



# Security Services Plan

January 16, 2018

## Review of Security Services

- RFP Process for Security Services: TNT, Soldier Security, DC Private & Investigative Security Services, G4S
- RFP Committee Discussions
- Interviews: David Glen, Security Manager - Pikes Peak Library District, Denver Public Library, Amanda Cesar of Pueblo Parks & Recreation, Troy Davenport -Pueblo Chief of Police
- Meeting with Library Public Service Managers

## Interviews on Internal Security Systems:

Less loafing on the job - have **goals** that tie to library goals  
 Better aligned with the **Code of Conduct, Library Principles**  
 Trained for **proactive customer interactions**  
**Provide information and directions, can assist customers, perform minor library work**  
 Better monitoring of **performance**, spot visits, control staff development  
 Floats can respond to issues at other libraries that do not have regular security presence  
**Develop in-house security manual, procedures**

Implemented 2 years ago - staff 17-20, all part-time  
 Very little turnover  
 Rangers patrol parks to observe suspicious or illegal activity, hazards/safety  
 De-escalation techniques used  
 Better control of parks sense the program began  
 #1 - Engaged - part of Parks Dept, same work culture, values  
 Customize training on how to handle incidents - friendly ranger "ask"  
 Most have law enforcement backgrounds

## TNT Security Contract

Location	Rate	Hrs/wk	# mths	Cost	Comments
Rawlings	\$ 16.50	39	52	\$ 33,462.00	M-Th 3-9; Fri and Sat 1-6; Sun 1-5
Congtingency	\$ 16.50	500	-	\$ 8,250.00	500 hrs/yr
Night rounds	\$ 500.00	14	12	\$ 6,000.00	
				\$ 47,712.00	
Barkman	\$ 16.50	12	52	\$ 10,296.00	3 days/wk 3-9
Lucero	\$ 16.50	24	52	\$ 20,592.00	M-Th 3-7; Fri and Sat 2-6
Pueblo West	\$ 16.50	8	52	\$ 6,864.00	
Courier	\$ 350.00		12	\$ 4,200.00	
Security Coordinator	\$ 19.85	40	52	\$ 41,288.00	
<b>2018 TOTAL</b>		<b>123</b>		<b>\$ 130,952.00</b>	

## In-House Security Plan

Location	Rate	Hrs/wk	# mths	Cost	Comments
Rawlings Night Officer	\$ 13.00	31	52	\$ 20,956.00	M-Th 3-9; Fri and Sat 1-6; Sun 1-5
Congtingency, Float	\$ 13.00	500	-	\$ 6,500.00	
Night Officer	\$ 13.00	14	52	\$ 9,464.00	
				\$ 36,920.00	
Barkman	\$ 13.00	12	52	\$ 8,112.00	3 days/wk 3-9
Lucero	\$ 13.00	24	52	\$ 16,224.00	M-Th 3-7; Fri and Sat 2-6
Pueblo West, Float	\$ 13.00	8	52	\$ 5,408.00	up to 416 hr/yr
Courier/ Coordinator				\$ -	
Security Coordinator	\$ 16.00	40	52	\$ 33,280.00	
Benefits/WC				\$ 9,220.12	
<b>2018 TOTAL</b>		<b>115</b>		<b>\$ 109,164.12</b>	
<b>On-going operational savings</b>				<b>\$ 21,787.88</b>	

## Other Considerations:

- Estimated one time expenses under \$3000
- CFO discussed with HUB – no general liability issues
- Workers Compensation – anticipate no to very little change, positions operate under general library duties.
- Consensus from managers to move forward