a guard is moved from one location to another, if applicable)
 - xii. Time and Attendance Reports
 - xiii. Personnel Disciplinary Reports
- b) Contractor shall submit digital images or renderings of sample reports with submittal
- c) The contractor shall supply and maintain computerized systems for:
 - i. Incident reporting and tracking.
 - ii. Automated post check-in to verify guards on station at the start of a shift and throughout the shift.
 - iii. Automated roving guard check-in to verify patrol coverage.
 - The State program manager shall have access to this computerized system through the state computer network.
- d) The State reserves the right to request additional reports, at no additional charge.

Throughout the contract period, Contractor will provide the appropriate State of Michigan contact person with a variety of operational reports including those outlined in the section above. Contractor will also utilize technology available to us such as Team Time and TrackTik to meet the requirements listed above operational reports including those outlined in the section above.

2.4 Meetings

The State will request kick-off meetings with the Contractor within thirty (30) days of the Effective Date.

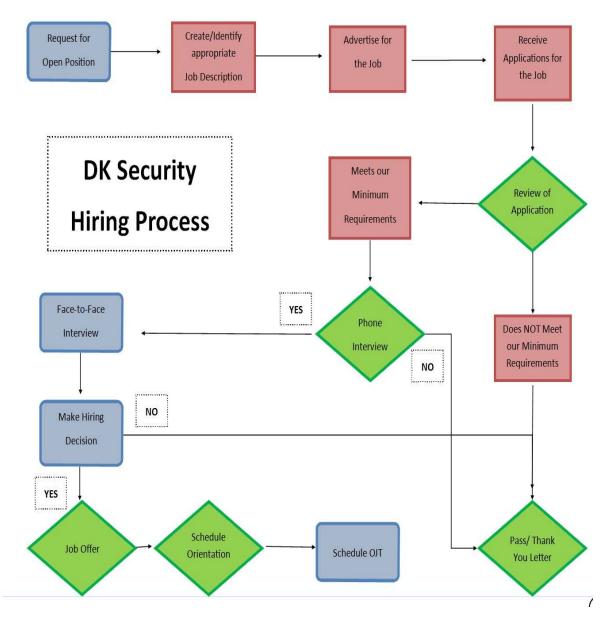
The Agency Program Manager or designee may request monthly meetings with staff from the contractor's administrative team to review reports, discuss the service level(s) provided, discuss the proficiency of security guards assigned, and discuss potential modification(s) to operating procedures.

In the event that the Contractor has issues, the Agency Program Manager or designee will meet with the vendor within three (3) days of request.

The State may request other meetings as it deems appropriate.

3. Staffing Requirements

Please see Schedule C for the States minimum staffing requirements



Contractor's tiered guard responsibilities relating to Schedule C.

The supervisor and officer responsibilities, minimum requirements, and reporting structure for each tier are consistent with requirements as outlined in Schedule C. Contractor's Lead Officer and Shift Supervisor job descriptions are interchangeable.

3.1. Contractor Representative

The Contractor must appoint an account manager assigned to State of Michigan accounts, that will respond to State inquiries regarding the Contract Activities, who directly responsible for the day to day operations of the contract over all locations (the "Contractor Representative").

The Contractor must notify the Contract Administrator at least 10 calendar days before removing or assigning a new Contractor Representative.

DK CONTRACTOR REPRESENTATIVES

ROLE: Contractor representatives will be assigned per geographic region and responsible for the day-to-day security operations within each assigned region. Each contract representative will be responsible for responding to any client inquiries regarding our provided services within their region, and maintaining communication with the contract administrator throughout the duration of the contract.

Responsibilities of each contractor representative include maintaining a personal presence during the initial implementation phase, reviewing and if necessary developing post guidelines, and recruiting and training employees who will be specifically selected as an appropriate long-term fit. The contractor representatives will continue management of their assigned locations and managing all personnel, client, or contract needs throughout the duration of the contract. The representative will conduct regular site visits of each location to oversee officer performance and meet with the contract administrator.

In the event that Contractor determines it necessary to remove and / or replace a contractor representative, we will provide the State of Michigan contract administrator advanced notice of at least 10 calendar days before removing or assigning a new contractor representative.

Account Representative:

- 3 West Michigan Region
- 7 Southwest Region

Contact Information:

Joe Budnik 616.656.0123p joebudnik@dksecurity.com

Account Representative:

- 4 East Central Region
- 5 East Michigan Region
- 8 Southeast Region
- 9 Detroit Metro Region

Contact Information:

TBD TBD

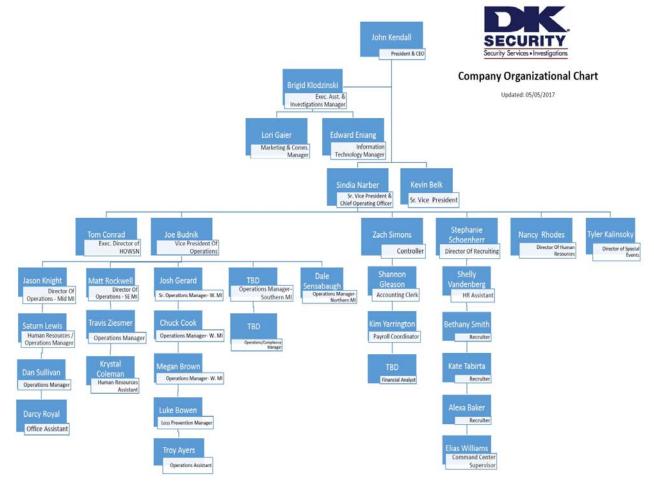
Account Representative:

6 – South Central Region

Contact Information:

Jason Knight 616.656.0123p jasonknight@dksecurity.com

3.2. Organizational Chart



3.3 Customer Service Toll-Free Number

Contractor 24 Hour Toll-Free No. 800.535.0646

3.4. Disclosure of Subcontractors

Contractor does not intend to utilize Sub-Contractors.

- a) If the Contractor intends to utilize subcontractors at any time during the contract, the Contractor must disclose the following:
 - i. The legal business name; address; telephone number; a description of subcontractor's organization and the services it will provide; and information concerning subcontractor's ability to provide the Contract Activities.
 - ii. The relationship of the subcontractor to the Contractor.
 - iii. Whether the Contractor has a previous working experience with the subcontractor. If yes, provide the details of that previous relationship.
 - iv. A complete description of the Contract Activities that will be performed or provided by the subcontractor.
 - v. Of the total bid, the price of the subcontractor's work.

3.5. Security

a) Contractor Responsibilities

i. All Contractor personnel will be expected to comply with the State's security and acceptable use policies for State IT equipment and resources. See http://www.michigan.gov/documents/dtmb/1340.00.01 Acceptable Use of Information Technology Standard 458958 7.pdf. Furthermore, Contractor personnel will be expected to agree to the State's security and acceptable use policies before the Contractor personnel will be accepted as a resource to perform work for the State. It is expected the Contractor will present these documents to the prospective employee before the Contractor presents the individual to the State as a proposed resource. Contractor staff will be expected to comply with all Physical Security procedures in place within the facilities where they are working.

b) Security Breach Notification

i. If the Contractor breaches this Section, the Contractor must (i) promptly cure any deficiencies and (ii) comply with any applicable federal and state laws and regulations pertaining to unauthorized disclosures. Contractor and the State will cooperate to mitigate, to the extent practicable, the effects of any breach, intrusion, or unauthorized use or disclosure. Contractor must report to the State in writing any use or disclosure of Confidential Information, whether suspected or actual, other than as provided for by the Contract within 10 days of becoming aware of the use or disclosure or the shorter time period as is reasonable under the circumstances.

c) Background Checks

- i. The Contractor will be subject to the following security procedures:
 - All Contractor and subcontractor staff working on the Contract must undergo a security and background check in accordance with Michigan Public Act 330 of 1968, to include at a minimum ICHAT http://apps.michigan.gov/ichat/home.aspx, to be performed by the Contractor at its expense. Contractor must provide screening criteria with proposal.
 - The Contractor and sub-contractor staff may be required to complete and submit an National Crime Information Center (NCIC) RI-8 Fingerprint Card for Finger Print Checks to the Contract Monitor upon request. Such request will be initiated by the State and will be reasonably related to the type of work requested.
- d) The Contractor will be subject to the following security procedures at MDOC Sites Only:
 - with offenders (prisoners, parolees, and probationers). The Contractor and subcontractor must complete the Law Enforcement Information Network (LEIN) Information Form providing the necessary information for those employees working under the Contract that provide direct services or provide supervisory services to staff performing any of the previously identified functions. The LEINs must be conducted to ensure staff working under the Contract have no outstanding warrants, no active personal protection orders for domestic violence, are not currently on probation or parole, or otherwise under the jurisdiction of any federal, State, county or local criminal justice agency, for a minimum of two years. The LEIN Information Form must be sent to the MDOC Program Manager or designee (as referenced on Schedule C) prior to staff working with MDOC offenders and yearly following approval.
 - ii. In Addition, if an employee of the Contractor or subcontractor has a conviction for any of the following they may not be permitted to enter any MDOC facility which houses prisoners:
 - 1. Engaging in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution (as defined in 42 U.S.C. 1997);
 - Been convicted of engaging in, attempting to engage in or conspiracy to engage in sexual activity facilitated by force, overt or implied threats of force or coercion, or if the victim did not consent or was unable to consent or refuse; or
 - 3. Been civilly or administratively adjudicated to have engaged in the activity described in Number 2 above.

e) Vendor Handbook

i. The Contractor will require all its employees working inside a MDOC location, to read and sign the MDOC Vendor Handbook (Schedule I) upon award of Contract. The purpose of the MDOC Vendor Handbook is to provide the Contractor with general information regarding basic requirements of working within the MDOC, provide notice of work rules and consequences of rule violations. The awarded Contractor must provide copies of each signed Employee Acknowledgement to the MDOC Program Manager, at the completion of the employee's orientation.

4. Pricing

4.1. Price Term

Pricing is firm for the entire length of the Contract.

5. Ordering

5.1. Authorizing Document

- a) The appropriate authorizing document for the Contract will be a properly executed Purchase Order.
- b) Adding or deleting services to a new or existing location located within the awarded regions will NOT require a Contract Change Notice, BUT will require an advice of change to a purchase order, or new purchase order. For new service, a purchase order will be issued. The new location will be added to the Contractor's service roster and submitted to the current Contract Administrator and Program Manager or designee as identified on the most recent change notice. If services are to be discontinued, that location will remain on the service roster to identify usage only.
- c) If service is required at a new location, Contractor will follow the same procedures as outlined in section 8.1 Transition Plan.
- d) Accounts should be established by Agency, with sub-accounts for each facility within the Agency.

7.0 Invoice and Payment

7.1. Invoice Requirements

The State prefers invoices to be submitted by e-mail bi-weekly.

The State of Michigan will not pay for unperformed service as determined by its applicable Program Manager.

Additionally, the State will not pay for fees, surcharges or additional charges not included in Schedule B - Pricing which must be amended by official Contract change notice. Agencies will short pay invoices and Contractor will issue a credit for any charges billed prior to an official Contract change notice being in place. The State will hold the last invoice until all outstanding issued ID cards & keys are returned. Under no circumstances may the Contractor terminate security guard service without escalating the issue to the Program Manager or designee and Central Procurement.

Invoice billings shall be rendered to the Program Manager or designee where the service is performed. Please refer to purchase orders for specific invoicing addresses.

All invoices submited to the State shall be itemized and must include:

- Contract Number
- Dates of Service (i.e. May 1, 2017 May 31, 2017)
- Purchase Order number
- Number of guard hours seperated by level of guard
- Description of the Contract Activities
- Hourly Billing Rate by level of guard
- Total price

7.2 Payment Methods

The State will make payment for Contract Activities by Electronic Funds Transfer (EFT) as described in Standard Contract Terms, Section 20.

8. Project Plan

The Contractor will utilize the following for communication:

COMMUNICATION PROTOCOLS FOR CHANGING GUARDS

TeamTime is the time and attendance program that integrates with WinTeam, allowing our employees to clock in and out of their shifts using a telephone and employee ID number. The program also confirms attendance and hours worked. Employee location is validated via a caller ID system and the system also alerts our command center in the event of tardiness, absence or caller ID mismatch.

At the start and end of each officer's shift, the officer will call the 800 number for TeamTime and enter his employee number and the job number for which he is reporting. If the officer enters information that does not match the schedule or calls in from a phone number that is not listed as an authorized reporting number, our command Center will be notified of the exception. This ensures that officers are paid for the correct hours and that they are not clocking in when they are not on post.

COMMUNICATION FOR POST VERIFICATION

PostWatch. TeamTime also features PostWatch, which provides a live snapshot of all shifts scheduled for the day. Post Watch is a function within the Scheduling module of WinTeam, and schedules are updated as employees "clock in and out" of shifts. PostWatch sends our command center operator an alert if a scheduled shift is not yet "clocked in" and allows our Command Center to proactively address a situation if an officer has not reported for duty within the tolerances established in WinTeam (15 minutes). Upon noticing that the officer is outside of the established tolerance, our Command Center will initiate a call to the site / officer to verify that the officer is on post. If the officer is not on post the Command Center will obtain the officer's estimated time of arrival or the name of the replacement officer who will be filling the shift.

8.1 Transition In/Implementation Plan

TRANSITION PLAN

The following are the key Pre-Transition Plan components, some of which are outlined in detail in previous sections of this document.

CONTRACT MANAGEMENT AND EXECUTIVE TEAM

(August 1, 2017)

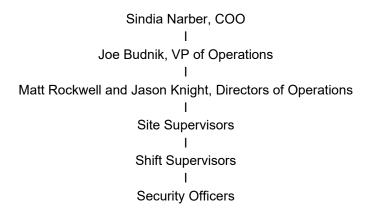
SELECTED DK PROJECT MANAGER: Contractor provides a systematic and methodological transition in terms of implementing a new security contractor for any new contract awards within this RFP. We believe that the most effective method of accomplishing such a transition begins with the appointment of a project manager. The project manager will be responsible for overseeing the rollout and implementation process and will receive significant, direct support from the company officers. Our project manager for this contract will be Joe Budnik, one of our otherwise appointed account representatives. Joe's education and experience are outlined above.

(September 1-November 1, 2017)

DAILY COMMUNICATIONS MEETING: We consider daily communication meetings to be a critical path with a compressed startup schedule and in terms of implementing the initial several weeks post-implementation.

CONTRACT REPORTING STRUCTURE

John Kendall, President CEO



SITE SURVEY AND REVIEW OF POST POLICIES AND PROCEDURES

(September 1-14, 2017)

Prior to beginning service, Joe and each account representative will visit each newly awarded site to gain an understanding of the current security procedures and requirements. They will review the needs of physical security, access control, entry/exit points and emergency procedures. Joe will coordinate with representatives to review security and safety policies and procedures and ensure that the security post orders adequately support the site's needs. They will review the post orders on an annual basis, or more often as needed, and will make changes as appropriate via recommendations from site security personnel, State of Michigan personnel, or adjustments that may be required as a result of pending or recently passed legislation.

EMPLOYEE SELECTION PROCESS

- Review of Existing Security Staff (September 1-7, 2017) o Recruiting (September 1-21, 2017)
- Pre-Employment Screening process (September 1-21, 2017)
- 6 panel drug test
- Psychological evaluation
- · Criminal background check

TRAINING

Employee Training commences (September 1-30, 2017)

- Customer Service Training
- Classroom Security Officer Training
- Site Specific Training
- First Aid
- Firearms
- In-Service

8.2 Transition Out:

- a) The outgoing Contractor shall have an obligation to coordinate a seamless transition of removal of personnel, equipment, tools, materials, and other items and services with the agency program manager.
- b) The outgoing Contractor shall have an obligation to coordinate a seamless transition to the new awardee. The outgoing Contractor is obligated to a sixty (60) day period which will include overview, post orders review and job shadowing of all positions. As well as a detailed plan for transition of SOM equipment, supplies and other assigned items.
- c) The outgoing Contractor shall return any State owned ID badges and keys to the appropriate agency Program Manager or designee upon conclusion of the Contract activities. Cost of keys or ID badges lost will be deducted from last invoice.

Should Contractor's agreement not be renewed in the future, we are willing to participate in an efficient, productive and positive transition of services to a new security contractor. We will:

- Support our employees' continuing employment at the location should they choose, and cooperate with the incoming provider to transition our staff
- Provide post orders to the new company as approved by the State of Michigan
- Cooperate and demonstrate flexibility in terms of scheduling shared time at the site, allowing the new company to conduct appropriate amounts of training prior to their contract start date and tour the facilities
- Be available to answer questions about the site, staffing strategies, post orders, and further information that is deemed helpful for all parties involved, to ensure a seamless transition
- Turn over all State of Michigan owned equipment as requested and no later than the contract end date
- Continue to provide high quality services without interruption through the contract end date

9.0 Contract Compliance

a) SLAs/Invoice Credits

- i. A late arrivals/No Shows as stated on the purchase order will interfere with the timely and proper completion of the Contract activities, to the loss and damage of the State. Therefore, the State may assess invoice credits against Contractor's invoice per the Program Manager or their designee discretion as specified below.
- ii. The State is entitled to an invoice credit of \$250.00 per day for a guard failure to report to work without prior written approval of the Program Manager or Designee.
- iii. The State is entitled to an invoice credit of \$50 per instance for a late arrival per security guard. Arriving more than 5 minutes after the shift start will be considered late.
 - 1. Upon no shows, the State reserves the right to procure security guard services from a 3rd party and assess the difference to Contractor.
- iv. Failure to provide proper training and training documentation for each employee may result in a \$50 per day invoice credit until training is completed and documentation provided per security guard.
- v. Equipment and uniforms violations may result in a \$50 per day invoice credit until resolved per security guard.

b) Escalation

- i. First Level
 - 1. If the Program Manager or designee determines the Contractor is non-compliant with the terms, conditions and / or specifications of the Contract, or a Deductible Incident or Condition has occurred, the Program Manager or designee will:
 - Notify the Contractor of the situation or issue by email and verbally.
 - Provide a description of the non-compliance or Deductible Incident or Condition.

- Specify a date by which the issue must be resolved.
- The Contractor will provide the Program Manager or designee with a verbal and email root cause analysis and corrective action plan.
- The Program Manager or designee may preserve a written record of the issue, proposed resolution, and time frame for inclusion in the annual Contract Compliance Report, and provide a copy to the Contractor.

ii. Second Level

- 1. If resolution is not achieved, or the issue arises again, the Program Manager or designee may:
 - Schedule a meeting with the Contractor and provide, in writing:
 - A description of the specific problem.
 - A description of the actions the Contractor is expected to take to resolve the problem.
 - A date by which the Contractor is expected to resolve the problem.
 - Notify Contractor of the intent to exercise the Contractual credit.
 - Request, in writing, the Contractor's root cause and corrective action plan.
 - Program Manager or designee will preserve a written record of the meeting, expectations
 and resolution for inclusion in the annual Contract Compliance Report, and provide a
 copy for the Contractor.
 - Exercise the Contractual credit as a credit from the next invoice.
 - Enter a Vendor Performance Report in SIGMA.

iii. Third Level

 If resolution is not achieved or the issue arises again, a written notice of breach may be sent to the Contractor. The Contract may be terminated for that individual location. If multiple locations are terminated the state may move to terminate the entire contract.

10. Licensing Agreement

Contractor has been licensed to provide uniform security services in compliance with the State of Michigan Licensing and Regulatory Affairs office for 22 years.

11. Liquidated Damages

Late or improper completion of the Contract Activities will cause loss and damage to the State and it would be impracticable and extremely difficult to fix the actual damage sustained by the State. Therefore, if there is late or improper completion of the Contract Activities the State is entitled to collect liquidated damages in the amount of \$5,000 and an additional \$100 per day for each day Contractor fails to remedy the late or improper completion of the Work.

Schedule C - Position Descriptions:

All employees must be at least 18 years of age.

Unarmed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 (entry level) Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Unarmed level 2 Guard - Senior/Lead Worker Guard

- Senior/Lead Worker Guard must possess 1 year of security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate. However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

<u>Unarmed level 3 - Shift Supervisor</u>

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Unarmed level 4 - Site Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 1 Guard

- Level 1 Guards must have at a minimum a high school diploma or GED equivalent
- The State prefers a Level 1 Guard possess a good attitude and strong customer service skills before deployment to a SOM site
- Computer aptitude preferable

Armed level 2 Guard - Senior/Lead Worker Guard

- A Senior/Lead Worker Guard must possess 1 year of armed security experience at the Senior/Lead Guard level
- Senior/Lead Worker Guards must possess a high school diploma or a G.E.D. certificate. However, it is desirable that Senior/Lead Worker Guards have completed course-work at the College or University level.
- Computer aptitude preferable

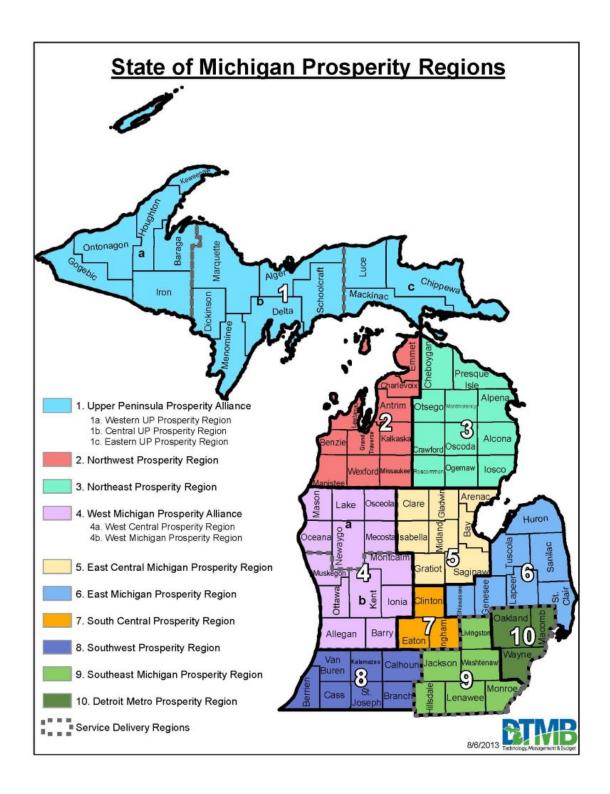
Armed level 3 - Shift Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- On-Site Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

Armed level 4 - Site Supervisor

- Two (2) years of experience as a security guard, police office or active military duty, or two (2) years of relevant supervisory experience (as deemed acceptable by the State of Michigan) at the Senior/Lead Worker level
- Shift Supervisors must have completed a minimum of 24 semester credit hours of course-work at the College or University level, preferably in law enforcement and/or personnel management
- Computer aptitude preferable

It is desirable that armed guards have a minimum of two (2) years of prior law enforcement experience as defined by MCOLES, or other states equivalent standards.



		Base Years Pricing																						
	*North	west Region	*N	ortheast	West Region East Central Region East Region				South C	outh Central Region Southwest Region South					east Region Detroit Metro				tro					
Schedule B-Pricing	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billab	ole Rate			ble Rate	Pay Rate	Billable I	Rate	Pay Rate	Billable Rate			le Rate	Pay Rate	Billab	le Rate	Pay Rate	Billab	ole Rate
Unarmed Level 1	\$12.00/hr	\$ 15.47	\$12.00/hr	\$ 15.4	\$12.00/hr	\$	15.45	\$12.00/hr	\$	15.47	\$12.00/hr	\$:	15.79	\$12.00/hr	\$15.45	\$12.00/hr	\$	15.45	\$12.00/hr	\$	15.47	\$12.00/hr	\$	16.28
Unarmed Level 2	\$13.00/hr	\$ 16.70	\$13.00/hr	\$ 16.70	\$13.00/hr	\$	16.57	\$13.00/hr	\$	16.70	\$13.00/hr	\$:	17.04	\$13.00/hr	\$16.57	\$13.00/hr	\$	16.57	\$13.00/hr	\$	16.70	\$13.00/hr	\$	18.52
Unarmed Level 3	\$13.50/hr	\$ 17.27	\$13.50/hr	\$ 17.2	\$13.50/hr	\$	17.14	\$13.50/hr	\$	17.27	\$13.50/hr	\$:	17.62	\$13.50/hr	\$17.14	\$13.50/hr	\$	17.14	\$13.50/hr	\$		\$13.50/hr	\$	19.09
Unarmed Level 4	\$17.00/hr	\$ 22.45	\$17.00/hr	\$ 22.4	\$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$ 2	22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	23.49
Vehicle Charge (if																								
applicable)		\$175/week		\$175/week		\$175	/week		\$17	5/week		\$175/w	/eek		\$175/week		\$175,	/week		\$175	/week		\$175	5/week
Armed Level 1	\$14.00/hr	\$ 21.67	\$14.00/hr	\$ 21.6	\$14.00/hr		21.67	\$14.00/hr		21.67	\$14.00/hr		21.67	\$14.00/hr	\$21.67	\$14.00/hr		\$21.67	\$14.00/hr		\$21.67	\$14.00/hr	\$	21.67
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launch	Pay Rate	Billable Rate	Pay Rate	Billable Rate	Pay Rate	Billak	ole Rate	Pay Rate	Billab	ble Rate	Pay Rate	Billable I	Rate	Pay Rate	Billable Rate	Pay Rate	Billab	le Rate	Pay Rate	Billab	le Rate	Pay Rate	Billab	ole Rate
The guard minimum	n pay rate	may adjust via	CCN if the	State Minimu	m Wage adj	usts in	2019. Se	e Minimum	Com					,		•			,			,		
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Unarmed Level 2	\$13.00/hr	\$16.70	\$13.00/hr	\$16.7	0 \$13.00/hr	\$	16.57	\$13.00/hr	\$	16.70	\$13.00/hr	\$:	16.70	\$13.00/hr	\$16.57	\$13.00/hr	\$	16.57	\$13.00/hr	\$	16.70	\$13.00/hr	\$	18.52
Unarmed Level 3	\$13.50/hr	\$17.27	\$13.50/hr	\$17.2	7 \$13.50/hr	\$	17.14	\$13.50/hr	\$	17.27	\$13.50/hr	\$:	17.27	\$13.50/hr	\$17.14	\$13.50/hr	\$	17.14	\$13.50/hr	\$	17.27	\$13.50/hr	\$	19.09
Unarmed Level 4	\$17.00/hr	\$22.45	\$17.00/hr	\$22.4	5 \$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$ 2	22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	23.49
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Armed Level 1	\$14.00/hr	\$21.67	\$14.00/hr	\$21.6	7 \$14.00/hr		\$21.67	\$14.00/hr		\$21.67	\$14.00/hr	\$	21.67	\$14.00/hr	\$21.67	\$14.00/hr		\$21.67	\$14.00/hr		\$21.67	\$14.00/hr	\$	21.67
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Unarmed Level 2	\$13.00/hr	\$16.70	\$13.00/hr		0 \$13.00/hr	\$	16.57	\$13.00/hr	\$	16.70	\$13.00/hr			\$13.00/hr		\$13.00/hr	\$	16.57	\$13.00/hr	\$		\$13.00/hr	\$	18.52
Unarmed Level 3	\$13.50/hr	\$17.27	\$13.50/hr		7 \$13.50/hr	\$	17.14	\$13.50/hr	\$	17.27	\$13.50/hr	\$:	17.27	\$13.50/hr	\$17.14	\$13.50/hr	\$	17.14	\$13.50/hr	\$		\$13.50/hr	\$	19.09
Unarmed Level 4	\$17.00/hr	\$22.45	\$17.00/hr	\$22.4	5 \$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$ 2	22.45	\$17.00/hr	\$22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	22.45	\$17.00/hr	\$	23.49
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The guard minimum	m pay rate	may adjust via	CCN if the	State Minimum	ı Wage adjı	usts in 201	9. See Minir	<u>num ℓ</u>	Compensation	tab for me	ore details					'					
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Unarmed Level 2	\$13.00/hr	\$16.70	\$13.00/hr	\$16.70	\$13.00/hr	\$ 1	.6.57 \$13.00/	/hr	\$ 16.70	\$13.00/hr	\$ 16.70	0 \$13.00/hr	\$16.57	7 \$13.00/hr	\$ 16.57	\$13.00/hr	\$ 1f	6.70	\$13.00/hr	\$	18.52
Unarmed Level 3	\$13.50/hr	\$17.27	7 \$13.50/hr	\$17.27	\$13.50/hr	\$ 1	7.14 \$13.50/	/hr	\$ 17.27	\$13.50/hr	\$ 17.27	7 \$13.50/hr	\$17.14	4 \$13.50/hr	\$ 17.14	\$13.50/hr	\$ 17	7.27	\$13.50/hr	\$	19.09
Unarmed Level 4	\$17.00/hr	\$22.45	5 \$17.00/hr	\$22.45	\$17.00/hr	\$ 2	2.45 \$17.00/	/hr	\$ 22.45	\$17.00/hr	\$ 22.4.5	5 \$17.00/hr	\$22.45	5 \$17.00/hr	\$ 22.45	\$17.00/hr	\$ 27	.2.45	\$17.00/hr	\$	23.49
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/wee	ek		\$175/week		\$175/week		\$175/week		\$175/week		\$175/wee	eek		\$17	75/week
Armed Level 1	\$14.00/hr	\$21.67	7 \$14.00/hr	\$21.67	\$14.00/hr	\$^	21.67 \$14.00/	/hr	\$21.67	7 \$14.00/hr	\$21.6	57 \$14.00/hr	\$21.67	7 \$14.00/hr	\$21.67	7 \$14.00/hr	\$2	21.67	\$14.00/hr	\$	21.67
Vehicle Charge (if applicable)		\$175/week		\$175/week		\$175/wee	ek	,	\$175/week		\$175/week		\$175/week		\$175/week		\$175/wee	ek		\$175	5/week

Note: DTMB wants a set dollar amount added to the minimum wage base for each guard compensation/pay rate, regardless of how the minimum wage changes in the future.

The law states, every January beginning in January 2019, the State Treasurer shall adjust the State Treasurer at the end of the preceding calendar year to reflect the average annual percent street to shall post the adjusted minimum wage on its website by February 1 of the year it is calculated 1 of that year. An annual increase under this subsection shall not exceed 3.5%. This rate doe rate is 8.5% or greater for the year preceding the year of the prescribed increase. http://www.r 330073--,00.html

Position Unarmed Guards	1/1/17 Min Wage	1/1/18 min Wage	DTMB Desired Hourly Pay Rate on 1/1/18
Level 1 - Guard Basic			
	\$8.90	\$9.25	\$12.00
Level 2 - Senior/Lead Worker Guard			
	\$8.90	\$9.25	\$13.00
Level 3 - Shift Supervisor			
	\$8.90	\$9.25	\$13.50
Level 4 - Site Supervisor			
	\$8.90	\$9.25	\$17.00

Position Armed Guards	1/1/17 Min Wage	1/1/18 min Wage	DTMB Desired Hourly Pay Rate on 1/1/18
Level 1 - Guard Basic			
	\$8.90	\$9.25	\$14.00
Level 2 - Senior/Lead Worker Guard	\$8.90	\$9.25	
Level 3 - Shift Supervisor	\$8.90	\$9.25	
Level 4 - Site Supervisor	\$8.90	\$9.25	

level for determing the guard minimum

minimum wage by an amount determined by the ntage change in the consumer price index for the epartment of Licensing and Regulatory Affairs, and the adjusted rate is effective beginning April on take effect if the Michigan unemployment michigan.gov/lara/0,4601,7-154-59886_27909-

Notes

Minimum wage + \$2.75/hr = \$12/hr

DTMB wants Level 1 guards always paid \$2.75 above minimum wage.

Minimum wage + \$3.75/hour = \$13/hr

DTMB wants Level 2 guards always paid \$3.75 above minimum wage.

Minimum wage + \$4.25/hr = \$13.50

DTMB wants Level 3 guards always paid \$4.25 above minimum wage.

Minimum wage + \$7.75/hr = \$17/hr

DTMB wants Level 3 guards always paid \$7.75 above minimum wage.

Min. wage + \$4.75/hr = \$14/hour

DTMB wants Level 1 armed guards always paid \$4.75 above minimum wage.