



AMENDMENT #1

The Security Services Agreement between the City of La Habra, a municipal corporation ("City") and G4S Secure Solutions (USA) Inc. ("G4S"), for supplemental security services for the La Habra Type 1 Jail Facility dated July 1, 2018 ("Agreement"), is hereby amended as follows:

Whereas, City and G4S acknowledge that Assembly Bill 32 prohibits the operation of a private detention facility within the State of California. (Cal. Penal Code § 9501.)

Whereas, City and G4S agree that G4S does not operate or manage the City Jail as defined under AB 32 and Cal. Penal Code §§ 9500(b) and 9501.

Now therefore, in consideration of accords made herein, and the exchange of such good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, City and G4S agree to the following additional terms of the Agreement as follows:

1. City maintains all decision-making authority and responsibility for the operation and management of the City Jail. City's responsibilities include, but are not limited to:
 - a. Creating and implementing the City's Jail Manual;
 - b. Providing G4S with copies of all relevant policies and procedures;
 - c. Managing the food services contract and inventory;
 - d. Managing linen and janitorial services provided by G4S; and
 - e. Maintaining responsibility for any maintenance or repair obligations.
2. City shall identify and employ the Facility Administrator and Facility Manager required by Article 1 of the Adult Title 15 Minimum Standards for Local Detention Facilities, set forth by the California Board of State and Community Corrections Bureau (BSCC). As defined in Title 15 Minimum Standards, the Facility Administrator means the sheriff, chief of police, chief probation officer, or other official charged by law with the administration of a local detention facility. The Facility Manager means the jail commander, camp superintendent, or other comparable employee who has been delegated the responsibility for operating a local detention facility by a facility administrator.
3. City and G4S agree that the scope of G4S's services provided to the City are limited to the staffing of security officers who shall comply with directives provided by City. G4S personnel are classified as security officers or custody officers, not detention officers. G4S's responsibilities include, but are not limited to:
 - a. Receiving, processing and monitoring individuals at the Jail in accordance with Jail policies and procedures;
 - b. Ensuring there is appropriate staffing at the Jail as requested by City; and



- c. Other duties as requested by City.
- 4. City and G4S agree that any and all language referencing “Operate”, “Manage”, or any variations thereof contained in any existing Agreement, Exhibit to any Agreement, and Request for Proposals between City and G4S regarding the scope of G4S’s services provided to the City are to be stricken.
- 5. Effective July 1st, 2021, the Agreement will be renewed for a term of 3 years, commencing on July 1st, 2021 and ending on June 30th, 2024 in accordance with attached Schedule A.
- 6. All other terms and conditions of the Agreement remain in full force and effect.
- 7. This Amendment may be executed in one or more counterparts, each of which shall be deemed an original and all of which shall constitute but one and the same instrument.

IN WITNESS WHEREOF, this Amendment is executed by City and G4S acting by and through their authorized officers.

City of La Habra

G4S Secure Solutions (USA) Inc.

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



SCHEDULE A

RATE SCHEDULE

City of La Habra - Jail Support Service

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

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost
Custody Supervisor	40	\$ 24.50	\$ 39.90	\$ 6,934.62	\$ 83,215.44
Custody Officers	128	\$ 19.50	\$ 32.41	\$ 18,025.15	\$ 216,301.75
	168			\$ 24,959.77	\$ 299,517.19

City of La Habra - Jail Support Service

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

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost
Custody Supervisor	40	\$ 25.00	\$ 40.67	\$ 7,068.45	\$ 84,821.35
Custody Officers	128	\$ 20.00	\$ 33.20	\$ 18,464.51	\$ 221,574.14
	168			\$ 25,532.96	\$ 306,395.50

City of La Habra - Jail Support Service

G4S Custody Officer Rate Schedule (July 1st, 2023 - June 30th, 2024)

Employee Designation	Weekly Hours	Officer Hourly Pay Rate	G4S Hourly Bill Rate	Estimated Monthly Cost	Estimated Annual Cost
Custody Supervisor	40	\$ 25.50	\$ 41.44	\$ 7,202.27	\$ 86,427.26
Custody Officers	128	\$ 20.50	\$ 33.94	\$ 18,876.07	\$ 226,512.84
	168			\$ 26,078.34	\$ 312,940.11



NOTES TO PRICING

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

EMPLOYEE HEALTH INSURANCE PLANS

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

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

VACATION AND SICK TIME

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

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

HOLIDAYS

Holiday pay of time-and-one-half for to all non-exempt Custody Officers who work on 6 G4S recognized holidays. Holidays premium pay for Custody Officers is billed at 140% the hourly billing rate cited in the above Fee Schedules.



VALIDITY AND TAXES

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

The proposed pricing is valid for 180 days and does not include sales or use taxes where applicable (no sales tax on services in CA at this time).

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

CALIFORNIA MEAL AND REST PERIODS

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

OVERTIME

Quoted rates are based on a 40-hour workweek schedule. Overtime billing rates will apply when personnel are placed in an overtime posture for pay purposes as a result of additional hours requested by the department that are outside the regular schedule. G4S will endeavor to use part-time personnel whenever possible to avoid overtime rates. Personnel will be paid time-and-one-half base pay rates for overtime, and the Customer will be billed at 140% the regular billing rate.