

**Torres, Genara**

FOI # 12087

**From:** [ssingh@hss-us.com](mailto:ssingh@hss-us.com)  
**Sent:** Tuesday, January 18, 2011 5:22 PM  
**To:** Van Duyne, Sheree  
**Cc:** Torres, Genara  
**Subject:** Freedom of Information Online Request Form

**Information:**

First Name: Samir  
Last Name: Singh  
Company: HSS Inc.  
Mailing Address 1: 900 South Broadway  
Mailing Address 2: Suite 100  
City: Denver  
State: CO  
Zip Code: 80209  
Email Address: [ssingh@hss-us.com](mailto:ssingh@hss-us.com)  
Phone: 303-603-3076  
Required copies of the records: Yes

**List of specific record(s):**

We would like copies of all bidders responses as well as all notes, documents and other materials used to evaluate and tabulate bids to SOLICITATION : 22330 TITLE: Unarmed, Uniformed Security Guard Services at John F. Kennedy International JFK and LaGuardia LGA Airports



**THE PORT AUTHORITY OF NY & NJ**

*Sheree Van Duyne*  
*Acting FOI Administrator*

February 10, 2011

Ms. Samir Singh  
HSS Inc.  
900 South Broadway, Suite 100  
Denver, CO 80209

Re: Freedom of Information Reference No. 12087

Dear Ms. Singh:

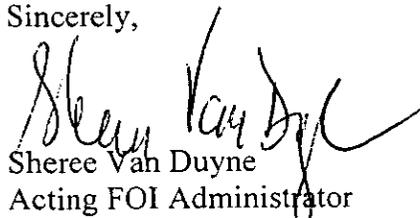
This is a response to your January 18, 2011 request, which has been processed under the Port Authority's policy on Freedom of Information (the "Policy," copy enclosed) for copies of all documents received related to Bid Solicitation No. 22330 - Unarmed, Uniformed Security Guard Services at John F. Kennedy International, LaGuardia and Newark Liberty International Airports.

Material responsive to your request and available under the Policy, which consists of 188 pages, will be forwarded to your attention upon receipt of a photocopying fee of \$47 (25¢ per page). Payment should be made in cash, certified check or money order payable to "The Port Authority of New York & New Jersey" and should be sent to my attention at 225 Park Avenue South, 17<sup>th</sup> Floor, New York, NY 10003.

Certain material responsive to your request is exempt from disclosure pursuant to exemptions (1) and/or (2) of the Policy.

Please refer to the above FOI reference number in any future correspondence relating to your request.

Sincerely,

  
Sheree Van Duyne  
Acting FOI Administrator

Enclosure

225 Park Avenue South  
17<sup>th</sup> Floor  
New York, NY 10003  
T: 212-435-7348 F: 212-435-7555

	FJC				AB				CAS			
	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR
Item #1 Minimum Hourly Wage	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75
Item #2 Avg Direct Wages	\$				\$				\$			
Item #3 Avg Health Benefits	\$				\$				\$			
Supplemental Benefits (Items not required by law)												
Holiday Allowance	\$				\$				\$			
# Days provided												
Vacation Allowance	\$				\$				\$			
# Days provided												
Sick Time Allowance	\$				\$				\$			
# Days provided												
Pension					\$				\$			
other(CAS-Life)									\$			
Other(AB/trainin g)(CAS-Leave) Supp Benefit Total	\$				\$				\$			
Item #5 Avg Taxes and Insurance (req'd by law)												
FICA	\$				\$				\$			
NYSUI	\$				\$				\$			
FUI	\$				\$				\$			
Workers' Compensation	\$				\$				\$			
Gen'l Liability Insurance	\$				\$				\$			
Disability Insurance	\$				\$				\$			
Other Taxes/Insurance	\$				\$				\$			
MTA (FJC)	\$				\$				\$			
TOTAL	\$				\$				\$			
Item #6 Avg Additional Components (if applicable)	\$				\$				\$			
Uniforms	\$				\$ 0.31				\$			
Equipment	\$				\$				\$			
Materials	\$				\$				\$			
Supplies	\$				\$				\$			
Relief	\$				\$				\$			
Roll Call	\$				\$				\$			
Other	\$				\$				\$			
Training	\$				\$				\$			
OT/Incentive	\$				\$				\$			
Recruit/Med/Dru g	\$				\$				\$			
LD/Incentives	\$				\$				\$			
Incentive Prog												
Other Total	\$				\$				\$			
Gen'l Administrative Costs, Overhead, Profit	\$				\$				\$			
TOTAL (Items # 2,3,4,5,6) Hourly rates	\$ 28.95	\$ 29.73	\$ 31.13	\$ 32.36	\$ 30.04	\$ 31.52	\$ 32.94	\$ 34.53	\$ 33.13	\$ 34.08	\$ 35.49	\$ 37.03
		29.74	31.11		30.03	31.52						

	FJC				AB				CAS			
	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR
Item #1 Minimum Hourly Wage	\$ 17.90	\$ 18.44	\$ 18.99	\$ 19.56	\$ 17.90	\$ 18.44	\$ 18.99	\$ 19.56	\$ 17.90	\$ 18.44	\$ 18.99	\$ 19.56
Item #2 Avg Direct Wages	\$				\$				\$			
Item #3 Avg Health Benefits	\$				\$				\$			
Item #4 Avg Supplemental Benefits (Items not required by law)												
Holiday Allowance	\$				\$				\$			
# Days provided												
Vacation Allowance	\$				\$				\$			
# Days provided												
Sick Time Allowance	\$				\$				\$			
# Days provided												
Pension					\$				\$			
other(CAS-Life)					\$				\$			
Other(AB/trainin g)(CAS-Leave) Supp Benefit Total	\$				\$				\$			
Item #5 Avg Taxes and Insurance (req'd by law)												
FICA	\$				\$				\$			
NYSUI	\$				\$				\$			
FUI	\$				\$				\$			
Workers' Compensation	\$				\$				\$			
Gen'l Liability Insurance	\$				\$				\$			
Disability Insurance	\$				\$				\$			
Other Taxes/Insurance												
MTA (FJC)	\$				\$				\$			
TOTAL	\$				\$				\$			
Item #6 Avg Additional Components (if applicable)	\$				\$				\$			
Uniforms	\$				\$				\$			
Equipment	\$				\$				\$			
Materials	\$				\$				\$			
Supplies	\$				\$				\$			
Relief	\$				\$				\$			
Roll Call	\$				\$				\$			
Other												
Training	\$				\$				\$			
OT/Incentive	\$				\$				\$			
Recruit/Med/Oru g	\$				\$				\$			
LD/Incentives	\$				\$				\$			
Other Incentive Prog	\$				\$				\$			
Total	\$				\$				\$			
Gen'l Administrative Costs, Overhead, Profit	\$				\$				\$			
TOTAL (Items # 2,3,4,5,6) Hourly rates	\$ 31.82	\$ 32.50	\$ 34.02	\$ 35.33	\$ 32.47	\$ 33.80	\$ 35.38	\$ 36.88	\$ 35.07	\$ 36.07	\$ 37.56	\$ 39.17
	34.00				36.87							

	FJC				AB				CAS			
	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR
Item #1 Minimum Hourly Wage	\$ 20.87	\$ 21.29	\$ 21.93	\$ 22.59	\$ 20.87	\$ 21.29	\$ 21.93	\$ 22.59	\$ 20.87	\$ 21.29	\$ 21.93	\$ 22.59
Item #2 Avg Direct Wages	\$				\$				\$			
Item #3 Avg Health Benefits	\$				\$				\$			
Item #4 Avg Supplemental Benefits (Items not required by law)												
Holiday Allowance	\$				\$				\$			
# Days provided												
Vacation Allowance	\$				\$				\$			
# Days provided												
Sick Time Allowance	\$				\$				\$			
# Days provided												
Pension					\$				\$			
other(CAS-Life)									\$			
Other(AB/trainin g)(CAS-Leave) Supp Benefit Total	\$				\$				\$			
Item #5 Avg Taxes and Insurance (req'd by law)												
FICA	\$				\$				\$			
NYSUI	\$				\$				\$			
FUI	\$				\$				\$			
Workers' Compensation	\$				\$				\$			
Gen'l Liability Insurance	\$				\$				\$			
Disability Insurance	\$				\$				\$			
Other Taxes/Insurance	\$				\$				\$			
MTA (FJC)												
TOTAL	\$				\$				\$			
Item #6 Avg Additional Components (if applicable)	\$				\$				\$			
Uniforms	\$				\$				\$			
Equipment	\$				\$				\$			
Materials	\$				\$				\$			
Supplies	\$				\$				\$			
Relief	\$				\$				\$			
Roll Call	\$				\$				\$			
Other												
Training	\$				\$				\$			
OT/Incentive	\$				\$				\$			
Recruit/Med/Dru g	\$				\$				\$			
LD/Incentives	\$				\$				\$			
Other Incentive Prog	\$				\$				\$			
Total	\$				\$				\$			
Gen'l Administrative Costs, Overhead, Profit	\$				\$				\$			
TOTAL (Items # 2,3,4,5,6) Hourly rates	\$ 33.94	\$ 34.99	\$ 36.47	\$ 37.81	\$ 36.38	\$ 37.79	\$ 39.51	\$ 41.15	\$ 39.18	\$ 40.30	\$ 41.91	\$ 43.83
	33.92	34.9	37.82		37.80		41.14					

	FJC				AB				CAS			
	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR	Year ONE	Year TWO	Year THREE	Year FOUR
Item #1 Minimum Hourly Wage	\$ 29.47	\$ 30.35	\$ 31.26	\$ 32.20	\$ 29.47	\$ 30.35	\$ 31.26	\$ 32.20	\$ 29.47	\$ 30.35	\$ 31.26	\$ 32.20
Item #2 Avg Direct Wages	\$				\$				\$			
Item #3 Avg Health Benefits	\$				\$				\$			
Item #4 Avg Supplemental Benefits (Items not required by law)												
Holiday Allowance	\$				\$				\$			
# Days provided												
Vacation Allowance	\$				\$				\$			
# Days provided												
Sick Time Allowance	\$				\$				\$			
# Days provided												
Pension					\$				\$			
other(CAS-Life)					\$				\$			
Other(AB/trainin g)(CAS-Leave) Supp Benefit Total	\$				\$				\$			
Item #5 Avg Taxes and Insurance (req'd by law)												
FICA	\$				\$				\$			
NYSUI	\$				\$				\$			
FUI	\$				\$				\$			
Workers' Compensation	\$				\$				\$			
Gen'l Liability Insurance	\$				\$				\$			
Disability Insurance	\$				\$				\$			
Other Taxes/Insurance												
MTA (FJC)	\$				\$				\$			
TOTAL	\$				\$				\$			
Item #8 Avg Additional Components (if applicable)	\$				\$				\$			
Uniforms	\$				\$				\$			
Equipment	\$				\$				\$			
Materials	\$				\$				\$			
Supplies	\$				\$				\$			
Relief					\$				\$			
Roll Call					\$				\$			
Other					\$				\$			
Training	\$				\$				\$			
OT/Incentive	\$				\$				\$			
Recruit/Med/Dru g	\$				\$				\$			
LD/Incentives	\$				\$				\$			
Other Incentive Prog	\$				\$				\$			
Total	\$				\$				\$			
Gen'l Administrative Costs, Overhead, Profit	\$				\$				\$			
TOTAL (Items # 2,3,4,5,6) Hourly rates	\$ 45.45	\$ 45.78	\$ 47.90	\$ 49.37	\$ 48.71	\$ 50.51	\$ 52.75	\$ 54.79	\$ 45.40	\$ 46.69	\$ 48.48	\$ 50.39
	45.43		47.88	49.35	\$ 48.72							

	FJC	AB	CAS
JFK - Year 1	\$17,217,376.06		
LGA - Year 1	\$7,365,857.13		
Total	\$24,583,233.19		
JFK - Year 2	\$17,600,684.15		
LGA - Year 2	\$7,477,511.21		
Total	\$25,078,195.36		
JFK - Year 3	\$18,349,961.08		
LGA - Year 3	\$7,781,450.55		
Total	\$26,131,411.63		
JFK - Year 4	\$18,997,968.11		
LGA - Year 4	\$8,021,328.17		
Total	\$27,019,296.28		
Total Estimated Contract Price	\$102,812,136.46		

Labor

	Est. Hours	Est. Hours	YR1	JFK	LGA	YR2
ASA - PT	79,949	113,287	\$23.60	\$1,886,796.40	\$2,673,573.20	\$23.63
ASA - FT	319,796	75,525	\$28.95	\$9,258,094.20	\$2,186,448.75	\$29.74
<b>Total</b>	<b>399,745</b>	<b>188,812</b>		<b>\$11,144,890.60</b>	<b>\$4,860,021.95</b>	
		264,337				
LASA - PT	100	100	\$25.12	\$2,512.00	\$2,512.00	\$25.23
LASA - FT	55,166	12,152	\$31.61	\$1,743,797.26	\$384,124.72	\$32.50
<b>Total</b>	<b>55,266</b>	<b>12,252</b>		<b>\$1,746,309.26</b>	<b>\$386,636.72</b>	
CSSA/ID - PT	100	2,336	\$28.53	\$2,853.00	\$66,646.08	\$28.78
CSSA/ID - FT	61,080	21,028	\$33.92	\$2,071,833.60	\$713,269.76	\$34.90
<b>Total</b>	<b>61,180</b>	<b>23,364</b>		<b>\$2,074,686.60</b>	<b>\$779,915.84</b>	
TS - PT	100	100	\$41.19	\$4,119.00	\$4,119.00	\$40.33
TS - FT	25,960	19,218	\$45.43	\$1,179,362.80	\$873,073.74	\$45.79
<b>Total</b>	<b>26,060</b>	<b>19,318</b>		<b>\$1,183,481.80</b>	<b>\$877,192.74</b>	

Labor by Facility

Total Labor Yr **\$16,149,368.26** **\$6,903,767.25**

**\$23,053,135.51**

Vehicle Charges

Type	JFK	LGA	YR1	YR2
Jeeps	25		2	\$1,185.55 / \$1,058.53
Vans	25		6	\$1,145.48 / \$1,193.21
<b>Total Facility</b>				<b>\$58,275.75 / \$9,276.32</b>
<b>Total Yr</b>				<b>\$67,552.07</b>

Management Fee

	YR1	JFK	LGA	YR2
Mgt Fee		\$30,724.90		\$29,231.17

JFK	LGA	YR3	JFK	LGA	YR4
\$1,889,194.87	\$2,676,971.81	\$24.48	\$1,957,151.52	\$2,773,265.76	\$25.01
\$9,510,733.04	\$2,246,113.50	\$31.11	\$9,948,853.56	\$2,349,582.75	\$32.36
<b>\$11,399,927.91</b>	<b>\$4,923,085.31</b>		<b>\$11,906,005.08</b>	<b>\$5,122,848.51</b>	
\$2,523.00	\$2,523.00	\$26.14	\$2,614.00	\$2,614.00	\$26.69
\$1,792,895.00	\$394,940.00	\$34.00	\$1,875,644.00	\$413,168.00	\$35.33
<b>\$1,795,418.00</b>	<b>\$397,463.00</b>		<b>\$1,878,258.00</b>	<b>\$415,782.00</b>	
\$2,878.00	\$67,230.08	\$29.83	\$2,983.00	\$69,682.88	\$30.46
\$2,131,692.00	\$733,877.20	\$36.43	\$2,225,144.40	\$766,050.04	\$37.82
<b>\$2,134,570.00</b>	<b>\$801,107.28</b>		<b>\$2,228,127.40</b>	<b>\$835,732.92</b>	
\$4,033.00	\$4,033.00	\$42.09	\$4,209.00	\$4,209.00	\$42.71
\$1,188,708.40	\$879,992.22	\$47.88	\$1,242,964.80	\$920,157.84	\$49.35
<b>\$1,192,741.40</b>	<b>\$884,025.22</b>		<b>\$1,247,173.80</b>	<b>\$924,366.84</b>	
<b>\$16,522,657.31</b>	<b>\$7,005,680.81</b>		<b>\$17,259,564.28</b>	<b>\$7,298,730.27</b>	
	<b>\$23,528,338.12</b>			<b>\$24,558,294.55</b>	

	YR3		YR4
\$1,185.55	\$1,058.53	\$1,185.55	\$1,058.53
\$1,145.48	\$1,193.21	\$1,145.48	\$1,193.21

JFK	LGA	YR3	JFK	LGA	YR4
\$31,559.82	\$30,042.88		\$32,437.95	\$30,897.80	

JFK	LGA
\$1,999,524.49	\$2,833,307.87
\$10,348,598.56	\$2,443,989.00
<b>\$12,348,123.05</b>	<b>\$5,277,296.87</b>

\$2,669.00	\$2,669.00
\$1,949,014.78	\$429,330.16
<b>\$1,951,683.78</b>	<b>\$431,999.16</b>

\$3,046.00	\$71,154.56
\$2,310,045.60	\$795,278.96
<b>\$2,313,091.60</b>	<b>\$866,433.52</b>

\$4,271.00	\$4,271.00
\$1,281,126.00	\$948,408.30
<b>\$1,285,397.00</b>	<b>\$952,679.30</b>

<b>\$17,898,295.43</b>	<b>\$7,528,408.85</b>
	<b>\$25,426,704.28</b>

\$1,185.55	\$1,058.53
\$1,145.48	\$1,193.21

JFK	LGA
\$33,363.64	\$31,800.29

**THE PORT AUTHORITY OF NY & NJ**

October 19, 2010

**Via Email:** [Kathryn.Walker@alliedbarton.com](mailto:Kathryn.Walker@alliedbarton.com)  
**and Overnight Mail**

Allied Barton Security Services  
330 W. 34<sup>th</sup> Street, 18<sup>th</sup> Floor  
New York, New York 10001

Attn: Kathryn Walker

**Re: PHASE 2: INVITATION FOR BID - UNARMED, UNIFORMED SECURITY  
GUARD SERVICES AT JOHN F. KENNEDY INTERNATIONAL (JFK) AND  
LAGUARDIA (LGA) AIRPORTS – COLLECTIVE NO. 22330**

Dear Mrs. Walker:

The Port Authority of New York and New Jersey evaluated your qualification information and submittal and has qualified your company to participate in Phase 2, the bid. Each company that is eligible to participate in Phase 2 will receive the attached Invitation to Bid by email on this date with a hard copy by overnight mail.

**The bid is due on October 25, 2010, at 11:00 a.m. at which time the bids shall be publicly opened and read.**

You are required to fill out and submit the enclosed bid package in its entirety.

The awarded Contract will be comprised of the Request for Evaluation Qualification Information Required to Be Eligible to Bid ("EQIB 22330"), your firm's response to the EQIB 22330, any subsequent correspondence or clarifications provided and the additional information contained in this letter and the enclosed Invitation to Bid document and the pricing sheets from the selected lowest responsive and responsible bidder. The bidding entity must be the same as the entity that submitted in PHASE 1.

The following quantities represent the requirements for this Contract for the noted positions:

1. The Port Authority requires (1) Human Resources Manager that shall be stationed at John F. Kennedy International Airport;
2. The Port Authority requires (1) Human Resources Assistant that shall be stationed at LaGuardia Airport.
3. The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA.

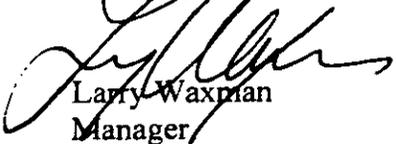
PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951

**THE PORT AUTHORITY OF NY & NJ**

Your pricing should reflect the quantities stated above. Any additional support personal deemed necessary by your firm will be at your firm's cost.

Your company is required to countersign this letter, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned letter shall be submitted with your bid.

Sincerely,



Larry Waxman  
Manager  
Procurement Department

ACKNOWLEDGED AND ACCEPTED,



STEPHEN SACCHETTI By title 10/5/00 date EQIB 22330  
(Name - Position)

Vice President - Business Development  
Allied Barton Security Services

October 20, 2010

To Prospective Bidders on Phase 2 of EQIB 22330:

1. Bidders must use the revised pricing sheets, pages numbered 13-28, attached hereto and demarked with the header "REVISED 10/20/10". These sheets replace, in their entirety, pages numbered 13-28, as originally provided to you on October 19, 2010.
2. The cover letter stated that "The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA." That language is hereby deleted and replaced with "The Port Authority requires (1) Office **Manager** that shall be located at JFK and (1) Office **Manager** that shall be located at LGA."

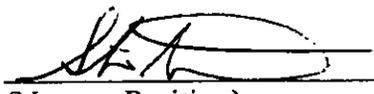
Your company is required to countersign this notice, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned notice shall be submitted with your bid.

Sincerely,

  
Larry Waxman  
Manager  
Procurement Department

10-25-10 11:16 RCVD

ACKNOWLEDGED AND ACCEPTED,

  
\_\_\_\_\_  
(Name - Position) By title 10/20/10 date EQIB 22330  
STEPHEN SACCHETTI  
VICE PRESIDENT, BUSINESS DEVELOPMENT  
ALLIED BOSTON SECURITY SERVICES

PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951

REQUEST FOR EVALUATION OF QUALIFICATION INFORMATION  
REQUIRED TO BE ELIGIBLE TO BID (EQIB)

PHASE 2: INVITATION FOR BID

UNARMED, UNIFORMED SECURITY GUARD SERVICES AT  
JOHN F. KENNEDY INTERNATIONAL AND  
LAGUARDIA AIRPORTS

PURCHASING SERVICES DIVISION  
ONE MADISON AVENUE, 7<sup>TH</sup> FLOOR  
NEW YORK, NY 10010

SUBMIT BID BEFORE THE DUE DATE AND TIME TO THE ABOVE ADDRESS

EQIB NUMBER/COLLECTIVE NUMBER: 22330

DUE DATE AND TIME: October 25, 2010 at 11:00 a.m.

BUYER NAME: Luke Bassis

PHONE #: (212) 435-3940  
FAX#: (212) 435-3959  
EMAIL: lbassis@panynj.gov

**INVITATION FOR BID**

- COVER PAGE: BID AND BIDDER INFORMATION
- PART I - STANDARD INFORMATION FOR BIDDERS
- PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET
- PART III - INSTRUCTIONS AND PRICING SHEETS

**PART I – STANDARD INFORMATION FOR BIDDERS, TABLE OF CONTENTS**

1. General Information: The Port Authority of New York and New Jersey .....	4
2. Form and Submission of Bid .....	4
3. Acknowledgment of Phase 2 Addenda .....	5
4. Firm Offer .....	5
5. Acceptance or Rejection of Bids .....	5
6. Bidder's Questions .....	5
7. Additional Information To and From Bidders .....	5
8. Union Jurisdiction .....	5
9. Assessment of Bid Requirements .....	5
10. Bidder's Prerequisites for Phase 2 .....	6
11. Pre-award Meeting .....	6
12. City Payroll Tax .....	6
13. Additional Bidder Information .....	6
14. Estimated Quantities .....	6
15. LaGuardia Airport Security Agent Estimated Quantities .....	6

## **PART I - STANDARD INFORMATION FOR BIDDERS**

### **1. General Information: The Port Authority of New York and New Jersey**

The Port Authority of New York and New Jersey (the "Port Authority" or the "Authority") is an agency of the States of New York and New Jersey, created and existing by virtue of the Compact of April 30, 1921, made by and between the two States, and thereafter consented to by the Congress of the United States. It is charged with providing transportation, terminal and other facilities of trade and commerce within the Port District. The Port District comprises an area of about 1,500 square miles in both States, centering about New York Harbor. The Port District includes the Cities of New York and Yonkers in New York State, and the cities of Newark, Jersey City, Bayonne, Hoboken and Elizabeth in the State of New Jersey, and over 200 other municipalities, including all or part of seventeen counties, in the two States. The Port Authority manages and/or operates all of the region's major airports marine terminals in both New Jersey and New York (Port Newark and Elizabeth, Howland Hook and Brooklyn Piers); and its interstate tunnels and bridges (the Lincoln and Holland Tunnels; the George Washington, Bayonne, and Goethals Bridges; and the Outerbridge Crossing), which are vital "Gateways to the Nation."

In addition, the Port Authority operates the Port Authority Bus Terminal in Manhattan, the largest facility of its kind in the world, and the George Washington Bridge and Journal Square Transportation Center bus stations. A key link in interstate commuter travel, the Port Authority also operates the Port Authority Trans-Hudson Corporation (PATH), a rapid rail transit system linking Newark, and the Jersey City and Hoboken waterfronts, with midtown and downtown Manhattan. A number of other key properties are managed by the agency including but not limited to a large satellite communications facility (the Teleport) in Staten Island, and a resource recovery co-generation plant in Newark. Prior to September 11, 2001, the Port Authority's headquarters were located in the World Trade Center, and that complex is still owned and being partially redeveloped by the Authority.

### **2. Form and Submission of Bid**

The Bidder shall review carefully every provision of this document, provide all the information required, and sign and return one entire copy to the Port Authority in accordance with the instructions. The Bidder should retain one complete duplicate copy for its own use. The "Signature Sheet" contained herein must be completed and signed by the Bidder. The Invitation to Bid should be completed in its entirety including all entries required on the Pricing Sheet(s), Pricing Form(s), Calculation of Average Hourly Rate Forms and Monthly Management Fee Calculation (cumulatively hereinafter referred to as "Pricing Sheet(s). The Bid shall be sealed in the enclosed self-addressed envelope conspicuously marked with the Bidder's name, address, and Vendor Number, if available. In addition, the outside of the package must clearly state the title, the Collective Number and the Due Date. Failure to properly label submissions may cause a delay in identification, misdirection or disqualification of the submissions. In submitting this Bid, the Bidder offers to assume the obligations and liabilities imposed upon it herein and expressly makes the representations and warranties required in this document.

All Bids must be received by the bid custodian on or before the due date and time specified on the cover page, at which time they will be publicly opened and read. Bids are only accepted Monday through Friday, excluding Port Authority holidays, between the hours of 8:00 a.m. and 5:00 p.m., via (1) regular mail, (2) express delivery service (e.g. UPS), or (3) hand delivery. If your bid is to be hand-delivered or you are planning to attend the formal bid opening, please note that only individuals with valid photo identification will be permitted access to the Authority's offices. Individuals without valid identification shall be turned away and their packages not accepted. Bids that are not received by the bid custodian by the scheduled bid opening date will be considered late.

### **3. Acknowledgment of Phase 2 Addenda**

If any Addenda are posted or sent as part of this Phase 2 Bid, the Bidder shall complete, sign and include with its Bid the addenda form(s). In the event any Bidder fails to conform to these instructions, its Bid will nevertheless be construed as though the Addenda had been acknowledged.

### **4. Firm Offer**

The Bidder offers to provide the Port Authority of New York and New Jersey the services and to perform all Work in connection therewith required under this Contract, all as specified by the terms and conditions of the Contract, based on the Pricing Sheets provided herein.

**EXCEPTIONS TAKEN OR CONDITIONS IMPOSED BY A BIDDER TO ANY PORTION OF THE EQIB, CONTRACT DOCUMENTS OR INVITATION TO BID DOCUMENT WILL RESULT IN REJECTION OF THE BID.**

### **5. Acceptance or Rejection of Bids**

The acceptance of a bid will be by a written notice signed by an authorized representative on behalf of the Authority. No other act of the Port Authority, its Commissioners, officers, agents or employees shall constitute acceptance of a bid. The Port Authority reserves the unqualified right, in its sole and absolute discretion, to reject any or all bids or to accept any bid, which in its judgment will best serve the public interest and to waive defects in any bid. No rights accrue to any Bidder unless and until its bid is accepted.

### **6. Bidder's Questions**

Any questions by prospective Bidders concerning the Work to be performed or the terms and conditions of the Contract should have been addressed to the Buyer listed on the Cover Sheet of the EQIB 22330 document during Phase 1.

### **7. Additional Information To and From Bidders**

Should the Authority require additional information from the Bidder in connection with its bid, such information shall be submitted within the time frame specified by the Port Authority.

If the Bidder is a corporation, a statement of the names and residences of its officers should be submitted on the Name and Residence of Principals Sheet, directly following the Signature Sheet.

### **8. Union Jurisdiction**

All prospective Bidders are advised that SEIU Local 32BJ currently represents certain employees of the incumbent contractor at the Facilities. Bidders attention is directed to the paragraph entitled "Union Jurisdiction", Paragraph I. in the Information for Interested Companies section of the EQIB, and then "Harmony" in the Standard Contract Terms and Conditions. The following contact information for SEUI has been provided for Bidder's information only.

Denis Johnston, Associate Director for Security  
Commercial Division  
SEIU Local 32BJ  
101 Avenue of the Americas, 20th Floor  
New York, NY 10013  
212-388-3874  
212-539-2902 (fax)

### **9. Assessment of Bid Requirements**

The Bidder should carefully examine and study the entire contents of this Invitation to Bid and the EQIB 22330 document and shall make its own determinations as to the services and materials to be supplied and all other things required to be done by the Contractor.

#### **10. Bidder's Prerequisites for Phase 2**

Only Bidders who have been invited to participate in Phase 2 after submitting a qualification information in Phase 1 of EQIB #22330 which has been deemed qualified to submit a Bid by the Port Authority, as only bids submitted by such Bidders will be considered. A determination that a Bidder has met the prerequisites is no assurance that it will be deemed qualified in connection with other requirements included herein and in the Phase 1 EQIB documents.

#### **11. Pre-award Meeting**

The lowest qualified (responsive/responsible) Bidder may be called for a pre-award meeting prior to award of the Contract.

#### **12. City Payroll Tax**

All parties should be aware of the payroll tax imposed by the:

- a. City of New York, New York for services performed in New York, New York; and
- b. City of Yonkers, New York for services performed in Yonkers, New York.

These taxes, if applicable, are the sole responsibility of the firm awarded the Contract. Bidders should consult their tax advisors as to the effect, if any, of these taxes. The Port Authority provides this notice for informational purposes only and is not responsible for either the imposition or administration of such taxes. The Port Authority exemption set forth in the Paragraph entitled "Sales or Compensating Use Taxes", in the "Standard Contract Terms and Conditions" included herein, does not apply to these taxes.

#### **13. Additional Bidder Information**

Prospective Bidders are advised that additional vendor information, including but not limited to, forms, documents and other information, including protest procedures, may be found on the Port Authority website at: <http://www.panynj.gov/business-opportunities/become-vendor.html>

#### **14. Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided. The successful Contractor shall provide the services pursuant to the operational requirements at JFK and LGA and those needs may fluctuate depending upon unforeseeable factors, such as ongoing construction projects.

#### **15. LaGuardia Airport Security Agent Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form for the Airport Security Agent ("ASA") are only for the purpose of bid comparison. The quantities set forth are intended to reflect fluctuating requirements at LGA as the need for guards there differs seasonally, generally with an increasing need over the summer months due to construction, which is dependent upon a variety of unforeseeable factors, such as construction authorization and funding. Bidders should consider these factors when determining pricing. The successful Contractor shall provide the level of services that meet Authority's operational requirements.

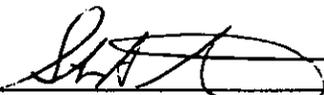
# PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET

## SIGNATURE SHEET

OFFER: The undersigned offers and agrees to furnish to the Port Authority of New York and New Jersey the services and/or materials in compliance with all terms, conditions, specifications and addenda of the Contract. Signature also certifies understanding and compliance with the certification requirements of the standard terms and conditions as contained in the Standard Contract Terms and Conditions. This offer shall be irrevocable for 120 days after the date on which the Port Authority opens this bid.

**ONLY THE COMPANY NAMED AS THE BIDDING ENTITY BELOW WILL RECEIVE PAYMENT.  
THIS MUST BE THE SAME NAMED COMPANY AS INDICATED ON THE COVER SHEET**

Bidding Entity AlliedBarton Security Services LLC.  
Bidder's Address 330 West 34th Street, 18th Floor  
City, State, Zip New York, New York 10001  
Telephone No. 212.481.5777 FAX \_\_\_\_\_  
Email stephen.sacchetti@alliedbarton.com EIN# \_\_\_\_\_

SIGNATURE  Date 22 October 2010

10-25-10A11:16 RCVD

Print Name and Title Stephen Sacchetti, Vice President Business Development

### ACKNOWLEDGEMENT:

STATE OF: New York  
COUNTY OF: New York

On this 22 day of October, 2010, personally came before me, Stephen Sacchetti, who duly sworn by me, did depose that (s)he has knowledge of the matters herein stated and they are in all respects true and that (s)he has been authorized to execute the foregoing offer and statement of irrevocability on behalf of said corporation, partnership or firm.

  
Notary Public

**RONALD M. PAWLE**  
Notary Public, State of New York  
No. 01PA5025221  
Qualified in New York County  
Commission Expires Mar. 21, 2014

NOTE: If a joint venture is bidding, duplicate this Signature Sheet and have each party to the joint venture sign separately and affix to the back of this Signature Sheet.

Bidder attention is called to the certification requirements contained in the Standard Contract Terms and Conditions, Part III. Indicate below if a signed, explanatory statement in connection with this section is attached hereto.

If certified by the Port Authority as an SBE or MWBE: \_\_\_\_\_ (indicate which one and date).

**NAME AND RESIDENCE OF PRINCIPALS SHEET**

Names and Residence of Principals of Bidder. If general or limited partner, or individual, so indicate.

NAME	TITLE	ADDRESS OF RESIDENCE (Do not give business address)
William Whitmore	Chief Executive Officer	
William Torzolini	Chief Financial Officer	
David Buckman	EVP and General Counsel	

10-25-10 11:15 RCVD

## **PART III - INSTRUCTIONS AND PRICING SHEETS**

## **INSTRUCTIONS**

Bidders are required to fill out the enclosed Exhibits in their entirety, where applicable:

Exhibit 1: Total Estimated Contract Price Sheet and Pricing Forms

Exhibit 2: Calculation of Average Hourly Rate Forms

Exhibit 3: Monthly Management Fee Breakdown

The terms "Cost Section", "Pricing Sheet(s)", "Pricing Form(s)", "Pricing form", "Cost Proposal", "Bid Pricing Forms" all used throughout the Phase 1 EQIB document refers to these three exhibits and these three (3) exhibits shall be cumulatively referred to as "Pricing Sheet(s)" throughout this Phase 2 Invitation to Bid.

## **Entry of Prices**

- a. The prices quoted shall be written in figures, in ink, preferably in black ink where required in the spaces provided on the Pricing Sheet(s) attached hereto and made a part hereof.
- b. All Bidders must ensure that all charges quoted for similar operations in the Contract are consistent and that the prices match between sections. For example, the Monthly Management Fee for JFK that appears in the Monthly Management Fee Breakdown sheet for Year 1 must match the amount inserted for Monthly Charge for the Management Fee for JFK in Year 1 on the Pricing Form. Where there is a discrepancy between Exhibit 1 and any other Exhibit, the amounts in Exhibit 1 shall govern.
- c. Prices must be submitted for each Item required on the "Pricing Sheet(s)", where applicable. Bidders are advised that the Items on the Pricing Sheet(s) correspond to the required services set forth in the Specifications hereunder.
- d. Bidders must insert all figures as required and verify all computations for accuracy. The Port Authority in its sole judgment reserves the right to: (1) reject Bids without checking them for mathematical errors or omissions, (2) reject Bids that contain or appear to contain errors or omissions, and (3) supply corrections to Bids that contain or appear to contain mathematical errors and omissions, and in this case the Port Authority reserves the right to recompute the Total Estimated Contract Price (which amount shall then govern in all cases) based upon the prices inserted by the Bidder.
- e. In the event that a Bidder quotes an amount in the Total Estimated column but omits to quote a Unit Price for that amount in the space provided, the Port Authority reserves the right to compute and insert the appropriate Unit Price.
- f. The Total Estimated Contract Price is solely for the purpose of facilitating the comparisons of Bids. Compensation shall be in accordance with the section of this Contract entitled "Billing and Payment".
- g. The Total Estimated Contract Price shall be obtained by adding the Estimated Annual Contract Price for the first year of the Contract, to the Estimated Annual Contract Price for each subsequent year.

**Exhibit 1 - TOTAL ESTIMATED CONTRACT PRICE SHEET AND PRICING  
FORMS**

## TOTAL ESTIMATED CONTRACT PRICE

Estimated Annual Contract Cost JFK – First Year = \$ 18,568,877.91 (A)  
Estimated Annual Contract Cost LGA – First Year = \$ 7,999,570.04 (B)

**Estimated Annual Contract Price - First Year of the Contract (A)+(B) = \$ 26,568,447.95 (1)**

Estimated Annual Contract Cost JFK – Second Year = \$ 19,352,667.71 (A)  
Estimated Annual Contract Cost LGA – Second Year = \$ 8,326,785.57 (B)

**Estimated Annual Contract Price - Second Year of the Contract (A)+(B) = \$ 27,679,453.29 (2)**

Estimated Annual Contract Cost JFK – Third Year = \$ 20,135,528.64 (A)  
Estimated Annual Contract Cost LGA – Third Year = \$ 8,646,913.33 (B)

**Estimated Annual Contract Price – Third Year of the Contract (A)+(B) = \$ 28,782,441.98 (3)**

Estimated Annual Contract Cost JFK – Fourth Year = \$ 20,971,288.75 (A)  
Estimated Annual Contract Cost LGA – Fourth Year = \$ 8,988,405.09 (B)

**Estimated Annual Contract Price - Fourth Year of the Contract (A)+(B) = \$ 29,959,693.84 (4)**

10-25-10A11:16 RCVD

**The Total Estimated Contract Price (1)+(2)+(3)+(4) = \$ 112,990,037.06**

Please see attached cover letter for all value-added inclusions to bid which are contained in the pricing above.

**Pricing Form**

**JFK - Year 1**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents				
Part Time	79,949 x	\$	26.57 =	\$ 2,124,244.93 (1)
Full Time	319,796 x	\$	30.03 =	\$ 9,603,473.88 (2)
Total	399,745		FT (1)+ P T(2)=	\$ 11,727,718.81 (A)
2. Lead Airport Security Agents				
Part Time	100 x	\$	28.96 =	\$ 2,896.00 (1)
Full Time	55,166 x	\$	32.19 =	\$ 1,792,343.34 (2)
Total	55,266		FT (1)+ P T(2) =	\$ 1,795,239.34 (B)
3. Central Station Security Agent/Identification Office Specialist				
Part Time	100 x	\$	32.87 =	\$ 3,287.00 (1)
Full Time	61,080 x	\$	36.36 =	\$ 2,220,868.80 (2)
Total	61,180		FT (1)+ P T(2) =	\$ 2,224,155.80 (C)
4. Tour Supervisor				
Part Time	100 x	\$	45.21 =	\$ 4,521.00 (1)
Full Time	25,960 x	\$	48.72 =	\$ 1,264,771.20 (2)
Total	26,060		FT(1)+PT(2) =	\$ 1,269,292.20 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,982.00	x	25 Jeeps	x	12	=	\$ 594,600.00 (1)
Vehicle Charge	\$ 2,002.00	x	25 Vans	x	12	=	\$ 600,600.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 1,195,200.00 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 594,600.00	/365 days / 25 jeeps =	\$ 65.16
Vehicle Charge	\$ 600,600.00	/365 days / 25 jeeps =	\$ 65.82

	<u>Monthly Charge</u>	<u># of Months</u>	<u>Annual Charge</u>
6. Management Fee:	\$ 29,772.65	12	= \$ 357,271.76 (F)
<b>Estimated Annual Contract Price JFK - First Year</b>			= \$ 18,568,877.91 (G)

**(A)+(B)+(C)+(D)+(E)+(F)=(G)**

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources

REVISED 10/20/10

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**JFK - Year 2**

	<u>Estimated</u>		<u>Hourly Rate</u>		<u>Total Estimated Annual Cost</u>
	<u>Annual Hours</u>				
1. Airport Security Agents					
Part Time	79,949	x	\$ <u>27.64</u>	=	\$ <u>2,209,620.06</u> (1)
Full Time	319,796	x	\$ <u>31.52</u>	=	\$ <u>10,081,540.30</u> (2)
Total	399,745		FT (1)+ P T(2)=		\$ <u>12,291,160.36</u> (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ <u>29.85</u>	=	\$ <u>2,985.35</u> (1)
Full Time	55,166	x	\$ <u>33.81</u>	=	\$ <u>1,865,185.76</u> (2)
Total	55,266		FT (1)+ PT(2) =		\$ <u>1,868,171.11</u> (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ <u>33.88</u>	=	\$ <u>3,388.24</u> (1)
Full Time	61,080	x	\$ <u>37.80</u>	=	\$ <u>2,308,747.72</u> (2)
Total	61,180		FT (1)+ PT(2) =		\$ <u>2,312,135.97</u> (C)
4. Tour Supervisor					
Part Time	100	x	\$ <u>46.59</u>	=	\$ <u>4,659.12</u> (1)
Full Time	25,960	x	\$ <u>50.51</u>	=	\$ <u>1,311,997.66</u> (2)
Total	26,060		FT(1)+PT(2) =		\$ <u>1,316,656.79</u> (D)

	<u>Monthly Charge</u>		<u>Number Of</u>		<u># of</u>		<u>Annual</u>
	<u>Per Vehicle</u>	x	<u>Vehicles</u>	x	<u>Months</u>	=	<u>Charge</u>
5. Vehicle Charge	\$ <u>1,986.96</u>	x	25 Jeeps	x	12	=	\$ <u>596,086.50</u> (1)
Vehicle Charge	\$ <u>2,007.01</u>	x	25 Vans	x	12	=	\$ <u>602,101.50</u> (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ <u>1,198,188.00</u> (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ <u>596,086.50</u>	/365 days / 25 jeeps =	\$ <u>65.32</u>
Vehicle Charge	\$ <u>602,101.50</u>	/365 days / 25 jeeps =	\$ <u>65.98</u>

	<u>Monthly Charge</u>	<u># of</u>		<u>Annual Charge</u>
		<u>Months</u>	=	
6. Management Fee:	\$ <u>30,529.62</u>	12	=	\$ <u>366,355.19</u> (F)
<b>Estimated Annual Contract Price JFK - Second Year</b>			=	\$ <u>19,352,667.71</u> (G)

**(A)+(B)+(C)+(D)+(E)+(F)=(G)**

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources

REVISED 10/20/10

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**JFK - Year 3**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	79,949	x	\$ 28.55	=	\$ 2,282,762.77(1)
Full Time	319,796	x	\$ 32.93	=	\$ 10,529,391.66(2)
Total	399,745		FT(1)+PT(2)=		\$ 12,812,154.43(A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 30.95	=	\$ 3,094.51(1)
Full Time	55,166	x	\$ 35.38	=	\$ 1,951,597.60(2)
Total	55,266		FT(1)+PT(2)=		\$ 1,954,692.11(B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ 35.13	=	\$ 3,512.50(1)
Full Time	61,080	x	\$ 39.52	=	\$ 2,414,099.03(2)
Total	61,180		FT(1)+PT(2)=		\$ 2,417,611.54(C)
4. Tour Supervisor					
Part Time	100	x	\$ 48.31	=	\$ 4,831.36(1)
Full Time	25,960	x	\$ 52.75	=	\$ 1,369,261.88(2)
Total	26,060		FT(1)+PT(2)=		\$ 1,374,093.24(D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,991.92	x	25 Jeeps	x	12	=	\$ 597,576.72(1)
Vehicle Charge	\$ 2,012.02	x	25 Vans	x	12	=	\$ 603,606.75(2)
Total Annual Vehicle Charges			Jeeps(1) + Vans(2)			=	\$ 1,201,183.47(E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 597,576.72	/365 days / 25 jeeps =	\$ 65.49
Vehicle Charge	\$ 603,606.75	/365 days / 25 jeeps =	\$ 66.15

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fec:	\$ 31,316.15	12	=	\$ 375,793.86(F)
<b>Estimated Annual Contract Price JFK - Third Year</b>			=	\$ 20,135,528.61(G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

REVISED 10/20/10

**Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".**

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

JFK - Year 4

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	79,949	x	\$ 29.59	=	\$ 2,365,943.63 (1)
Full Time	319,796	x	\$ 34.51	=	\$ 11,034,814.70 (2)
<b>Total</b>	<b>399,745</b>		<b>FT (1)+ P T(2)=</b>		<b>\$ 13,400,758.32 (A)</b>
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 31.89	=	\$ 3,189.19 (1)
Full Time	55,166	x	\$ 36.87	=	\$ 2,033,754.60 (2)
<b>Total</b>	<b>55,266</b>		<b>FT (1)+ PT(2) =</b>		<b>\$ 2,036,943.79 (B)</b>
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	100	x	\$ 36.21	=	\$ 3,620.51 (1)
Full Time	61,080	x	\$ 41.14	=	\$ 2,513,123.95 (2)
<b>Total</b>	<b>61,180</b>		<b>FT (1)+ PT(2) =</b>		<b>\$ 2,516,744.47 (C)</b>
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 49.81	=	\$ 4,980.51 (1)
Full Time	25,960	x	\$ 54.78	=	\$ 1,422,064.42 (2)
<b>Total</b>	<b>26,060</b>		<b>FT(1)+PT(2) =</b>		<b>\$ 1,427,044.93 (D)</b>

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,996.90	x	25 Jeeps	x	12	=	\$ 599,070.66 (1)
Vehicle Charge	\$ 2,017.05	x	25 Vans	x	12	=	\$ 605,115.77 (2)
<b>Total Annual Vehicle Charges</b>			<b>Jeeps (1) + Vans (2)</b>			=	<b>\$ 1,204,186.43 (E)</b>

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 599,070.66	/365 days / 25 jeeps =	\$ 65.65
Vehicle Charge	\$ 605,115.77	/365 days / 25 jeeps =	\$ 66.31

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 32,134.24	12	=	\$ 385,610.82 (F)
<b>Estimated Annual Contract Price JFK - Fourth Year</b>			=	<b>\$ 20,971,288.75 (G)</b>
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

**REVISED 10/20/10**

**Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".**

**The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.**

**Pricing Form**

LGA - Year 1

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 26.57	=	\$ 3,010,035.59 (1)
Full Time	75,525	x	\$ 30.03	=	\$ 2,268,015.75 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,278,051.34 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 28.96	=	\$ 2,896.00 (1)
Full Time	12,152	x	\$ 32.49	=	\$ 394,818.48 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 397,714.48 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 32.87	=	\$ 76,784.32 (1)
Full Time	21,028	x	\$ 36.36	=	\$ 764,578.08 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 841,362.40 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 45.21	=	\$ 4,521.00 (1)
Full Time	19,218	x	\$ 48.72	=	\$ 936,300.96 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 940,821.96 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,937.00	x	2 Jeeps	x	12	=	\$ 46,488.00 (1)
Vehicle Charge	\$ 1,960.00	x	6 Vans	x	12	=	\$ 141,120.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 187,608.00 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 46,488.00	/365 days / 2 jeeps	= \$ 63.68
Vehicle Charge	\$ 141,120.00	/365 days / 6 vans	= \$ 64.44

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 29,500.99	12	=	\$ 354,011.86 (F)
<b>Estimated Annual Contract Price LGA - First Year</b>			=	\$ 7,999,570.04 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

Accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

LGA - Year 2

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	113,287	x	\$ 27.64	=	\$ 3,131,011.36 (1)
Full Time	75,525	x	\$ 31.52	=	\$ 2,380,918.87 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,511,930.23 (A)
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 29.85	=	\$ 2,985.35(1)
Full Time	12,152	x	\$ 33.81	=	\$ 410,864.25(2)
Total	12,252		FT (1)+ PT(2)	=	\$ 413,849.60(B)
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	2,336	x	\$ 33.88	=	\$ 79,149.38 (1)
Full Time	21,028	x	\$ 37.80	=	\$ 794,832.14 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 873,981.52 (C)
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 46.59	=	\$ 4,659.12(1)
Full Time	19,218	x	\$ 50.54	=	\$ 971,262.37(2)
Total	19,318		FT(1)+ PT(2)	=	\$ 975,921.49(D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,941.84	x	2 Jeeps	x	12	=	\$ 46,604.22 (1)
Vehicle Charge	\$ 1,964.90	x	6 Vans	x	12	=	\$ 141,472.80 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 188,077.02 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 46,604.22	/365 days / 2 jeeps	= \$ 63.84
Vehicle Charge	\$ 141,472.80	/365 days / 6 vans	= \$ 64.60

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 30,252.14	12	=	\$ 363,025.70 (F)
<b>Estimated Annual Contract Price LGA - Second Year</b>			=	\$ 8,326,785.57 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**LGA – Year 3**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>		<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 28.55 =		\$ 3,234,653.91 (1)
Full Time	75,525	x	\$ 32.93 =		\$ 2,486,686.22 (2)
Total	188,812		FT (1)+ PT(2) =		\$ 5,721,340.13 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 30.95 =		\$ 3,094.51 (1)
Full Time	12,152	x	\$ 35.38 =		\$ 429,899.10 (2)
Total	12,252		FT (1)+ PT(2) =		\$ 432,993.62 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 35.13 =		\$ 82,052.11 (1)
Full Time	21,028	x	\$ 39.52 =		\$ 831,101.42 (2)
Total	23,364		FT (1)+ P T(2) =		\$ 913,153.53 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 48.31 =		\$ 4,831.36 (1)
Full Time	19,218	x	\$ 52.75 =		\$ 1,013,654.65 (2)
Total	19,318		FT(1)+ PT(2) =		\$ 1,018,486.01 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,946.70	x	2 Jeeps	x	12	=	\$ 46,720.73 (1)
Vehicle Charge	\$ 1,969.81	x	6 Vans	x	12	=	\$ 1,411,826.48 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 1,458,547.21 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 46,721.73	/365 days	/ 2 jeeps = \$ 64.00
Vehicle Charge	\$ 1,411,826.48	/365 days	/ 6 vans = \$ 64.76

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 31,032.74	12	=	\$ 372,392.83 (F)
<b>Estimated Annual Contract Price LGA – Third Year</b>			=	\$ 8,646,913.33 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

REVISED 10/20/10

**Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".**

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**LGA - Year 4**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	113,287	x	\$ 29.59	=	\$ 3,352,520.43 (1)
Full Time	75,525	x	\$ 34.51	=	\$ 2,606,050.04 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,958,570.47 (A)
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 31.89	=	\$ 3,189.19 (1)
Full Time	12,152	x	\$ 36.87	=	\$ 447,996.70 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 451,185.89 (B)
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	2,336	x	\$ 36.21	=	\$ 84,575.17 (1)
Full Time	21,028	x	\$ 41.14	=	\$ 865,192.71 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 949,767.87 (C)
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 19.87	=	\$ 1,980.51 (1)
Full Time	19,218	x	\$ 54.78	=	\$ 1,052,743.99 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 1,054,724.50 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,951.56	x	2 Jeeps	x	12	=	\$ 46,837.53 (1)
Vehicle Charge	\$ 1,974.74	x	6 Vans	x	12	=	\$ 142,181.05 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 189,018.58 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 46,837.53	/365 days / 2 jeeps	= \$ 64.16
Vehicle Charge	\$ 142,181.05	/365 days / 6 vans	= \$ 64.92

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 31,844.81	12	=	\$ 382,137.77 (F)
<b>Estimated Annual Contract Price LGA - Fourth Year</b>			=	\$ 8,988,405.09 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

## **Exhibit 2 - CALCULATION OF AVERAGE HOURLY RATE FORMS**

Attached are the "Calculation of Average Hourly Rate" forms for the enumerated positions under this Contract, for each year of the Base Term. A separate form is required for each employee category. The Bidder shall use these forms in support of the Wages, Health and Supplemental Benefits Clause required under this Contract.

A Bidder's entries in these forms for Item#1, Item#2 and Item #3 shall become requirements if the bid is accepted by the Port Authority and the Bidder must maintain the averages quoted at all times.

Nothing in the forms shall modify the requirements of the clause entitled, "Wages, Health and Supplemental Benefits" or the terms and conditions of the subject Contract.

Company Name: AlliedBarton Security Services LLC

EQIB: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 1**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 16.24 item 1 \$ 16.24 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

	Number Of Days Provided	Number Of Days Provided
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits	\$ _____	\$ _____
(Specify) Training Fund	_____	_____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance	\$ _____	\$ _____
(Specify) MTA TAX	_____	_____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components	\$ _____	\$ _____
(Specify) Training	_____	_____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>30.03</u></b>	<b>\$ <u>26.57</u></b>

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 2**

	Full-Time	Part-Time
<b>Item #1: Average Hourly Direct Wages</b> \$ _____	16.73 item 1	\$ _____ 16.73 item 1
<b>Item #2: Average Health Benefits</b> \$ _____	item 2	\$ _____ item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>	<b>Number Of Days Provided</b>	<b>Number Of Days Provided</b>
Holiday Allowance \$ _____		\$ _____
Vacation Allowance \$ _____		\$ _____
Sick Time Allowance \$ _____		\$ _____
Pension \$ _____		\$ _____
Other Supplemental Benefits \$ _____		\$ _____
(Specify) Training Fund _____		_____
<b>Total (Item #3)</b> \$ _____		\$ _____
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>		
F.I.C.A. \$ _____		\$ _____
N.Y.S.U.I. \$ _____		\$ _____
F.U.I. \$ _____		\$ _____
Workers' Compensation \$ _____		\$ _____
General Liability Insurance \$ _____		\$ _____
Disability Insurance \$ _____		\$ _____
Other Taxes and Insurance \$ _____		\$ _____
(Specify) MTA TAX _____		_____
<b>Total (Item #4)</b> \$ _____		\$ _____
<b>Item #5: Additional Components (If Applicable)</b>		
Uniforms \$ _____		\$ _____
Equipment \$ _____		\$ _____
Materials \$ _____		\$ _____
Supplies \$ _____		\$ _____
Relief \$ _____		\$ _____
Roll Call \$ _____		\$ _____
Other Components \$ _____		\$ _____
(Specify) Training _____		_____
<b>Total (Item #5)</b> \$ _____		\$ _____
General Administrative Costs, Overhead and Profit \$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b> \$ _____	31.52	\$ _____ 27.64

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 3**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 17.23 item 1      \$ 17.23 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>	<b>Number Of Days Provided</b>	<b>Number Of Days Provided</b>
Holiday Allowance \$ _____	_____	_____
Vacation Allowance \$ _____	_____	_____
Sick Time Allowance \$ _____	_____	_____
Pension \$ _____	_____	_____
Other Supplemental Benefits \$ _____	_____	_____
(Specify) Training Fund _____	_____	_____
<b>Total (Item #3)</b> \$ _____	_____	_____

<b>Item #4: Taxes and Insurance (Item Required By Law)</b>		
F.I.C.A. \$ _____		\$ _____
N.Y.S.U.I. \$ _____		\$ _____
F.U.I. \$ _____		\$ _____
Workers' Compensation \$ _____		\$ _____
General Liability Insurance \$ _____		\$ _____
Disability Insurance \$ _____		\$ _____
Other Taxes and Insurance \$ _____		\$ _____
(Specify) MTA TAX _____		_____
<b>Total (Item #4)</b> \$ _____		\$ _____

<b>Item #5: Additional Components (If Applicable)</b>		
Uniforms \$ _____		\$ _____
Equipment \$ _____		\$ _____
Materials \$ _____		\$ _____
Supplies \$ _____		\$ _____
Relief \$ _____		\$ _____
Roll Call \$ _____		\$ _____
Other Components \$ _____		\$ _____
(Specify) Training _____		_____
<b>Total (Item #5)</b> \$ _____		\$ _____
General Administrative Costs, Overhead and Profit \$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b> \$ <u>32.93</u>		\$ <u>28.55</u>

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 4**

	Full-Time	Part-Time
<b>Item #1: Average Hourly Direct Wages</b> \$ _____	17.75 item 1	\$ _____ 17.75 item 1
<b>Item #2: Average Health Benefits</b> \$ _____	_____ item 2	\$ _____ item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>	<b>Number Of Days Provided</b>	<b>Number Of Days Provided</b>
Holiday Allowance \$ _____		\$ _____
Vacation Allowance \$ _____		\$ _____
Sick Time Allowance \$ _____		\$ _____
Pension \$ _____		\$ _____
Other Supplemental Benefits \$ _____		\$ _____
(Specify) Training Fund _____		_____
<b>Total (Item #3)</b> \$ _____		\$ _____
<b>Item #4: Taxes and Insurance</b>		
(Item Required By Law)		
F.I.C.A. \$ _____		\$ _____
N.Y.S.U.I. \$ _____		\$ _____
F.U.I. \$ _____		\$ _____
Workers' Compensation \$ _____		\$ _____
General Liability Insurance \$ _____		\$ _____
Disability Insurance \$ _____		\$ _____
Other Taxes and Insurance \$ _____		\$ _____
(Specify) MTA TAX _____		_____
<b>Total (Item #4)</b> \$ _____		\$ _____
<b>Item #5: Additional Components</b>		
(If Applicable)		
Uniforms \$ _____		\$ _____
Equipment \$ _____		\$ _____
Materials \$ _____		\$ _____
Supplies \$ _____		\$ _____
Relief \$ _____		\$ _____
Roll Call \$ _____		\$ _____
Other Components \$ _____		\$ _____
(Specify) Training _____		_____
<b>Total (Item #5)</b> \$ _____		\$ _____
General Administrative Costs, Overhead and Profit \$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b> \$ _____	34.51	\$ _____ 29.59

Company Name: AlliedBarton Security Services LLC EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 1**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$	_____	17.90	item 1	\$	_____	17.90	item 1
<b>Item #2: Average Health Benefits</b>	\$	_____		item 2	\$	_____		item 2

<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>	\$	_____	Number Of Days Provided	Number Of Days Provided	\$	_____
Holiday Allowance	\$	_____	_____	_____	\$	_____
Vacation Allowance	\$	_____	_____	_____	\$	_____
Sick Time Allowance	\$	_____	_____	_____	\$	_____
Pension	\$	_____	_____	_____	\$	_____
Other Supplemental Benefits (Specify) Training Fund	\$	_____	_____	_____	\$	_____
<b>Total (Item #3)</b>	\$	_____	_____	_____	\$	_____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$	_____	\$	_____
N.Y.S.U.I.	\$	_____	\$	_____
F.U.I.	\$	_____	\$	_____
Workers' Compensation	\$	_____	\$	_____
General Liability Insurance	\$	_____	\$	_____
Disability Insurance	\$	_____	\$	_____
Other Taxes and Insurance (Specify) MTA TAX	\$	_____	\$	_____
<b>Total (Item #4)</b>	\$	_____	\$	_____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$	_____	\$	_____		
Equipment	\$	_____	\$	_____		
Materials	\$	_____	\$	_____		
Supplies	\$	_____	\$	_____		
Relief	\$	_____	\$	_____		
Roll Call	\$	_____	\$	_____		
Other Components (Specify) Training	\$	_____	\$	_____		
<b>Total (Item #5)</b>	\$	_____	\$	_____		
General Administrative Costs, Overhead and Profit	\$	_____	\$	_____		
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$	_____	32.49	\$	_____	28.96

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 2**

	Full-Time	Part-Time
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>18.44</u> item 1	\$ <u>18.44</u> item 1
<b>Item #2: Average Health Benefits</b>	\$ _____ item 2	\$ _____ item 2

<b>Item #3: Average Supplemental Benefits(Items Not Required By Law)</b>	Number Of Days Provided	Number Of Days Provided
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify) Training Fund	\$ _____	\$ _____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify) Training	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ <u>33.81</u>	\$ <u>29.85</u>

Company Name: AlliedBarton Security Services LLC. EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 3**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 18.99 item 1      \$ 18.99 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits(Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits	\$ _____	\$ _____
(Specify) Training Fund	_____	_____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance	\$ _____	\$ _____
(Specify) MTA TAX	_____	_____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components	\$ _____	\$ _____
(Specify) Training	_____	_____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>35.38</u></b>	<b>\$ <u>30.95</u></b>

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 4**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 19.56 item 1      \$ 19.56 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	_____	\$ _____
Vacation Allowance	\$ _____	_____	\$ _____
Sick Time Allowance	\$ _____	_____	\$ _____
Pension	\$ _____	_____	\$ _____
Other Supplemental Benefits (Specify) Training Fund	\$ _____	_____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>		<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____		\$ _____
N.Y.S.U.I.	\$ _____		\$ _____
F.U.I.	\$ _____		\$ _____
Workers' Compensation	\$ _____		\$ _____
General Liability Insurance	\$ _____		\$ _____
Disability Insurance	\$ _____		\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____		\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>		<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____		\$ _____
Equipment	\$ _____		\$ _____
Materials	\$ _____		\$ _____
Supplies	\$ _____		\$ _____
Relief	\$ _____		\$ _____
Roll Call	\$ _____		\$ _____
Other Components (Specify) Training	\$ _____		\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>		<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ _____ 36.87</b>		<b>\$ _____ 31.89</b>

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist -Year 1**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 20.67 item 1      \$ 20.67 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____		\$ _____
Vacation Allowance	\$ _____		\$ _____
Sick Time Allowance	\$ _____		\$ _____
Pension	\$ _____		\$ _____
Other Supplemental Benefits (Specify) Training Fund	\$ _____		\$ _____
<b>Total (Item #3)</b>	\$ _____		\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify) Training	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ <u>36.36</u>	\$ <u>32.87</u>

Company Name: AlliedBarton Security Services LLC. EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist - Year 2**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$	21.29	item 1	\$	21.29	item 1
<b>Item #2: Average Health Benefits</b>	\$		item 2	\$		item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$		\$	
Vacation Allowance	\$		\$	
Sick Time Allowance	\$		\$	
Pension	\$		\$	
Other Supplemental Benefits	\$		\$	
(Specify) Training Fund				
<b>Total (Item #3)</b>	\$		\$	

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$		\$	
N.Y.S.U.I.	\$		\$	
F.U.I.	\$		\$	
Workers' Compensation	\$		\$	
General Liability Insurance	\$		\$	
Disability Insurance	\$		\$	
Other Taxes and Insurance	\$		\$	
(Specify) MTA TAX				
<b>Total (Item #4)</b>	\$		\$	

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$		\$	
Equipment	\$		\$	
Materials	\$		\$	
Supplies	\$		\$	
Relief	\$		\$	
Roll Call	\$		\$	
Other Components	\$		\$	
(Specify) Training				
<b>Total (Item #5)</b>	\$		\$	
General Administrative Costs, Overhead and Profit	\$		\$	
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$	37.80	\$	33.88

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist - Year 3**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 21.93 item 1      \$ 21.93 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____		\$ _____
Vacation Allowance	\$ _____		\$ _____
Sick Time Allowance	\$ _____		\$ _____
Pension	\$ _____		\$ _____
Other Supplemental Benefits (Specify) Training Fund	\$ _____		\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>		<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify) Training	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>39.52</u></b>	<b>\$ <u>35.13</u></b>



Company Name: AlliedBarton Security Services I.L.C. EQIB: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor - Year 1**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 29.47 item 1 \$ 29.47 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____	_____	\$ _____	_____
Vacation Allowance	\$ _____	_____	\$ _____	_____
Sick Time Allowance	\$ _____	_____	\$ _____	_____
Pension	\$ _____	_____	\$ _____	_____
Other Supplemental Benefits	\$ _____	_____	\$ _____	_____
(Specify) Training Fund	_____	_____	_____	_____
<b>Total (Item #3)</b>	<b>\$ _____</b>		<b>\$ _____</b>	

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance	\$ _____	\$ _____
(Specify) MTA TAX	_____	_____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components	\$ _____	\$ _____
(Specify) Training	_____	_____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>48.72</u></b>	<b>\$ <u>45.21</u></b>

Company Name: AlliedBarton Security Services LLC EQIB#: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor -Year 2**

	Full-Time		Part-Time
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>30.35</u> item 1	\$ <u>30.35</u> item 1	
<b>Item#2: Average Health Benefits</b>	\$ _____ item 2	\$ _____ item 2	

<b>Item #3: Average Supplemental Benefits(Items Not Required By Law)</b>	Number Of Days Provided	Number Of Days Provided
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits	\$ _____	\$ _____
(Specify) Training Fund	_____	_____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance	\$ _____	\$ _____
(Specify) MTA TAX	_____	_____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components	\$ _____	\$ _____
(Specify) Training	_____	_____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ <u>50.54</u>	\$ <u>46.59</u>

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor-Year 3**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$ _____	31.26	item 1	\$ _____	31.26	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____		item 2	\$ _____		item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____			\$ _____		
Vacation Allowance	\$ _____			\$ _____		
Sick Time Allowance	\$ _____			\$ _____		
Pension	\$ _____			\$ _____		
Other Supplemental Benefits	\$ _____			\$ _____		
(Specify) Training Fund	_____			_____		
<b>Total (Item #3)</b>	\$ _____			\$ _____		

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____			\$ _____		
N.Y.S.U.I.	\$ _____			\$ _____		
F.U.I.	\$ _____			\$ _____		
Workers' Compensation	\$ _____			\$ _____		
General Liability Insurance	\$ _____			\$ _____		
Disability Insurance	\$ _____			\$ _____		
Other Taxes and Insurance	\$ _____			\$ _____		
(Specify) MTA TAX	_____			_____		
<b>Total (Item #4)</b>	\$ _____			\$ _____		

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____			\$ _____		
Equipment	\$ _____			\$ _____		
Materials	\$ _____			\$ _____		
Supplies	\$ _____			\$ _____		
Relief	\$ _____			\$ _____		
Roll Call	\$ _____			\$ _____		
Other Components	\$ _____			\$ _____		
(Specify) Training	_____			_____		
<b>Total (Item #5)</b>	\$ _____			\$ _____		
General Administrative Costs, Overhead and Profit	\$ _____			\$ _____		
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ _____	52.75		\$ _____	48.31	

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor -Year 4**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ \_\_\_\_\_ 32.20 item 1 \$ \_\_\_\_\_ 32.20 item 1  
**Item#2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

<b>Item #3: Average Supplemental Benefits(Items Not Required By Law)</b>	<b>Number Of Days Provided</b>	<b>Number Of Days Provided</b>
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify) Training Fund	\$ _____	\$ _____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**  
 (Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**  
 (If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify) Training	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ _____ 54.78	\$ _____ 49.81

### **Exhibit 3 - MONTHLY MANAGEMENT FEE BREAKDOWN**

The Monthly Management Fee Calculation Sheets shall include the estimated and known costs and components that comprise the Bidder's Monthly Management Fee.

Calculation of Management Annual Salary Breakdown sheets for year 1 salaried positions are included as well and must be filled out. Please note that these forms ask for annual amounts and are not broken down by hour as the hourly rate forms in the preceding section.

The categories included on the sheets are only suggestions and the Bidder should supplement where appropriate. The Bidder is reminded that unforeseen and unexpected costs or increases in prices for items included in the management fee shall not be reimbursable. The Monthly Management Fees shall include all fixed costs billable to the Port Authority.

Company Name: AlliedBarton Security Services LLC.

EQIB:: 22330

**Calculation of Annual Salary Breakdown Sheet**  
**Uniformed, Unarmed Security Guard Services Human Resources Manager (JFK) -**

Year 1

Annual Amount

**Item #1: Direct Wages** \$ 65,000.00 item 1  
**Item #2: Health Benefits** \$ \_\_\_\_\_ item 2

**Item #3: Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	_____	Included in annual salary
Vacation Allowance	\$ _____	_____	Included in annual salary
Sick Time Allowance	\$ _____	_____	Included in annual salary
Pension	\$ _____		
Other Supplemental Benefits (Specify)	\$ _____		
<b>Total (Item #3)</b>	\$ _____		

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____
N.Y.S.U.I.	\$ _____
F.U.I.	\$ _____
Workers' Compensation	\$ _____
General Liability Insurance	\$ _____
Disability Insurance	\$ _____
Other Taxes and Insurance (Specify) MTA TAX	\$ _____
<b>Total (Item #4)</b>	\$ _____

**Item #5: Additional Components**

(If Applicable)

Equipment	\$ _____
Materials	\$ _____
Supplies	\$ _____
Other Components (Specify)	\$ _____
<b>Total (Item #5)</b>	\$ _____

**Total (Items #1, 2, 3, 4 & 5)** \$ 81,008.50

Company Name: AlliedBarton Security Services LLC.

EQIB:: \_\_\_\_\_

Calculation of Annual Salary Breakdown Sheet

Uniformed, Unarmed Security Guard Services Human Resources Assistant (LGA)

-Year 1

Annual Amount

**Item #1: Direct Wages** \$ 62214 item 1  
**Item #2: Health Benefits** \$ \_\_\_\_\_ item 2

<b>Item #3: Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided	
Holiday Allowance	\$ _____	_____	Included in annual salary
Vacation Allowance	\$ _____	_____	Included in annual salary
Sick Time Allowance	\$ _____	_____	Included in annual salary
Pension	\$ _____		
Other Supplemental Benefits (Specify)	\$ _____		
<b>Total (Item #3)</b>	<b>\$ _____</b>		

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A. \$ \_\_\_\_\_  
 N.Y.S.U.I. \$ \_\_\_\_\_  
 F.U.I. \$ \_\_\_\_\_  
 Workers' Compensation \$ \_\_\_\_\_  
 General Liability Insurance \$ \_\_\_\_\_  
 Disability Insurance \$ \_\_\_\_\_  
 Other Taxes and Insurance \$ \_\_\_\_\_  
 (Specify) MTA TAX \_\_\_\_\_  
**Total (Item #4)** \$ \_\_\_\_\_

**Item #5: Additional Components**

(If Applicable)

Equipment \$ \_\_\_\_\_  
 Materials \$ \_\_\_\_\_  
 Supplies \$ \_\_\_\_\_  
 Other Components \$ \_\_\_\_\_  
 (Specify) \_\_\_\_\_  
**Total (Item #5)** \$ \_\_\_\_\_

**Total (Items #1, 2, 3, 4 & 5)** \$ 77,821.38

Company Name: AlliedBarton Security Services LLC EQIB:: \_\_\_\_\_

**Calculation of Annual Salary Breakdown Sheet**  
**Uniformed, Unarmed Security Guard Services Office Manager -Year 1**

		<u>Annual Amount</u>	
<b>Item #1: Direct Wages</b>	\$	62,214.00	item 1
<b>Item #2: Health Benefits</b>	\$		item 2
<b>Item #3: Supplemental Benefits(Items Not Required By Law)</b>			<b>Number Of Days Provided</b>
Holiday Allowance	\$		_____ Included in annual salary
Vacation Allowance	\$		_____ Included in annual salary
Sick Time Allowance	\$		_____ Included in annual salary
Pension	\$		
Other Supplemental Benefits (Specify)	\$		
<b>Total (Item #3)</b>	\$		

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$	_____
N.Y.S.U.I.	\$	_____
F.U.I.	\$	_____
Workers' Compensation	\$	_____
General Liability Insurance	\$	_____
Disability Insurance	\$	_____
Other Taxes and Insurance (Specify) MTA TAX	\$	_____
<b>Total (Item #4)</b>	\$	_____

**Item #5: Additional Components**

(If Applicable)

Equipment	\$	_____
Materials	\$	_____
Supplies	\$	_____
Other Components (Specify)	\$	_____
<b>Total (Item #5)</b>	\$	_____

**Total (Items #1, 2, 3, 4 & 5)** \$ 77,824.38

Company Name: AlliedBarton Security Services LLC.

EQIB:: \_\_\_\_\_

**Calculation of Annual Salary Breakdown Sheet**  
**Uniformed, Unarmed Security Guard Services Project Manager - Year 1**

		<u>Annual Amount</u>	
<b>Item #1: Direct Wages</b>	\$	82,085.00	item 1
<b>Item #2: Health Benefits</b>	\$	_____	item 2
<b>Item #3: Supplemental Benefits (Items Not Required By Law)</b>			<b>Number Of Days Provided</b>
Holiday Allowance	\$	_____	_____ Included in annual salary
Vacation Allowance	\$	_____	_____ Included in annual salary
Sick Time Allowance	\$	_____	_____ Included in annual salary
Pension	\$	_____	
Other Supplemental Benefits (Specify)	\$	_____	
<b>Total (Item #3)</b>	\$	_____	
<b>Item #4: Taxes and Insurance</b> (Item Required By Law)			
F.I.C.A.	\$	_____	
N.Y.S.U.I.	\$	_____	
F.U.I.	\$	_____	
Workers' Compensation	\$	_____	
General Liability Insurance	\$	_____	
Disability Insurance	\$	_____	
Other Taxes and Insurance (Specify) MTA TAX	\$	_____	
<b>Total (Item #4)</b>	\$	_____	
<b>Item #5: Additional Components</b> (If Applicable)			
Equipment	\$	_____	
Materials	\$	_____	
Supplies	\$	_____	
Other Components (Specify)	\$	_____	
<b>Total (Item #5)</b>	\$	_____	
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$	100,534.95	

Company Name: AlliedBarton Security Services LLC. EQIB:: \_\_\_\_\_

**Calculation of Annual Salary Breakdown Sheet**  
**Uniformed, Unarmed Security Guard Services Assistant Project Manager - Year 1**

	<u>Annual Amount</u>		
<b>Item #1: Direct Wages</b>	\$ _____	72,516.00	item 1
<b>Item #2: Health Benefits</b>	\$ _____		item 2
<b>Item #3: Supplemental Benefits (Items Not Required By Law)</b>			<b>Number Of Days Provided</b>
Holiday Allowance	\$ _____		_____ Included in annual salary
Vacation Allowance	\$ _____		_____ Included in annual salary
Sick Time Allowance	\$ _____		_____ Included in annual salary
Pension	\$ _____		
Other Supplemental Benefits (Specify)	\$ _____		
<b>Total (Item #3)</b>	\$ _____		
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>			
F.I.C.A.	\$ _____		
N.Y.S.U.I.	\$ _____		
F.U.I.	\$ _____		
Workers' Compensation	\$ _____		
General Liability Insurance	\$ _____		
Disability Insurance	\$ _____		
Other Taxes and Insurance (Specify) MTA TAX	\$ _____		
<b>Total (Item #4)</b>	\$ _____		
<b>Item #5: Additional Components (If Applicable)</b>			
Equipment	\$ _____		
Materials	\$ _____		
Supplies	\$ _____		
Other Components (Specify)	\$ _____		
<b>Total (Item #5)</b>	\$ _____		
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ _____	89,598.54	

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK - Contract Year 1**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ 81,008.50	\$ 65,000.00
Office Manager	\$ _____	\$ _____
Project Manager	\$ 77,824.38	\$ 62,214.00
Assistant Project Manager	\$ 100,534.95	\$ 82,085.00
Other required Positions (Specify)	\$ 89,598.54	\$ 72,516.00
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ 8,305.40	
<b>Total ANNUAL Management Fee</b>	\$ 357,271.76	
<b>Total Monthly Management Fee</b>	\$ 29,772.65	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ 83,093.72	\$ 66,300.00
Office Manager	\$ _____	\$ _____
Project Manager	\$ 79,841.34	\$ 63,458.00
Assistant Project Manager	\$ 103,037.13	\$ 83,727.00
Other required Positions (Specify)	\$ 91,866.69	\$ 73,966.00
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ 8,516.57	
<b>Total ANNUAL Management Fee</b>	\$ 366,355.49	
<b>Total Monthly Management Fee</b>	\$ 30,529.62	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ <u>852,262.63</u>	\$ <u>67,626.00</u>
Office Manager	\$ _____	\$ _____
Project Manager	\$ <u>81,940.67</u>	\$ <u>64,727.00</u>
Assistant Project Manager	\$ <u>105,631.01</u>	\$ <u>85,401.00</u>
Other required Positions (Specify)	\$ <u>94,223.57</u>	\$ <u>75,446.00</u>
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)    Overhead	\$ <u>8,735.98</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>375,793.86</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>31,316.15</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ 87,520.95	\$ 68,978.52
Office Manager	\$ _____	\$ _____
Project Manager	\$ 84,128.64	\$ 66,022.00
Assistant Project Manager	\$ 108,323.87	\$ 87,109.00
Other required Positions (Specify)	\$ 96,673.17	\$ 76,955.00
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ 8,964.19	
<b>Total ANNUAL Management Fee</b>	\$ 385,610.82	
<b>Total Monthly Management Fee</b>	\$ 32,134.24	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 1**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ _____	\$ _____
Office Manager	\$ <u>77,824.38</u>	\$ <u>62,214.00</u>
Project Manager	\$ <u>77,824.38</u>	\$ <u>62,214.00</u>
Assistant Project Manager	\$ <u>100,534.95</u>	\$ <u>82,085.00</u>
Other required Positions (Specify)	\$ <u>89,598.54</u>	\$ <u>72,516.00</u>
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ <u>8,229.62</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>354,011.86</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>29,500.99</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ _____	\$ _____
Office Manager	\$ 79,841.34	\$ 63,458.00
Project Manager	\$ 79,841.34	\$ 63,458.00
Assistant Project Manager	\$ 103,037.18	\$ 83,727.00
Other required Positions (Specify)	\$ 91,866.69	\$ 73,966.00
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ 8,439.16	
<b>Total ANNUAL Management Fee</b>	\$ 363,025.70	
<b>Total Monthly Management Fee</b>	\$ 30,252.14	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ _____	\$ _____
Office Manager	\$ <u>81,940.67</u>	\$ <u>64,727.00</u>
Project Manager	\$ <u>81,940.67</u>	\$ <u>64,727.00</u>
Assistant Project Manager	\$ <u>105,631.01</u>	\$ <u>85,401.00</u>
Other required Positions (Specify)	\$ <u>94,223.57</u>	\$ <u>75,446.00</u>
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify)      Overhead	\$ <u>8,656.91</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>372,392.83</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>31,032.74</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ _____	\$ _____
Office Manager	\$ 84,128.64	\$ 66,022.00
Project Manager	\$ 84,128.64	\$ 66,022.00
Assistant Project Manager	\$ 108,323.87	\$ 87,109.00
Other required Positions (Specify)	\$ 96,673.17	\$ 76,955.00
Insurance Cost (Excluding Health)	\$ _____	\$ _____
Office Furniture	\$ _____	
Telephone	\$ _____	
Office Machines	\$ _____	
Office Supplies	\$ _____	
Other (Specify) Overhead	\$ 8,883.45	
<b>Total ANNUAL Management Fee</b>	<b>\$ 382,137.77</b>	
<b>Total Monthly Management Fee</b>	<b>\$ 31,844.81</b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**INVITATION FOR BID**

- COVER PAGE: BID AND BIDDER INFORMATION
- PART I - STANDARD INFORMATION FOR BIDDERS
- PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET
- PART III - INSTRUCTIONS AND PRICING SHEETS

REQUEST FOR EVALUATION OF QUALIFICATION INFORMATION  
REQUIRED TO BE ELIGIBLE TO BID (EQIB)

PHASE 2: INVITATION FOR BID

UNARMED, UNIFORMED SECURITY GUARD SERVICES AT  
JOHN F. KENNEDY INTERNATIONAL AND  
LAGUARDIA AIRPORTS

PURCHASING SERVICES DIVISION  
ONE MADISON AVENUE, 7<sup>TH</sup> FLOOR  
NEW YORK, NY 10010

SUBMIT BID BEFORE THE DUE DATE AND TIME TO THE ABOVE ADDRESS

EQIB NUMBER/COLLECTIVE NUMBER: 22330

DUE DATE AND TIME: October 25, 2010 at 11:00 a.m.

BUYER NAME: Luke Bassis

PHONE #: (212) 435-3940  
FAX#: (212) 435-3959  
EMAIL: lbassis@panynj.gov

**THE PORT AUTHORITY OF NY & NJ**

October 19, 2010

**Via Email: [Jkristensen@fjcsecurity.com](mailto:Jkristensen@fjcsecurity.com); [Dlink@fjcsecurity.com](mailto:Dlink@fjcsecurity.com)  
and Overnight Mail**

FJC Security Services, Inc.  
275 Jericho Turnpike  
Floral Park NY, 11001

Attn: Jean Kristensen and David Link

**Re: PHASE 2: INVITATION FOR BID - UNARMED, UNIFORMED SECURITY  
GUARD SERVICES AT JOHN F. KENNEDY INTERNATIONAL (JFK) AND  
LAGUARDIA (LGA) AIRPORTS - COLLECTIVE NO. 22330**

Dear Mrs. Kristensen and Mr. Link:

The Port Authority of New York and New Jersey evaluated your qualification information and submittal and has qualified your company to participate in Phase 2, the bid. Each company that is eligible to participate in Phase 2 will receive the attached Invitation to Bid by email on this date with a hard copy by overnight mail.

**The bid is due on October 25, 2010, at 11:00 a.m. at which time the bids shall be publicly opened and read.**

You are required to fill out and submit the enclosed bid package in its entirety.

The awarded Contract will be comprised of the Request for Evaluation Qualification Information Required to Be Eligible to Bid ("EQIB 22330"), your firm's response to the EQIB 22330, any subsequent correspondence or clarifications provided and the additional information contained in this letter and the enclosed Invitation to Bid document and the pricing sheets from the selected lowest responsive and responsible bidder. The bidding entity must be the same as the entity that submitted in PHASE 1.

The following quantities represent the requirements for this Contract for the noted positions:

1. The Port Authority requires (1) Human Resources Manager that shall be stationed at John F. Kennedy International Airport;
2. The Port Authority requires (1) Human Resources Assistant that shall be stationed at LaGuardia Airport.
3. The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA.

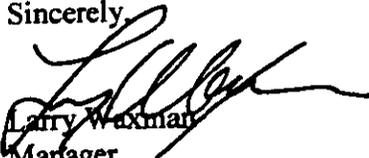
PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951

**THE PORT AUTHORITY OF NY & NJ**

Your pricing should reflect the quantities stated above. Any additional support personnel deemed necessary by your firm will be at your firm's cost.

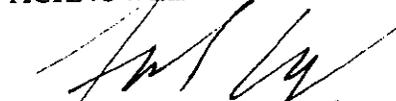
Your company is required to countersign this letter, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned letter shall be submitted with your bid.

Sincerely,

  
Larry Waxman  
Manager  
Procurement Department

10-25-10A11:17 RCVD

ACKNOWLEDGED AND ACCEPTED,



FRANK CALIFANO - PRESIDENT By title date EQIB 22330  
(Name - Position) FJS SECURITY SERVICES, INC 10/21/10



Over 20 Years of Service, Support & Solutions!

October 25<sup>th</sup>, 2010

**The Port Authority of NY & NJ**  
Procurement Department  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10010  
Attn: Mr. Larry Waxman, Manager

**Ref: FJC Proposed Costing Response/Phase II- Collective No: 22330**

Dear Mr. Waxman:

I am pleased to provide this information on behalf of FJC Security Services, Inc. (FJC). Please note the cost estimates provided were prepared with the following considerations with respect to the FTE employee health insurance plan cost:

The line item cost for employee Health Insurance Plan coverage and employee entitlements were compiled based upon information received from SEIU 32BJ representative Denis Johnston - as noted in the attached letter from SEIU.

The cost for year one 2011 Health Insurance Plan coverage for full-time employees is actual - based upon the \$604.00-month per FTE employee.

Health Insurance Plan coverage costs shown for FTE employees for Years 2 through 4 are cost *estimates* based upon the "Not to exceed 12% of prior year" as noted in the SEIU letter. It is important to note that in years 2-4 *FJC's rates will be adjusted only for the actual increase (if any) in the health insurance premiums.* For purposes of its proposal, FJC has incorporated a twelve (12%) annual increase as a maximum. If health insurance increases exceed twelve (12%), FJC's billing rates will *not* reflect the excess. However, should the increase be less than twelve (12%) percent, FJC will *reduce* its billing rates to The Port Authority penny for penny for the difference of the estimated to actual premium cost.

Thank you for your consideration and we look forward to fulfilling the opportunity afforded FJC.

Sincerely yours,

David D. Link, Jr.  
Senior Vice President-FJC Security Services, Inc.

Attachment: SEIU Ltr- Dated 10.21.10

275 Jericho Turnpike, Floral Park, NY 11001  
Phone 516.328.6000 Fax 516.328.0340  
[www.fjsecurity.com](http://www.fjsecurity.com)

## David Link

---

**From:** Denis Johnston <djohnston@seiu32bj.org>  
**Sent:** Thursday, October 21, 2010 4:44 PM  
**To:** David Link; Stephen Finkel  
**Subject:** Port Security Bid

**Date:** October 21, 2010

**To:** FJC Security Services

**From:** Denis Johnston

**Subject:** Local 32BJ's Proposals for the Successor Agreement to the current CBA with Covenant covering officers at LaGuardia and JFK airports which expires on January 31, 2011

Set forth below, are Local 32BJ's proposals to Covenant, and to your firm if you are selected to replace Covenant, for a successor agreement which would commence February 1, 2011 and continue through June 30, 2014.

### Current CBA

These locations are currently covered by a collective bargaining agreement between SEIU 32BJ and Covenant Aviation Security. The current CBA with Covenant expires January 31, 2011. This agreement contains the 2011 health fund contribution rate of \$604 per month per eligible full-time employee. All 3 contractors are required to assume and maintain the terms of the current CBA.

### Wages

Wages as per the Port Authority bid specification. All increases would take effect February 1.

2011 rate	\$16.24
2012 rate	\$16.73
2013 rate	\$17.23
2014 rate	\$17.75

### Health Care

For 2012, 2013 and 2014, 32BJ proposes contribution rates, with no more than a 12% annual increases each year.

Effective January 1, 2012	\$676.48 per month per eligible employee
Effective January 1, 2013	\$757.66 per month per eligible employee
Effective January 1, 2014	\$848.58 per month per eligible employee

### Training

2015

For all unit employees, 32BJ Thomas Shortman Training School with an annual contribution rate of \$312 per employee per year.

### Holidays

11 total

Paid 8 hours straight time if not worked

Double time if worked for all hours worked

**Sick leave**

Full timers get 40 hours per year (5 days) from date of hire. Pro rated sick leave for part-timers.

**Vacation**

0 to 5 years                    40 hours

5 to 10 years                 80 hours

More than 10 years         120 hours

Pro rated vacation for part-timers.

Please do not hesitate to contact me if you have any questions.

**THE PORT AUTHORITY OF NY & NJ**

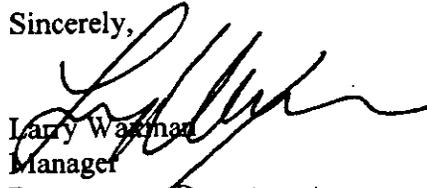
October 20, 2010

To Prospective Bidders on Phase 2 of EQIB 22330:

1. Bidders must use the revised pricing sheets, pages numbered 13-28, attached hereto and demarked with the header "REVISED 10/20/10". These sheets replace, in their entirety, pages numbered 13-28, as originally provided to you on October 19, 2010.
2. The cover letter stated that "The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA." That language is hereby deleted and replaced with "The Port Authority requires (1) Office **Manager** that shall be located at JFK and (1) Office **Manager** that shall be located at LGA."

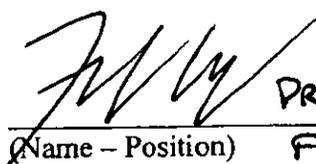
Your company is required to countersign this notice, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned notice shall be submitted with your bid.

Sincerely,

  
Larry Waxman  
Manager  
Procurement Department

10-25-10 11:17 RCVD

ACKNOWLEDGED AND ACCEPTED,

  
PRESIDENT By title 10/21/10 date EQIB 22330  
(Name - Position) FJC SECURITY SERVICES, INC

PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951

**PART I – STANDARD INFORMATION FOR BIDDERS, TABLE OF CONTENTS**

1. General Information: The Port Authority of New York and New Jersey .....	4
2. Form and Submission of Bid .....	4
3. Acknowledgment of Phase 2 Addenda.....	5
4. Firm Offer.....	5
5. Acceptance or Rejection of Bids .....	5
6. Bidder's Questions .....	5
7. Additional Information To and From Bidders.....	5
8. Union Jurisdiction.....	5
9. Assessment of Bid Requirements .....	5
10. Bidder's Prerequisites for Phase 2.....	6
11. Pre-award Meeting .....	6
12. City Payroll Tax.....	6
13. Additional Bidder Information .....	6
14. Estimated Quantities.....	6
15. LaGuardia Airport Security Agent Estimated Quantities.....	6

## **PART I - STANDARD INFORMATION FOR BIDDERS**

### **1. General Information: The Port Authority of New York and New Jersey**

The Port Authority of New York and New Jersey (the "Port Authority" or the "Authority") is an agency of the States of New York and New Jersey, created and existing by virtue of the Compact of April 30, 1921, made by and between the two States, and thereafter consented to by the Congress of the United States. It is charged with providing transportation, terminal and other facilities of trade and commerce within the Port District. The Port District comprises an area of about 1,500 square miles in both States, centering about New York Harbor. The Port District includes the Cities of New York and Yonkers in New York State, and the cities of Newark, Jersey City, Bayonne, Hoboken and Elizabeth in the State of New Jersey, and over 200 other municipalities, including all or part of seventeen counties, in the two States. The Port Authority manages and/or operates all of the region's major airports marine terminals in both New Jersey and New York (Port Newark and Elizabeth, Howland Hook and Brooklyn Piers); and its interstate tunnels and bridges (the Lincoln and Holland Tunnels; the George Washington, Bayonne, and Goethals Bridges; and the Outerbridge Crossing), which are vital "Gateways to the Nation."

In addition, the Port Authority operates the Port Authority Bus Terminal in Manhattan, the largest facility of its kind in the world, and the George Washington Bridge and Journal Square Transportation Center bus stations. A key link in interstate commuter travel, the Port Authority also operates the Port Authority Trans-Hudson Corporation (PATH), a rapid rail transit system linking Newark, and the Jersey City and Hoboken waterfronts, with midtown and downtown Manhattan. A number of other key properties are managed by the agency including but not limited to a large satellite communications facility (the Teleport) in Staten Island, and a resource recovery co-generation plant in Newark. Prior to September 11, 2001, the Port Authority's headquarters were located in the World Trade Center, and that complex is still owned and being partially redeveloped by the Authority.

### **2. Form and Submission of Bid**

The Bidder shall review carefully every provision of this document, provide all the information required, and sign and return one entire copy to the Port Authority in accordance with the instructions. The Bidder should retain one complete duplicate copy for its own use. The "Signature Sheet" contained herein must be completed and signed by the Bidder. The Invitation to Bid should be completed in its entirety including all entries required on the Pricing Sheet(s), Pricing Form(s), Calculation of Average Hourly Rate Forms and Monthly Management Fee Calculation (cumulatively hereinafter referred to as "Pricing Sheet(s). The Bid shall be sealed in the enclosed self-addressed envelope conspicuously marked with the Bidder's name, address, and Vendor Number, if available. In addition, the outside of the package must clearly state the title, the Collective Number and the Due Date. Failure to properly label submissions may cause a delay in identification, misdirection or disqualification of the submissions. In submitting this Bid, the Bidder offers to assume the obligations and liabilities imposed upon it herein and expressly makes the representations and warranties required in this document.

All Bids must be received by the bid custodian on or before the due date and time specified on the cover page, at which time they will be publicly opened and read. Bids are only accepted Monday through Friday, excluding Port Authority holidays, between the hours of 8:00 a.m. and 5:00 p.m., via (1) regular mail, (2) express delivery service (e.g. UPS), or (3) hand delivery. If your bid is to be hand-delivered or you are planning to attend the formal bid opening, please note that only individuals with valid photo identification will be permitted access to the Authority's offices. Individuals without valid identification shall be turned away and their packages not accepted. Bids that are not received by the bid custodian by the scheduled bid opening date will be considered late.

### **3. Acknowledgment of Phase 2 Addenda**

If any Addenda are posted or sent as part of this Phase 2 Bid, the Bidder shall complete, sign and include with its Bid the addenda form(s). In the event any Bidder fails to conform to these instructions, its Bid will nevertheless be construed as though the Addenda had been acknowledged.

### **4. Firm Offer**

The Bidder offers to provide the Port Authority of New York and New Jersey the services and to perform all Work in connection therewith required under this Contract, all as specified by the terms and conditions of the Contract, based on the Pricing Sheets provided herein.

**EXCEPTIONS TAKEN OR CONDITIONS IMPOSED BY A BIDDER TO ANY PORTION OF THE EQIB, CONTRACT DOCUMENTS OR INVITATION TO BID DOCUMENT WILL RESULT IN REJECTION OF THE BID.**

### **5. Acceptance or Rejection of Bids**

The acceptance of a bid will be by a written notice signed by an authorized representative on behalf of the Authority. No other act of the Port Authority, its Commissioners, officers, agents or employees shall constitute acceptance of a bid. The Port Authority reserves the unqualified right, in its sole and absolute discretion, to reject any or all bids or to accept any bid, which in its judgment will best serve the public interest and to waive defects in any bid. No rights accrue to any Bidder unless and until its bid is accepted.

### **6. Bidder's Questions**

Any questions by prospective Bidders concerning the Work to be performed or the terms and conditions of the Contract should have been addressed to the Buyer listed on the Cover Sheet of the EQIB 22330 document during Phase 1.

### **7. Additional Information To and From Bidders**

Should the Authority require additional information from the Bidder in connection with its bid, such information shall be submitted within the time frame specified by the Port Authority.

If the Bidder is a corporation, a statement of the names and residences of its officers should be submitted on the Name and Residence of Principals Sheet, directly following the Signature Sheet.

### **8. Union Jurisdiction**

All prospective Bidders are advised that SEIU Local 32BJ currently represents certain employees of the incumbent contractor at the Facilities. Bidders attention is directed to the paragraph entitled "Union Jurisdiction", Paragraph I. in the Information for Interested Companies section of the EQIB, and then "Harmony" in the Standard Contract Terms and Conditions. The following contact information for SEUI has been provided for Bidder's information only.

Denis Johnston, Associate Director for Security  
Commercial Division  
SEIU Local 32BJ  
101 Avenue of the Americas, 20th Floor  
New York, NY 10013  
212-388-3874  
212-539-2902 (fax)

### **9. Assessment of Bid Requirements**

The Bidder should carefully examine and study the entire contents of this Invitation to Bid and the EQIB 22330 document and shall make its own determinations as to the services and materials to be supplied and all other things required to be done by the Contractor.

#### **10. Bidder's Prerequisites for Phase 2**

Only Bidders who have been invited to participate in Phase 2 after submitting a qualification information in Phase 1 of EQIB #22330 which has been deemed qualified to submit a Bid by the Port Authority, as only bids submitted by such Bidders will be considered. A determination that a Bidder has met the prerequisites is no assurance that it will be deemed qualified in connection with other requirements included herein and in the Phase 1 EQIB documents.

#### **11. Pre-award Meeting**

The lowest qualified (responsive/responsible) Bidder may be called for a pre-award meeting prior to award of the Contract.

#### **12. City Payroll Tax**

All parties should be aware of the payroll tax imposed by the:

- a. City of New York, New York for services performed in New York, New York; and
- b. City of Yonkers, New York for services performed in Yonkers, New York.

These taxes, if applicable, are the sole responsibility of the firm awarded the Contract. Bidders should consult their tax advisors as to the effect, if any, of these taxes. The Port Authority provides this notice for informational purposes only and is not responsible for either the imposition or administration of such taxes. The Port Authority exemption set forth in the Paragraph entitled "Sales or Compensating Use Taxes", in the "Standard Contract Terms and Conditions" included herein, does not apply to these taxes.

#### **13. Additional Bidder Information**

Prospective Bidders are advised that additional vendor information, including but not limited to, forms, documents and other information, including protest procedures, may be found on the Port Authority website at: <http://www.panynj.gov/business-opportunities/become-vendor.html>

#### **14. Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided. The successful Contractor shall provide the services pursuant to the operational requirements at JFK and LGA and those needs may fluctuate depending upon unforeseeable factors, such as ongoing construction projects.

#### **15. LaGuardia Airport Security Agent Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form for the Airport Security Agent ("ASA") are only for the purpose of bid comparison. The quantities set forth are intended to reflect fluctuating requirements at LGA as the need for guards there differs seasonally, generally with an increasing need over the summer months due to construction, which is dependent upon a variety of unforeseeable factors, such as construction authorization and funding. Bidders should consider these factors when determining pricing. The successful Contractor shall provide the level of services that meet Authority's operational requirements.

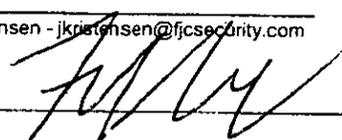
**PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET**

**SIGNATURE SHEET**

OFFER: The undersigned offers and agrees to furnish to the Port Authority of New York and New Jersey the services and/or materials in compliance with all terms, conditions, specifications and addenda of the Contract. Signature also certifies understanding and compliance with the certification requirements of the standard terms and conditions as contained in the Standard Contract Terms and Conditions. This offer shall be irrevocable for 120 days after the date on which the Port Authority opens this bid.

**ONLY THE COMPANY NAMED AS THE BIDDING ENTITY BELOW WILL RECEIVE PAYMENT. THIS MUST BE THE SAME NAMED COMPANY AS INDICATED ON THE COVER SHEET**

Bidding Entity FJC Security Services, Inc.  
Bidder's Address 275 Jericho Turnpike  
City, State, Zip Floral Park, NY 11001  
Telephone No. 516.328.6000 FAX 516.328.0340  
Email David Link - dlink@fjcsecurity.com EIN# \_\_\_\_\_  
Jean Kristensen - jkristensen@fjcsecurity.com

SIGNATURE  Date October 25, 2010

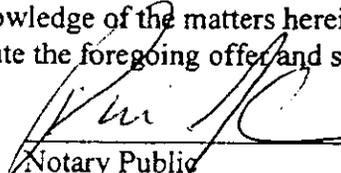
10-25-10A11:17 RCVD

Print Name and Title Frank Califano - President

**ACKNOWLEDGEMENT:**

STATE OF: New York  
COUNTY OF: Nassau

On this 25<sup>th</sup> day of October, 2010, personally came before me, Frank Califano, who duly sworn by me, did depose that (s)he has knowledge of the matters herein stated and they are in all respects true and that (s)he has been authorized to execute the foregoing offer and statement of irrevocability on behalf of said corporation, partnership or firm.

  
Notary Public  
Patrick J. Conroy  
Notary Public, State of New York  
No. 01008874923  
Qualified in Nassau County  
Commission Expires March 24, 2011

NOTE: If a joint venture is bidding, duplicate this Signature Sheet and have each party to the joint venture sign separately and affix to the back of this Signature Sheet.

Bidder attention is called to the certification requirements contained in the Standard Contract Terms and Conditions, Part III. Indicate below if a signed, explanatory statement in connection with this section is attached hereto.

If certified by the Port Authority as an SBE or MWBE: \_\_\_\_\_ (indicate which one and date).

**NAME AND RESIDENCE OF PRINCIPALS SHEET**

Names and Residence of Principals of Bidder. If general or limited partner, or individual, so indicate.

NAME	TITLE	ADDRESS OF RESIDENCE (Do not give business address)
Frank Califano	President	
Frank Califano, Jr.	EVP & COO	

10-25-10 11:17 RCVD

**PART III - INSTRUCTIONS AND PRICING SHEETS**

## **INSTRUCTIONS**

Bidders are required to fill out the enclosed Exhibits in their entirety, where applicable:

- Exhibit 1: Total Estimated Contract Price Sheet and Pricing Forms
- Exhibit 2: Calculation of Average Hourly Rate Forms
- Exhibit 3: Monthly Management Fee Breakdown

The terms "Cost Section", "Pricing Sheet(s)", "Pricing Form(s)", "Pricing form", "Cost Proposal", "Bid Pricing Forms" all used throughout the Phase 1 EQIB document refers to these three exhibits and these three (3) exhibits shall be cumulatively referred to as "Pricing Sheet(s)" throughout this Phase 2 Invitation to Bid.

### **Entry of Prices**

- a. The prices quoted shall be written in figures, in ink, preferably in black ink where required in the spaces provided on the Pricing Sheet(s) attached hereto and made a part hereof.
- b. All Bidders must ensure that all charges quoted for similar operations in the Contract are consistent and that the prices match between sections. For example, the Monthly Management Fee for JFK that appears in the Monthly Management Fee Breakdown sheet for Year 1 must match the amount inserted for Monthly Charge for the Management Fee for JFK in Year 1 on the Pricing Form. Where there is a discrepancy between Exhibit 1 and any other Exhibit, the amounts in Exhibit 1 shall govern.
- c. Prices must be submitted for each Item required on the "Pricing Sheet(s)", where applicable. Bidders are advised that the Items on the Pricing Sheet(s) correspond to the required services set forth in the Specifications hereunder.
- d. Bidders must insert all figures as required and verify all computations for accuracy. The Port Authority in its sole judgment reserves the right to: (1) reject Bids without checking them for mathematical errors or omissions, (2) reject Bids that contain or appear to contain errors or omissions, and (3) supply corrections to Bids that contain or appear to contain mathematical errors and omissions, and in this case the Port Authority reserves the right to recompute the Total Estimated Contract Price (which amount shall then govern in all cases) based upon the prices inserted by the Bidder.
- e. In the event that a Bidder quotes an amount in the Total Estimated column but omits to quote a Unit Price for that amount in the space provided, the Port Authority reserves the right to compute and insert the appropriate Unit Price.
- f. The Total Estimated Contract Price is solely for the purpose of facilitating the comparisons of Bids. Compensation shall be in accordance with the section of this Contract entitled "Billing and Payment".
- g. The Total Estimated Contract Price shall be obtained by adding the Estimated Annual Contract Price for the first year of the Contract, to the Estimated Annual Contract Price for each subsequent year.

**Exhibit 1 - TOTAL ESTIMATED CONTRACT PRICE SHEET AND PRICING  
FORMS**

## TOTAL ESTIMATED CONTRACT PRICE

Estimated Annual Contract Cost JFK - First Year	=	<u>\$ 17,217,376.06</u> (A)	
Estimated Annual Contract Cost LGA - First Year	=	<u>\$ 7,365,857.13</u> (B)	
<b>Estimated Annual Contract Price - First Year of the Contract (A)+(B)</b>	<b>=</b>	<b>\$ <u>24,583,233.19</u></b> (1)	
Estimated Annual Contract Cost JFK - Second Year	=	<u>\$ 17,600,684.15</u> (A)	
Estimated Annual Contract Cost LGA - Second Year	=	<u>\$ 7,477,511.21</u> (B)	
<b>Estimated Annual Contract Price - Second Year of the Contract (A)+(B)</b>	<b>=</b>	<b>\$ <u>25,078,195.36</u></b> (2)	
Estimated Annual Contract Cost JFK - Third Year	=	<u>\$ 18,349,961.08</u> (A)	
Estimated Annual Contract Cost LGA - Third Year	=	<u>\$ 7,781,450.55</u> (B)	
<b>Estimated Annual Contract Price - Third Year of the Contract (A)+(B)</b>	<b>=</b>	<b>\$ <u>26,131,411.63</u></b> (3)	
Estimated Annual Contract Cost JFK - Fourth Year	=	<u>\$ 18,997,968.11</u> (A)	
Estimated Annual Contract Cost LGA - Fourth Year	=	<u>\$ 8,021,328.17</u> (B)	
<b>Estimated Annual Contract Price - Fourth Year of the Contract (A)+(B)</b>	<b>=</b>	<b>\$ <u>27,019,296.28</u></b> (4)	
<b>The Total Estimated Contract Price (1)+(2)+(3)+(4)</b>	<b>=</b>	<b>\$ <u>102,812,136.46</u></b>	

10-25-10A11:13 RCVD

**Pricing Form**  
**JFK - Year 1**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>		<u>Total Estimated Annual Cost</u>		
1. Airport Security Agents							
Part Time	79,949	x	\$ 23.60	=	\$ 1,886,796.40 (1)		
Full Time	319,796	x	\$ 28.95	=	\$ 9,258,094.20 (2)		
Total	399,745		FT (1) + PT (2)	=	\$ 11,144,890.60 (A)		
2. Lead Airport Security Agents							
Part Time	100	x	\$ 25.12	=	\$ 2,512.00 (1)		
Full Time	55,166	x	\$ 31.61	=	\$ 1,743,797.26 (2)		
Total	55,266		FT (1) + PT (2)	=	\$ 1,746,309.26 (B)		
3. Central Station Security Agent/Identification Office Specialist							
Part Time	100	x	\$ 28.53	=	\$ 2,853.00 (1)		
Full Time	61,080	x	\$ 33.92	=	\$ 2,071,833.60 (2)		
Total	61,180		FT (1) + PT (2)	=	\$ 2,074,686.60 (C)		
4. Tour Supervisor							
Part Time	100	x	\$ 41.19	=	\$ 4,119.00 (1)		
Full Time	25,960	x	\$ 45.43	=	\$ 1,179,362.80 (2)		
Total	26,060		FT (1) + PT (2)	=	\$ 1,183,481.80 (D)		
	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,185.55	x	25 Jeeps	x	12	=	\$ 355,665.00 (1)
Vehicle Charge	\$ 1,145.48	x	25 Vans	x	12	=	\$ 343,644.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 699,309.00 (E)
	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>		
Vehicle Charge	\$ 355,665.00 / 365 days		25 jeeps		= \$ 38.98		
Vehicle Charge	\$ 343,644.00 / 365 days		25 vans		= \$ 37.66		
	<u>Monthly Charge</u>		<u># of Months</u>		<u>Annual Charge</u>		
6. Management Fee:	\$ 30,724.90		12	=	\$ 368,698.80 (F)		
<b>Estimated Annual Contract JFK - First Year</b>				=	\$ 17,217,376.06 (G)		
<b>(A) + (B) + (C) + (D) + (E) + (F) = (G)</b>							

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, uniforms, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources

REVISED 10/20/10

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**JFK - Year 2**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	79,949	x	\$ 23.63	=	\$ 1,889,194.87 (1)
Full Time	319,796	x	\$ 29.74	=	\$ 9,510,733.04 (2)
Total	399,745		FT (1) + PT (2)	=	\$ 11,399,927.91 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 25.23	=	\$ 2,523.00 (1)
Full Time	55,166	x	\$ 32.50	=	\$ 1,792,895.00 (2)
Total	55,266		FT (1) + PT (2)	=	\$ 1,795,418.00 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ 28.78	=	\$ 2,878.00 (1)
Full Time	61,080	x	\$ 34.90	=	\$ 2,131,692.00 (2)
Total	61,180		FT (1) + PT (2)	=	\$ 2,134,570.00 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 40.33	=	\$ 4,033.00 (1)
Full Time	25,960	x	\$ 45.79	=	\$ 1,188,708.40 (2)
Total	26,060		FT (1) + PT (2)	=	\$ 1,192,741.40 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,185.55	x	25 Jeeps	x	12	=	\$ 355,665.00 (1)
Vehicle Charge	\$ 1,145.48	x	25 Vans	x	12	=	\$ 343,644.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 699,309.00 (E)

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 355,665.00 / 365 days	/	25 jeeps	=	\$ 38.98
Vehicle Charge	\$ 343,644.00 / 365 days	/	25 vans	=	\$ 37.66

	<u>Monthly Charge</u>		<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 31,559.82		12	=	\$ 378,717.84 (F)

**Estimated Annual Contract JFK - First Year** = \$ 17,600,684.15 (G)  
**(A) + (B) + (C) + (D) + (E) + (F) = (G)**

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, uniforms, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**JFK - Year 3**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	79,949	x	\$ 24.48	=	\$ 1,957,151.52 (1)
Full Time	319,796	x	\$ 31.11	=	\$ 9,948,853.56 (2)
Total	399,745		FT (1) + PT (2)	=	\$ 11,906,005.08 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 26.14	=	\$ 2,614.00 (1)
Full Time	55,166	x	\$ 34.00	=	\$ 1,875,644.00 (2)
Total	55,266		FT (1) + PT (2)	=	\$ 1,878,258.00 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ 29.83	=	\$ 2,983.00 (1)
Full Time	61,080	x	\$ 36.46	=	\$ 2,226,976.80 (2)
Total	61,180		FT (1) + PT (2)	=	\$ 2,229,959.80 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 42.09	=	\$ 4,209.00 (1)
Full Time	25,960	x	\$ 47.88	=	\$ 1,242,964.80 (2)
Total	26,060		FT (1) + PT (2)	=	\$ 1,247,173.80 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,185.55	x	25 Jeeps	x	12	=	\$ 355,665.00 (1)
Vehicle Charge	\$ 1,145.48	x	25 Vans	x	12	=	\$ 343,644.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 699,309.00 (E)

	<u>Annual Charge</u>	/	<u># of Vehicles</u>	=	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 355,665.00	/	365 days	=	\$ 38.98
Vehicle Charge	\$ 343,644.00	/	365 days	=	\$ 37.66

	<u>Monthly Charge</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 32,437.95	x	12	=	\$ 389,255.40 (F)

**Estimated Annual Contract JFK - First Year**  
 (A) + (B) + (C) + (D) + (E) + (F) = (G) = \$ 18,349,961.08 (G)

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, uniforms, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**JFK - Year 4**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	79,949	x	\$ 25.01	=	\$ 1,999,524.49 (1)
Full Time	319,796	x	\$ 32.36	=	\$ 10,348,598.56 (2)
Total	399,745		FT (1) + PT (2)	=	\$ 12,348,123.05 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 26.69	=	\$ 2,669.00 (1)
Full Time	55,166	x	\$ 35.33	=	\$ 1,949,014.78 (2)
Total	55,266		FT (1) + PT (2)	=	\$ 1,951,683.78 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ 30.46	=	\$ 3,046.00 (1)
Full Time	61,080	x	\$ 37.82	=	\$ 2,310,045.60 (2)
Total	61,180		FT (1) + PT (2)	=	\$ 2,313,091.60 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 42.71	=	\$ 4,271.00 (1)
Full Time	25,960	x	\$ 49.35	=	\$ 1,281,126.00 (2)
Total	26,060		FT (1) + PT (2)	=	\$ 1,285,397.00 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,185.55	x	25 Jeeps	x	12	=	\$ 355,665.00 (1)
Vehicle Charge	\$ 1,145.48	x	25 Vans	x	12	=	\$ 343,644.00 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 699,309.00 (E)

	<u>Annual Charge</u>	/		/	<u># of Vehicles</u>	=	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 355,665.00	/	365 days	/	25 jeeps	=	\$ 38.98
Vehicle Charge	\$ 343,644.00	/	365 days	/	25 vans	=	\$ 37.66

	<u>Monthly Charge</u>		<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 33,363.64		12	=	\$ 400,363.68 (F)

**Estimated Annual Contract JFK - First Year** = \$ 18,997,968.11 (G)  
**(A) + (B) + (C) + (D) + (E) + (F) = (G)**

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, uniforms, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**LGA - Year 1**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 23.60	=	\$ 2,673,573.20 (1)
Full Time	75,525	x	\$ 28.95	=	\$ 2,186,448.75 (2)
Total	188,812		FT (1) + PT (2)	=	\$ 4,860,021.95 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 25.12	=	\$ 2,512.00 (1)
Full Time	12,152	x	\$ 31.61	=	\$ 384,124.72 (2)
Total	12,252		FT (1) + PT (2)	=	\$ 386,636.72 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 28.53	=	\$ 66,646.08 (1)
Full Time	21,028	x	\$ 33.92	=	\$ 713,269.76 (2)
Total	23,364		FT (1) + PT (2)	=	\$ 779,915.84 (C)
4. Tour Supervisor				=	
Part Time	100	x	\$ 41.19	=	\$ 4,119.00 (1)
Full Time	19,218	x	\$ 45.43	=	\$ 873,073.74 (2)
Total	19,318		FT (1) + PT (2)	=	\$ 877,192.74 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,058.53	x	2 Jeeps	x	12	=	\$ 25,404.72 (1)
Vehicle Charge	\$ 1,193.21	x	6 Vans	x	12	=	\$ 85,911.12 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 111,315.84 (E)

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 25,404.72 / 365 days	/	2 jeep	=	\$ 34.80
Vehicle Charge	\$ 85,911.12 / 365 days	/	6 van	=	\$ 39.23

	<u>Monthly Charge</u>		<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 29,231.17		12	=	\$ 350,774.04 (F)
<b>Estimated Annual Contract JFK - First Year</b>				=	\$ 7,365,857.13 (G)
<b>(A) + (B) + (C) + (D) + (E) + (F) = (G)</b>					

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Price Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**LGA - Year 2**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 23.63	=	\$ 2,676,971.81 (1)
Full Time	75,525	x	\$ 29.74	=	\$ 2,246,113.50 (2)
Total	188,812		FT (1) + PT (2)	=	\$ 4,923,085.31 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 25.23	=	\$ 2,523.00 (1)
Full Time	12,152	x	\$ 32.50	=	\$ 394,940.00 (2)
Total	12,252		FT (1) + PT (2)	=	\$ 397,463.00 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 28.78	=	\$ 67,230.08 (1)
Full Time	21,028	x	\$ 34.90	=	\$ 733,877.20 (2)
Total	23,364		FT (1) + PT (2)	=	\$ 801,107.28 (C)
4. Tour Supervisor				=	
Part Time	100	x	\$ 40.33	=	\$ 4,033.00 (1)
Full Time	19,218	x	\$ 45.79	=	\$ 879,992.22 (2)
Total	19,318		FT (1) + PT (2)	=	\$ 884,025.22 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,058.53	x	2 Jeeps	x	12	=	\$ 25,404.72 (1)
Vehicle Charge	\$ 1,193.21	x	6 Vans	x	12	=	\$ 85,911.12 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 111,315.84 (E)

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 25,404.72 / 365 days	/	2 jeep	=	\$ 34.80
Vehicle Charge	\$ 85,911.12 / 365 days	/	6 van	=	\$ 39.23

	<u>Monthly Charge</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 30,042.88		12	=	\$ 360,514.56 (F)
<b>Estimated Annual Contract JFK - First Year</b>				=	\$ 7,477,511.21 (G)
<b>(A) + (B) + (C) + (D) + (E) + (F) = (G)</b>					

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Price Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**LGA - Year 3**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 24.48	=	\$ 2,773,265.76 (1)
Full Time	75,525	x	\$ 31.11	=	\$ 2,349,582.75 (2)
Total	188,812		FT (1) + PT (2)	=	<u>\$ 5,122,848.51 (A)</u>
2. Lead Airport Security Agents					
Part Time	100	x	\$ 26.14	=	\$ 2,614.00 (1)
Full Time	12,152	x	\$ 34.00	=	\$ 413,168.00 (2)
Total	12,252		FT (1) + PT (2)	=	<u>\$ 415,782.00 (B)</u>
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 29.83	=	\$ 69,682.88 (1)
Full Time	21,028	x	\$ 36.46	=	\$ 766,680.88 (2)
Total	23,364		FT (1) + PT (2)	=	<u>\$ 836,363.76 (C)</u>
4. Tour Supervisor				=	
Part Time	100	x	\$ 42.09	=	\$ 4,209.00 (1)
Full Time	19,218	x	\$ 47.88	=	\$ 920,157.84 (2)
Total	19,318		FT (1) + PT (2)	=	<u>\$ 924,366.84 (D)</u>

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,058.53	x	2 Jeeps	x	12	=	\$ 25,404.72 (1)
Vehicle Charge	\$ 1,193.21	x	6 Vans	x	12	=	\$ 85,911.12 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	<u>\$ 111,315.84 (E)</u>

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 25,404.72 / 365 days	/	2 jeep	=	\$ 34.80
Vehicle Charge	\$ 85,911.12 / 365 days	/	6 van	=	<u>\$ 39.23</u>

	<u>Monthly Charge</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 30,897.80		12	=	<u>\$ 370,773.60 (F)</u>
<b>Estimated Annual Contract JFK - First Year</b>				=	<u>\$ 7,781,450.55 (G)</u>
<b>(A) + (B) + (C) + (D) + (E) + (F) = (G)</b>					

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Price Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**LGA - Year 4**

	<u>Estimated</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
	<u>Annual Hours</u>				
1. Airport Security Agents					
Part Time	113,287	x	\$ 25.01	=	\$ 2,833,307.87 (1)
Full Time	75,525	x	\$ 32.36	=	\$ 2,443,989.00 (2)
Total	188,812		FT (1) + PT (2)	=	\$ 5,277,296.87 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 26.69	=	\$ 2,669.00 (1)
Full Time	12,152	x	\$ 35.33	=	\$ 429,330.16 (2)
Total	12,252		FT (1) + PT (2)	=	\$ 431,999.16 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 30.46	=	\$ 71,154.56 (1)
Full Time	21,028	x	\$ 37.82	=	\$ 795,278.96 (2)
Total	23,364		FT (1) + PT (2)	=	\$ 866,433.52 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 42.71	=	\$ 4,271.00 (1)
Full Time	19,218	x	\$ 49.35	=	\$ 948,408.30 (2)
Total	19,318		FT (1) + PT (2)	=	\$ 952,679.30 (D)
<b>Monthly Charge</b>					
<b>Per Vehicle</b>	x	<b>Number Of</b>		x	<b># of</b>
		<b>Vehicles</b>			<b>Months</b>
				=	<b>Annual</b>
					<b>Charge</b>
5. Vehicle Charge	\$ 1,058.53	x	2 Jeeps	x	12
Vehicle Charge	\$ 1,193.21	x	6 Vans	x	12
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)		\$ 111,315.84 (E)
	Annual Charge		# of Vehicles		Daily Per Vehicle Charge
Vehicle Charge	\$ 25,404.72 / 365 days	/	2 jeep	=	\$ 34.80
Vehicle Charge	\$ 85,911.12 / 365 days	/	6 van	=	\$ 39.23
	<b>Monthly Charge</b>		<b># of</b>		<b>Annual Charge</b>
6. Management Fee:	\$ 31,800.29		12	=	\$ 381,603.48 (F)
<b>Estimated Annual Contract JFK - First Year</b>				=	\$ 8,021,328.17 (G)
(A) + (B) + (C) + (D) + (E) + (F) = (G)					

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which includes all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Price Sheet are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

## **Exhibit 2 - CALCULATION OF AVERAGE HOURLY RATE FORMS**

Attached are the "Calculation of Average Hourly Rate" forms for the enumerated positions under this Contract, for each year of the Base Term. A separate form is required for each employee category. The Bidder shall use these forms in support of the Wages, Health and Supplemental Benefits Clause required under this Contract.

A Bidder's entries in these forms for Item#1, Item#2 and Item #3 shall become requirements if the bid is accepted by the Port Authority and the Bidder must maintain the averages quoted at all times.

Nothing in the forms shall modify the requirements of the clause entitled, "Wages, Health and Supplemental Benefits" or the terms and conditions of the subject Contract.

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent - Year 1**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 16.24	item 1	\$ 16.24	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	_____
Vacation Allowance	\$ _____		\$ _____	_____
Sick Time Allowance	\$ _____		\$ _____	_____
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 28.95		\$ 23.60	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent - Year 2**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$	16.73 item 1	\$	16.73 item 1
<b>Item # 2: Average Health Benefits</b>	\$	item 2	\$	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$	_____	\$	_____
Vacation Allowance	\$	_____	\$	_____
Sick Time Allowance	\$	_____	\$	_____
Pension	\$	_____	\$	_____
Other Supplemental Benefits (Specify)	\$	_____	\$	_____
<b>Total (Item #3)</b>	\$		\$	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$		\$	
N.Y.S.U.I	\$		\$	
F.U.I	\$		\$	
Workers' Compensation	\$		\$	
General Liability Insurance	\$		\$	
Disability Insurance	\$		\$	
Other Taxes and Insurance (Specify): MTA Tax	\$		\$	
<b>Total (Item #4)</b>	\$		\$	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$		\$	
Equipment	\$		\$	
Materials	\$		\$	
Supplies	\$		\$	
Relief	\$		\$	
Roll Call	\$		\$	
Other Components (Specify):	\$		\$	
Training	\$		\$	
Overtime/Incentive	\$		\$	
Recruitment/Medical/Drug	\$		\$	
Liquidated Damages/Incentives	\$		\$	
<b>Total (Item #5)</b>	\$		\$	
General Administrative Costs; Overhead and Profit	\$		\$	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$	29.74	\$	23.63

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent - Year 3**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>17.23</u>	item 1	\$ <u>17.23</u>	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance</b> (Item Required By Law)				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components</b> (If Applicable)				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ <u>31.11</u>		\$ <u>24.48</u>	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent - Year 4**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 17.75	item 1	\$ 17.75	item 1
<b>Item #2: Average Health Benefits</b>	\$	item 2	\$	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$	---	\$	---
Vacation Allowance	\$	---	\$	---
Sick Time Allowance	\$	---	\$	---
Pension	\$		\$	
Other Supplemental Benefits (Specify)	\$		\$	
<b>Total (Item #3)</b>	\$		\$	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$		\$	
N.Y.S.U.I	\$		\$	
F.U.I	\$		\$	
Workers' Compensation	\$		\$	
General Liability Insurance	\$		\$	
Disability Insurance	\$		\$	
Other Taxes and Insurance (Specify): MTA Tax	\$		\$	
<b>Total (Item #4)</b>	\$		\$	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$		\$	
Equipment	\$		\$	
Materials	\$		\$	
Supplies	\$		\$	
Relief	\$		\$	
Roll Call	\$		\$	
Other Components (Specify):	\$		\$	
Training	\$		\$	
Overtime/Incentive	\$		\$	
Recruitment/Medical/Drug	\$		\$	
Liquidated Damages/Incentives	\$		\$	
<b>Total (Item #5)</b>	\$		\$	
General Administrative Costs, Overhead and Profit	\$		\$	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$		\$ 25.01	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent - Year 1**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 17.90	item 1	\$ 17.90	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____	—	\$ _____	_____
Vacation Allowance	\$ _____	—	\$ _____	_____
Sick Time Allowance	\$ _____	—	\$ _____	_____
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 31.61		\$ 25.12	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent - Year 2**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 18.44	item 1	\$ 18.44	item 1
<b>Item #2: Average Health Benefits</b>		item 2		item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$	---	\$	---
Vacation Allowance	\$	---	\$	---
Sick Time Allowance	\$	---	\$	---
Pension	\$		\$	
Other Supplemental Benefits (Specify)	\$		\$	
<b>Total (Item #3)</b>	\$		\$	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$		\$	
N.Y.S.U.I	\$		\$	
F.U.I	\$		\$	
Workers' Compensation	\$		\$	
General Liability Insurance	\$		\$	
Disability Insurance	\$		\$	
Other Taxes and Insurance (Specify): MTA Tax	\$		\$	
<b>Total (Item #4)</b>	\$		\$	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$		\$	
Equipment	\$		\$	
Materials	\$		\$	
Supplies	\$		\$	
Relief	\$		\$	
Roll Call	\$		\$	
Other Components (Specify):	\$		\$	
Training	\$		\$	
Overtime/Incentive	\$		\$	
Recruitment/Medical/Drug	\$		\$	
Liquidated Damages/Incentives	\$		\$	
<b>Total (Item #5)</b>	\$		\$	
General Administrative Costs, Overhead and Profit	\$		\$	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 32.50		\$ 25.23	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent - Year 3**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>18.99</u>	item 1	\$ <u>18.99</u>	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____	—	\$ _____	_____
Vacation Allowance	\$ _____	—	\$ _____	_____
Sick Time Allowance	\$ _____	—	\$ _____	_____
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ <u>34.00</u>		\$ <u>26.14</u>	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent - Year 4**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 19.56	item 1	\$ 19.56	item 1
<b>Item #2: Average Health Benefits</b>	\$	item 2	\$	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$		\$	
Vacation Allowance	\$		\$	
Sick Time Allowance	\$		\$	
Pension	\$		\$	
Other Supplemental Benefits (Specify)	\$		\$	
<b>Total (Item #3)</b>	\$		\$	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$		\$	
N.Y.S.U.I	\$		\$	
F.U.I	\$		\$	
Workers' Compensation	\$		\$	
General Liability Insurance	\$		\$	
Disability Insurance	\$		\$	
Other Taxes and Insurance (Specify): MTA Tax	\$		\$	
<b>Total (Item #4)</b>	\$		\$	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$		\$	
Equipment	\$		\$	
Materials	\$		\$	
Supplies	\$		\$	
Relief	\$		\$	
Roll Call	\$		\$	
Other Components (Specify):	\$		\$	
Training	\$		\$	
Overtime/Incentive	\$		\$	
Recruitment/Medical/Drug	\$		\$	
Liquidated Damages/Incentives	\$		\$	
<b>Total (Item #5)</b>	\$		\$	
General Administrative Costs, Overhead and Profit	\$		\$	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 35.33		\$ 26.69	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Central Station Security Agent /ID**  
**Office Specialist - Year 1**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 20.67	item 1	\$ 20.67	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2

<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	

<b>Item #4: Taxes and Insurance</b> (Item Required By Law)				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	

<b>Item #5: Additional Components</b> (If Applicable)				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 33.92		\$ 28.53	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Central Station Security Agent /ID**  
**Office Specialist - Year 2**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 21.29	item 1	\$ 21.29	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2

<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____			
Vacation Allowance	\$ _____			
Sick Time Allowance	\$ _____			
Pension	\$ _____			
Other Supplemental Benefits (Specify)	\$ _____			
<b>Total (Item #3)</b>	\$ _____			

<b>Item #4: Taxes and Insurance (Item Required By Law)</b>			
F.I.C.A.	\$ _____		
N.Y.S.U.I	\$ _____		
F.U.I	\$ _____		
Workers' Compensation	\$ _____		
General Liability Insurance	\$ _____		
Disability Insurance	\$ _____		
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____
<b>Total (Item #4)</b>	\$ _____		\$ _____

<b>Item #5: Additional Components (If Applicable)</b>			
Uniform	\$ _____		\$ _____
Equipment	\$ _____		\$ _____
Materials	\$ _____		\$ _____
Supplies	\$ _____		\$ _____
Relief	\$ _____		\$ _____
Roll Call	\$ _____		\$ _____
Other Components (Specify):	\$ _____		\$ _____
Training	\$ _____		\$ _____
Overtime/Incentive	\$ _____		\$ _____
Recruitment/Medical/Drug	\$ _____		\$ _____
Liquidated Damages/Incentives	\$ _____		\$ _____
<b>Total (Item #5)</b>	\$ _____		\$ _____
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 34.90		\$ 28.78

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Central Station Security Agent /ID**  
**Office Specialist - Year 3**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 21.93	item 1	\$ 21.93	item 1
<b>Item # 2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 36.46		\$ 29.83	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Central Station Security Agent /ID**  
**Office Specialist - Year 4**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>22.59</u>	item 1	\$ <u>22.59</u>	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance</b> (Item Required By Law)				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components</b> (If Applicable)				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ <u>37.82</u>		\$ <u>30.46</u>	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor - Year 1**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>29.47</u>	item 1	\$ <u>29.47</u>	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
 <b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
 <b>Item #4: Taxes and Insurance</b> (Item Required By Law)				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
 <b>Item #5: Additional Components</b> (If Applicable)				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ <u>45.43</u>		\$ <u>41.19</u>	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor - Year 2**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 30.35	item 1	\$ 30.35	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 45.79		\$ 40.33	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor - Year 3**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 31.26	item 1	\$ 31.26	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance</b> (Item Required By Law)				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components</b> (If Applicable)				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 47.88		\$ 42.09	

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor - Year 4**

	Full-Time		Part-Time	
<b>Item #1: Average Hourly Direct Wages</b>	\$ 32.20	item 1	\$ 32.20	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____	item 2	\$ _____	item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____		\$ _____	
Vacation Allowance	\$ _____		\$ _____	
Sick Time Allowance	\$ _____		\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____		\$ _____	
<b>Total (Item #3)</b>	\$ _____		\$ _____	
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>				
F.I.C.A.	\$ _____		\$ _____	
N.Y.S.U.I	\$ _____		\$ _____	
F.U.I	\$ _____		\$ _____	
Workers' Compensation	\$ _____		\$ _____	
General Liability Insurance	\$ _____		\$ _____	
Disability Insurance	\$ _____		\$ _____	
Other Taxes and Insurance (Specify): MTA Tax	\$ _____		\$ _____	
<b>Total (Item #4)</b>	\$ _____		\$ _____	
<b>Item #5: Additional Components (If Applicable)</b>				
Uniform	\$ _____		\$ _____	
Equipment	\$ _____		\$ _____	
Materials	\$ _____		\$ _____	
Supplies	\$ _____		\$ _____	
Relief	\$ _____		\$ _____	
Roll Call	\$ _____		\$ _____	
Other Components (Specify):	\$ _____		\$ _____	
Training	\$ _____		\$ _____	
Overtime/Incentive	\$ _____		\$ _____	
Recruitment/Medical/Drug	\$ _____		\$ _____	
Liquidated Damages/Incentives	\$ _____		\$ _____	
<b>Total (Item #5)</b>	\$ _____		\$ _____	
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____	
<b>Total (Items #1, 2, 3, 4, &amp; 5)</b>	\$ 49.35		\$ 42.71	

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK - Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Manager	\$ <u>85,052.28</u>	\$ <u>66,300.00</u>
Office Manager	\$ <u>81,754.42</u>	\$ <u>63,458.00</u>
Project Manager	\$ <u>105,274.57</u>	\$ <u>83,727.00</u>
Assistant Project Manager	\$ <u>93,947.91</u>	\$ <u>73,966.00</u>
Other required Positions (Specify)	\$ <u>-</u>	<u>                    </u>
Insurance Cost (Excluding Health) -	\$ <u>-</u>	<u>                    </u>
Office Furniture	\$ <u>1,000.00</u>	
Telephone	\$ <u>1,572.75</u>	
Office Machines	\$ <u>3,115.93</u>	
Office Supplies	\$ <u>7,000.00</u>	
Other (Specify)	\$ <u>-</u>	
<b>Total ANNUAL Management Fee</b>	\$ <u>378,717.86</u>	
<b>Total Monthly Management Fee</b>	\$ <u>31,559.82</u>	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK - Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Manager	\$ 87,534.93	\$ 67,600.00
Office Manager	\$ 84,201.10	\$ 64,727.00
Project Manager	\$ 108,191.21	\$ 85,401.00
Assistant Project Manager	\$ 96,639.43	\$ 75,446.00
Other required Positions (Specify)	\$ -	
Insurance Cost (Excluding Health) -	\$ -	
Office Furniture	\$ 1,000.00	
Telephone	\$ 1,572.75	
Office Machines	\$ 3,115.93	
Office Supplies	\$ 7,000.00	
Other (Specify)	\$ -	
<b>Total ANNUAL Management Fee</b>	<b>\$ 389,255.35</b>	
<b>Total Monthly Management Fee</b>	<b>\$ 32,437.95</b>	
<b>Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal sheets/Pricing sheets)</b>		

Cost for salaried employees should be a derivation of the amounts on the Calculation of Salary Breakdown sheets.

Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required as Health and Supplemental benefits section #12 of this Contract including herein. If the Port Authority then the contractor will make its own determination and submit

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK - Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Manager	\$ 90,134.48	\$ 68,900.00
Office Manager	\$ 86,794.85	\$ 66,022.00
Project Manager	\$ 111,264.20	\$ 87,109.00
Assistant Project Manager	\$ 99,481.50	\$ 76,955.00
Other required Positions (Specify)	\$ -	
Insurance Cost (Excluding Health) -	\$ -	
Office Furniture	\$ 1,000.00	
Telephone	\$ 1,572.75	
Office Machines	\$ 3,115.93	
Office Supplies	\$ 7,000.00	
Other (Specify)	\$ -	
<b>Total ANNUAL Management Fee</b>	<b>\$ 400,363.71</b>	
<b>Total Monthly Management Fee</b>	<b>\$ 33,363.64</b>	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA - Contract Year 1**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Assistant	\$ <u>68,749.20</u>	\$ <u>53,000.00</u>
Office Manager	\$ <u>79,441.13</u>	\$ <u>62,214.00</u>
Project Manager	\$ <u>102,499.43</u>	\$ <u>82,085.00</u>
Assistant Project Manager	\$ <u>91,395.57</u>	\$ <u>72,516.00</u>
Other required Positions (Specify)	\$ <u>-</u>	<u>                    </u>
Insurance Cost (Excluding Health) -	\$ <u>-</u>	<u>                    </u>
Office Furniture	\$ <u>1,000.00</u>	
Telephone	\$ <u>1,572.75</u>	
Office Machines	\$ <u>3,115.93</u>	
Office Supplies	\$ <u>3,000.00</u>	
Other (Specify)	\$ <u>-</u>	
<b>Total ANNUAL Management Fee</b>	\$ <u>350,774.01</u>	
<b>Total Monthly Management Fee</b>	\$ <u>29,231.17</u>	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA - Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Assistant	\$ 70,848.98	\$ 54,060.00
Office Manager	\$ 81,754.42	\$ 63,458.00
Project Manager	\$ 105,274.57	\$ 83,727.00
Assistant Project Manager	\$ 93,947.91	\$ 73,966.00
Other required Positions (Specify)	\$ -	
Insurance Cost (Excluding Health) -	\$ -	
Office Furniture	\$ 1,000.00	
Telephone	\$ 1,572.75	
Office Machines	\$ 3,115.93	
Office Supplies	\$ 3,000.00	
Other (Specify)	\$ -	
<b>Total ANNUAL Management Fee</b>	<b>\$ 360,514.56</b>	
<b>Total Monthly Management Fee</b>	<b>\$ 30,042.88</b>	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA - Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Assistant	\$ 73,053.14	\$ 55,120.00
Office Manager	\$ 84,201.10	\$ 64,727.00
Project Manager	\$ 108,191.21	\$ 85,401.00
Assistant Project Manager	\$ 96,639.43	\$ 75,446.00
Other required Positions (Specify)	\$ -	
Insurance Cost (Excluding Health) -	\$ -	
Office Furniture	\$ 1,000.00	
Telephone	\$ 1,572.75	
Office Machines	\$ 3,115.93	
Office Supplies	\$ 3,000.00	
Other (Specify)	\$ -	
<b>Total ANNUAL Management Fee</b>	\$ 370,773.56	
<b>Total Monthly Management Fee</b>	\$ 30,897.80	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

**Monthly Management Fee Calculation**  
**Unarmed Uniform Security Guard Service at**  
**LGA - Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS</b>		
Human Resources Assistant	<u>\$ 75,374.19</u>	<u>\$ 56,180.00</u>
Office Manager	<u>\$ 86,794.85</u>	<u>\$ 66,022.00</u>
Project Manager	<u>\$ 111,264.20</u>	<u>\$ 87,109.00</u>
Assistant Project Manager	<u>\$ 99,481.50</u>	<u>\$ 76,955.00</u>
Other required Positions (Specify)	<u>\$ -</u>	<u>                    </u>
Insurance Cost (Excluding Health) -	<u>\$ -</u>	<u>                    </u>
Office Furniture	<u>\$ 1,000.00</u>	
Telephone	<u>\$ 1,572.75</u>	
Office Machines	<u>\$ 3,115.93</u>	
Office Supplies	<u>\$ 3,000.00</u>	
Other (Specify)	<u>\$ -</u>	
<b>Total ANNUAL Management Fee</b>	<u>\$ 381,603.42</u>	
<b>Total Monthly Management Fee</b>	<u>\$ 31,800.29</u>	
<b>(Total ANNUAL Management Fee / 12 month - This amount goes to the cost proposal forms/Pricing sheets)</b>		

\*The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract including herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

# Covenant Aviation Security, LLC

230-79 International Airport Center Boulevard  
Suite 245

Jamaica, NY 11413

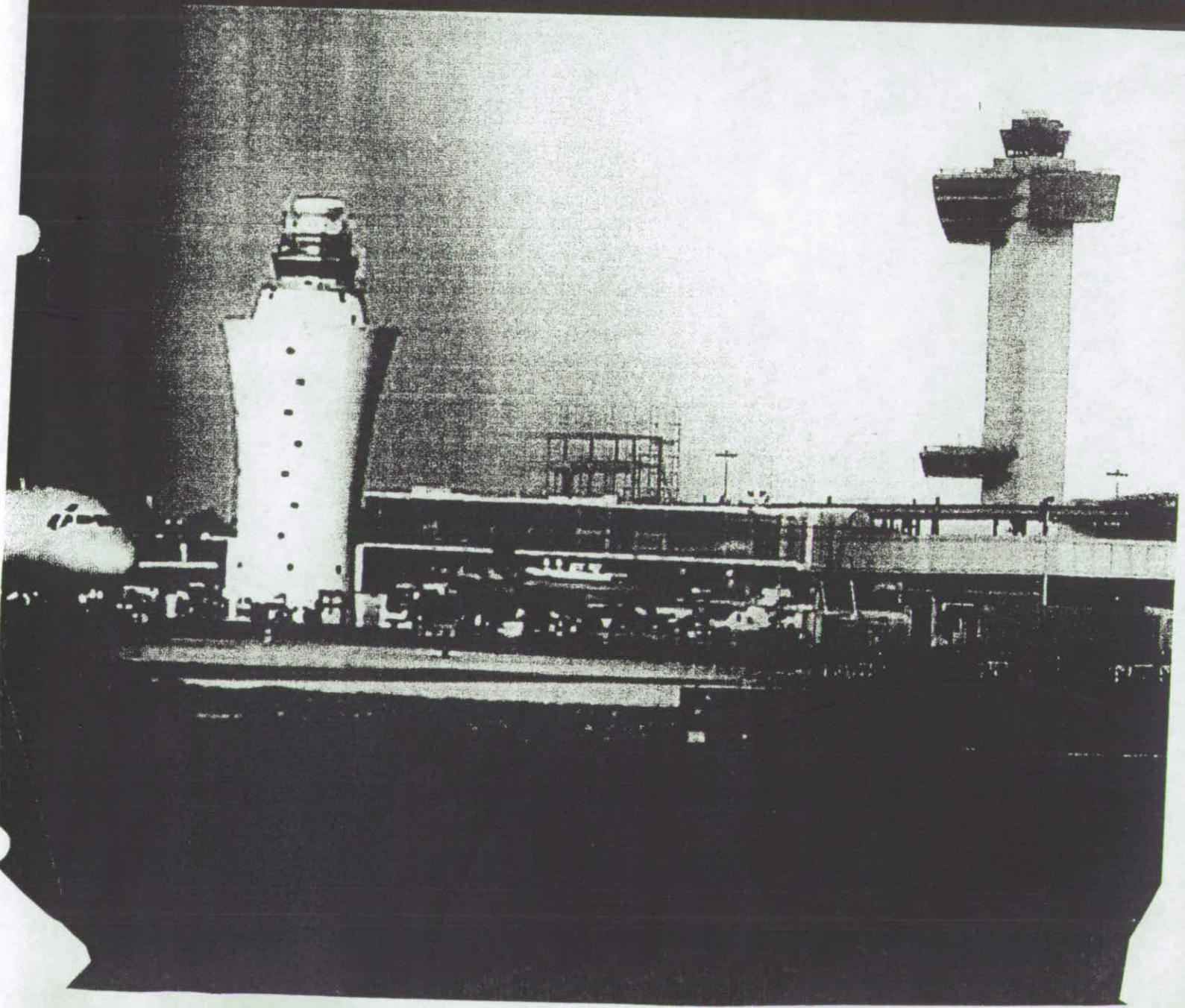
Vendor Number: 0000140539

**COVENANT**  
AVIATION SECURITY, LLC

**10/25/2010**

Uniformed Security Guard Services  
Kennedy International (JFK) and LaGuardia (LGA) Airports

**EQIB 22330**



October 19, 2010

**Via Email:** [thomas.j.long@covenantsecurity.com](mailto:thomas.j.long@covenantsecurity.com); [gerry.berry@covenantsecurity.com](mailto:gerry.berry@covenantsecurity.com)

**And Overnight Mail**

Covenant Aviation Security, LLC  
230-79 International Airport Center Boulevard  
Suite 245  
Jamaica, NY 11413

Attn: Thomas Long and Gerry Berry

**Re: PHASE 2: INVITATION FOR BID - UNARMED, UNIFORMED SECURITY  
GUARD SERVICES AT JOHN F. KENNEDY INTERNATIONAL (JFK) AND  
LAGUARDIA (LGA) AIRPORTS - COLLECTIVE NO. 22330**

Dear Mr. Long and Mr. Berry:

The Port Authority of New York and New Jersey evaluated your qualification information and submittal and has qualified your company to participate in Phase 2, the bid. Each company that is eligible to participate in Phase 2 will receive the attached Invitation to Bid by email on this date with a hard copy by overnight mail.

**The bid is due on October 25, 2010, at 11:00 a.m. at which time the bids shall be publicly opened and read.**

You are required to fill out and submit the enclosed bid package in its entirety.

The awarded Contract will be comprised of the Request for Evaluation Qualification Information Required to Be Eligible to Bid ("EQIB 22330"), your firm's response to the EQIB 22330, any subsequent correspondence or clarifications provided and the additional information contained in this letter and the enclosed Invitation to Bid document and the pricing sheets from the selected lowest responsive and responsible bidder. The bidding entity must be the same as the entity that submitted in PHASE 1.

The following quantities represent the requirements for this Contract for the noted positions:

1. The Port Authority requires (1) Human Resources Manager that shall be stationed at John F. Kennedy International Airport;
2. The Port Authority requires (1) Human Resources Assistant that shall be stationed at LaGuardia Airport.
3. The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA.

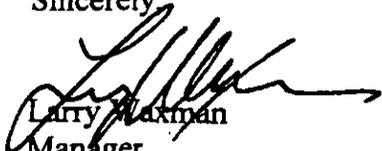
PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951

**THE PORT AUTHORITY OF NY & NJ**

Your pricing should reflect the quantities stated above. Any additional support personal deemed necessary by your firm will be at your firm's cost.

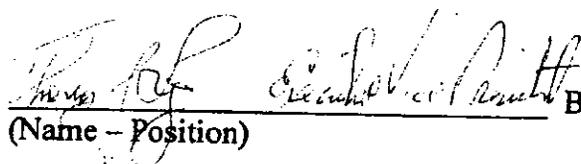
Your company is required to countersign this letter, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned letter shall be submitted with your bid.

Sincerely,

  
Larry Waxman  
Manager  
Procurement Department

10-25-10 4:11:15 RCVD

ACKNOWLEDGED AND ACCEPTED,

  
Eric V. Smith By title *EVP* date *EQIB 22330*  
(Name - Position) *10/20/2010*

REQUEST FOR EVALUATION OF QUALIFICATION INFORMATION  
REQUIRED TO BE ELIGIBLE TO BID (EQIB)

PHASE 2: INVITATION FOR BID

UNARMED, UNIFORMED SECURITY GUARD SERVICES AT  
JOHN F. KENNEDY INTERNATIONAL AND  
LAGUARDIA AIRPORTS

PURCHASING SERVICES DIVISION  
ONE MADISON AVENUE, 7<sup>TH</sup> FLOOR  
NEW YORK, NY 10010

SUBMIT BID BEFORE THE DUE DATE AND TIME TO THE ABOVE ADDRESS

EQIB NUMBER/COLLECTIVE NUMBER: 22330

DUE DATE AND TIME: October 25, 2010 at 11:00 a.m.

BUYER NAME: Luke Bassis

PHONE #: (212) 435-3940  
FAX#: (212) 435-3959  
EMAIL: lbassis@panynj.gov

**INVITATION FOR BID**

- COVER PAGE: BID AND BIDDER INFORMATION
- PART I - STANDARD INFORMATION FOR BIDDERS
- PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET
- PART III - INSTRUCTIONS AND PRICING SHEETS

**PART I – STANDARD INFORMATION FOR BIDDERS, TABLE OF CONTENTS**

1. General Information: The Port Authority of New York and New Jersey .....	4
2. Form and Submission of Bid .....	4
3. Acknowledgment of Phase 2 Addenda.....	5
4. Firm Offer.....	5
5. Acceptance or Rejection of Bids .....	5
6. Bidder's Questions .....	5
7. Additional Information To and From Bidders.....	5
8. Union Jurisdiction.....	5
9. Assessment of Bid Requirements .....	5
10. Bidder's Prerequisites for Phase 2.....	6
11. Pre-award Meeting .....	6
12. City Payroll Tax.....	6
13. Additional Bidder Information .....	6
14. Estimated Quantities.....	6
15. LaGuardia Airport Security Agent Estimated Quantities.....	6

## **PART I - STANDARD INFORMATION FOR BIDDERS**

### **1. General Information: The Port Authority of New York and New Jersey**

The Port Authority of New York and New Jersey (the "Port Authority" or the "Authority") is an agency of the States of New York and New Jersey, created and existing by virtue of the Compact of April 30, 1921, made by and between the two States, and thereafter consented to by the Congress of the United States. It is charged with providing transportation, terminal and other facilities of trade and commerce within the Port District. The Port District comprises an area of about 1,500 square miles in both States, centering about New York Harbor. The Port District includes the Cities of New York and Yonkers in New York State, and the cities of Newark, Jersey City, Bayonne, Hoboken and Elizabeth in the State of New Jersey, and over 200 other municipalities, including all or part of seventeen counties, in the two States. The Port Authority manages and/or operates all of the region's major airports marine terminals in both New Jersey and New York (Port Newark and Elizabeth, Howland Hook and Brooklyn Piers); and its interstate tunnels and bridges (the Lincoln and Holland Tunnels; the George Washington, Bayonne, and Goethals Bridges; and the Outerbridge Crossing), which are vital "Gateways to the Nation."

In addition, the Port Authority operates the Port Authority Bus Terminal in Manhattan, the largest facility of its kind in the world, and the George Washington Bridge and Journal Square Transportation Center bus stations. A key link in interstate commuter travel, the Port Authority also operates the Port Authority Trans-Hudson Corporation (PATH), a rapid rail transit system linking Newark, and the Jersey City and Hoboken waterfronts, with midtown and downtown Manhattan. A number of other key properties are managed by the agency including but not limited to a large satellite communications facility (the Teleport) in Staten Island, and a resource recovery co-generation plant in Newark. Prior to September 11, 2001, the Port Authority's headquarters were located in the World Trade Center, and that complex is still owned and being partially redeveloped by the Authority.

### **2. Form and Submission of Bid**

The Bidder shall review carefully every provision of this document, provide all the information required, and sign and return one entire copy to the Port Authority in accordance with the instructions. The Bidder should retain one complete duplicate copy for its own use. The "Signature Sheet" contained herein must be completed and signed by the Bidder. The Invitation to Bid should be completed in its entirety including all entries required on the Pricing Sheet(s), Pricing Form(s), Calculation of Average Hourly Rate Forms and Monthly Management Fee Calculation (cumulatively hereinafter referred to as "Pricing Sheet(s). The Bid shall be sealed in the enclosed self-addressed envelope conspicuously marked with the Bidder's name, address, and Vendor Number, if available. In addition, the outside of the package must clearly state the title, the Collective Number and the Due Date. Failure to properly label submissions may cause a delay in identification, misdirection or disqualification of the submissions. In submitting this Bid, the Bidder offers to assume the obligations and liabilities imposed upon it herein and expressly makes the representations and warranties required in this document.

All Bids must be received by the bid custodian on or before the due date and time specified on the cover page, at which time they will be publicly opened and read. Bids are only accepted Monday through Friday, excluding Port Authority holidays, between the hours of 8:00 a.m. and 5:00 p.m., via (1) regular mail, (2) express delivery service (e.g. UPS), or (3) hand delivery. If your bid is to be hand-delivered or you are planning to attend the formal bid opening, please note that only individuals with valid photo identification will be permitted access to the Authority's offices. Individuals without valid identification shall be turned away and their packages not accepted. Bids that are not received by the bid custodian by the scheduled bid opening date will be considered late.

### **3. Acknowledgment of Phase 2 Addenda**

If any Addenda are posted or sent as part of this Phase 2 Bid, the Bidder shall complete, sign and include with its Bid the addenda form(s). In the event any Bidder fails to conform to these instructions, its Bid will nevertheless be construed as though the Addenda had been acknowledged.

### **4. Firm Offer**

The Bidder offers to provide the Port Authority of New York and New Jersey the services and to perform all Work in connection therewith required under this Contract, all as specified by the terms and conditions of the Contract, based on the Pricing Sheets provided herein.

**EXCEPTIONS TAKEN OR CONDITIONS IMPOSED BY A BIDDER TO ANY PORTION OF THE EQIB, CONTRACT DOCUMENTS OR INVITATION TO BID DOCUMENT WILL RESULT IN REJECTION OF THE BID.**

### **5. Acceptance or Rejection of Bids**

The acceptance of a bid will be by a written notice signed by an authorized representative on behalf of the Authority. No other act of the Port Authority, its Commissioners, officers, agents or employees shall constitute acceptance of a bid. The Port Authority reserves the unqualified right, in its sole and absolute discretion, to reject any or all bids or to accept any bid, which in its judgment will best serve the public interest and to waive defects in any bid. No rights accrue to any Bidder unless and until its bid is accepted.

### **6. Bidder's Questions**

Any questions by prospective Bidders concerning the Work to be performed or the terms and conditions of the Contract should have been addressed to the Buyer listed on the Cover Sheet of the EQIB 22330 document during Phase 1.

### **7. Additional Information To and From Bidders**

Should the Authority require additional information from the Bidder in connection with its bid, such information shall be submitted within the time frame specified by the Port Authority.

If the Bidder is a corporation, a statement of the names and residences of its officers should be submitted on the Name and Residence of Principals Sheet, directly following the Signature Sheet.

### **8. Union Jurisdiction**

All prospective Bidders are advised that SEIU Local 32BJ currently represents certain employees of the incumbent contractor at the Facilities. Bidders attention is directed to the paragraph entitled "Union Jurisdiction", Paragraph I. in the Information for Interested Companies section of the EQIB, and then "Harmony" in the Standard Contract Terms and Conditions. The following contact information for SEUI has been provided for Bidder's information only.

Denis Johnston, Associate Director for Security  
Commercial Division  
SEIU Local 32BJ  
101 Avenue of the Americas, 20th Floor  
New York, NY 10013  
212-388-3874  
212-539-2902 (fax)

### **9. Assessment of Bid Requirements**

The Bidder should carefully examine and study the entire contents of this Invitation to Bid and the EQIB 22330 document and shall make its own determinations as to the services and materials to be supplied and all other things required to be done by the Contractor.

**10. Bidder's Prerequisites for Phase 2**

Only Bidders who have been invited to participate in Phase 2 after submitting a qualification information in Phase 1 of EQIB #22330 which has been deemed qualified to submit a Bid by the Port Authority, as only bids submitted by such Bidders will be considered. A determination that a Bidder has met the prerequisites is no assurance that it will be deemed qualified in connection with other requirements included herein and in the Phase 1 EQIB documents.

**11. Pre-award Meeting**

The lowest qualified (responsive/responsible) Bidder may be called for a pre-award meeting prior to award of the Contract.

**12. City Payroll Tax**

All parties should be aware of the payroll tax imposed by the:

- a. City of New York, New York for services performed in New York, New York; and
- b. City of Yonkers, New York for services performed in Yonkers, New York.

These taxes, if applicable, are the sole responsibility of the firm awarded the Contract. Bidders should consult their tax advisors as to the effect, if any, of these taxes. The Port Authority provides this notice for informational purposes only and is not responsible for either the imposition or administration of such taxes. The Port Authority exemption set forth in the Paragraph entitled "Sales or Compensating Use Taxes", in the "Standard Contract Terms and Conditions" included herein, does not apply to these taxes.

**13. Additional Bidder Information**

Prospective Bidders are advised that additional vendor information, including but not limited to, forms, documents and other information, including protest procedures, may be found on the Port Authority website at: <http://www.panynj.gov/business-opportunities/become-vendor.html>

**14. Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided. The successful Contractor shall provide the services pursuant to the operational requirements at JFK and LGA and those needs may fluctuate depending upon unforeseeable factors, such as ongoing construction projects.

**15. LaGuardia Airport Security Agent Estimated Quantities**

The quantities set forth in the Contractor's Pricing Form for the Airport Security Agent ("ASA") are only for the purpose of bid comparison. The quantities set forth are intended to reflect fluctuating requirements at LGA as the need for guards there differs seasonally, generally with an increasing need over the summer months due to construction, which is dependent upon a variety of unforeseeable factors, such as construction authorization and funding. Bidders should consider these factors when determining pricing. The successful Contractor shall provide the level of services that meet Authority's operational requirements.

# PART II - SIGNATURE SHEET, NAME AND RESIDENCE OF PRINCIPALS SHEET

## SIGNATURE SHEET

OFFER: The undersigned offers and agrees to furnish to the Port Authority of New York and New Jersey the services and/or materials in compliance with all terms, conditions, specifications and addenda of the Contract. Signature also certifies understanding and compliance with the certification requirements of the standard terms and conditions as contained in the Standard Contract Terms and Conditions. This offer shall be irrevocable for 120 days after the date on which the Port Authority opens this bid.

**ONLY THE COMPANY NAMED AS THE BIDDING ENTITY BELOW WILL RECEIVE PAYMENT.  
THIS MUST BE THE SAME NAMED COMPANY AS INDICATED ON THE COVER SHEET**

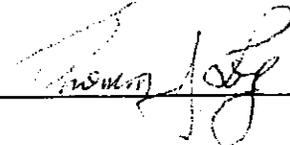
Bidding Entity Covenant Aviation Security, LLC

Bidder's Address 230-79 International Airport Center Blvd, Suite 245

City, State, Zip Jamaica, NY 11413

Telephone No. 646-373-9745 FAX 630-631-2617

Email thomas.j.long@covenantsecurity.com EIN# \_\_\_\_\_

SIGNATURE  Date 10/20/2010

Print Name and Title Executive Vice President

### ACKNOWLEDGEMENT:

STATE OF: FL

COUNTY OF: Seminole

On this 20 day of October, 2010, personally came before me, Thomas Long Jr., who duly sworn by me, did depose that (s)he has knowledge of the matters herein stated and they are in all respects true and that (s)he has been authorized to execute the foregoing offer and statement of irrevocability on behalf of said corporation, partnership or firm.

  
Notary Public  
NOTARY PUBLIC STATE OF FLORIDA  
Eric Chin  
Commission # DD680467  
Expires: AUG. 13, 2011  
BONDED THRU ATLANTIC BONDING CO., INC

NOTE: If a joint venture is bidding, duplicate this Signature Sheet and have each party to the joint venture sign separately and affix to the back of this Signature Sheet.

Bidder attention is called to the certification requirements contained in the Standard Contract Terms and Conditions, Part III. Indicate below if a signed, explanatory statement in connection with this section is attached hereto.

If certified by the Port Authority as an SBE or MWBE: \_\_\_\_\_ (indicate which one and date).

10-25-10A11:15 RCVD

**NAME AND RESIDENCE OF PRINCIPALS SHEET**

Names and Residence of Principals of Bidder. If general or limited partner, or individual, so indicate.

NAME	TITLE	ADDRESS OF RESIDENCE (Do not give business address)
Melinda Jacobson	Manager	
Robert L. Coe	Chief Executive Officer, Manager	
Gerald L. Berry	President	
Thomas J. Long	Executive Vice President/Operations	
Michael Bolles	Senior Vice President	
Pamela Pearson	Vice President/Human Resources	
Christine M. Mueller	Vice President Finance and Contracts	
Jerry E. Park	Secretary and Treasurer	
Louis A. Rascia	Manager	

10-25-10 11:15 RCVD

## **PART III - INSTRUCTIONS AND PRICING SHEETS**

## **INSTRUCTIONS**

Bidders are required to fill out the enclosed Exhibits in their entirety, where applicable:

- Exhibit 1: Total Estimated Contract Price Sheet and Pricing Forms
- Exhibit 2: Calculation of Average Hourly Rate Forms
- Exhibit 3: Monthly Management Fee Breakdown

The terms "Cost Section", "Pricing Sheet(s)", "Pricing Form(s)", "Pricing form", "Cost Proposal", "Bid Pricing Forms" all used throughout the Phase 1 EQIB document refers to these three exhibits and these three (3) exhibits shall be cumulatively referred to as "Pricing Sheet(s)" throughout this Phase 2 Invitation to Bid.

### **Entry of Prices**

- a. The prices quoted shall be written in figures, in ink, preferably in black ink where required in the spaces provided on the Pricing Sheet(s) attached hereto and made a part hereof.
- b. All Bidders must ensure that all charges quoted for similar operations in the Contract are consistent and that the prices match between sections. For example, the Monthly Management Fee for JFK that appears in the Monthly Management Fee Breakdown sheet for Year 1 must match the amount inserted for Monthly Charge for the Management Fee for JFK in Year 1 on the Pricing Form. Where there is a discrepancy between Exhibit 1 and any other Exhibit, the amounts in Exhibit 1 shall govern.
- c. Prices must be submitted for each Item required on the "Pricing Sheet(s)", where applicable. Bidders are advised that the Items on the Pricing Sheet(s) correspond to the required services set forth in the Specifications hereunder.
- d. Bidders must insert all figures as required and verify all computations for accuracy. The Port Authority in its sole judgment reserves the right to: (1) reject Bids without checking them for mathematical errors or omissions, (2) reject Bids that contain or appear to contain errors or omissions, and (3) supply corrections to Bids that contain or appear to contain mathematical errors and omissions, and in this case the Port Authority reserves the right to recompute the Total Estimated Contract Price (which amount shall then govern in all cases) based upon the prices inserted by the Bidder.
- e. In the event that a Bidder quotes an amount in the Total Estimated column but omits to quote a Unit Price for that amount in the space provided, the Port Authority reserves the right to compute and insert the appropriate Unit Price.
- f. The Total Estimated Contract Price is solely for the purpose of facilitating the comparisons of Bids. Compensation shall be in accordance with the section of this Contract entitled "Billing and Payment".
- g. The Total Estimated Contract Price shall be obtained by adding the Estimated Annual Contract Price for the first year of the Contract, to the Estimated Annual Contract Price for each subsequent year.

**Exhibit 1 - TOTAL ESTIMATED CONTRACT PRICE SHEET AND PRICING  
FORMS**

## TOTAL ESTIMATED CONTRACT PRICE

Estimated Annual Contract Cost JFK - First Year = \$ 19,511,805 (A)  
Estimated Annual Contract Cost LGA - First Year = \$ 8,260,369 (B)

**Estimated Annual Contract Price - First Year of the Contract (A)+(B) = \$ 27,772,174 (1)**

Estimated Annual Contract Cost JFK - Second Year = \$ 19,973,790 (A)  
Estimated Annual Contract Cost LGA - Second Year = \$ 8,385,372 (B)

**Estimated Annual Contract Price - Second Year of the Contract (A)+(B) = \$ 28,359,162 (2)**

Estimated Annual Contract Cost JFK - Third Year = \$ 20,725,355 (A)  
Estimated Annual Contract Cost LGA - Third Year = \$ 8,667,308 (B)

**Estimated Annual Contract Price - Third Year of the Contract (A)+(B) = \$ 29,392,663 (3)**

Estimated Annual Contract Cost JFK - Fourth Year = \$ 21,548,762 (A)  
Estimated Annual Contract Cost LGA - Fourth Year = \$ 8,976,282 (B)

**Estimated Annual Contract Price - Fourth Year of the Contract (A)+(B) = \$ 30,525,044 (4)**

**The Total Estimated Contract Price (1)+(2)+(3)+(4) = \$ 116,049,043**

10-25-1971 11:15 RCVD

**Pricing Form**

**JFK - Year 1**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	79,949	x	\$ 25.93	=	\$ 2,073,078 (1)
Full Time	319,796	x	\$ 33.13	=	\$ 10,594,841 (2)
Total	399,745		FT (1)+ P T(2)=		\$ 12,667,919 (A)
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 27.74	=	\$ 2,774 (1)
Full Time	55,166	x	\$ 35.07	=	\$ 1,934,672 (2)
Total	55,266		FT (1)+ PT(2)=		\$ 1,937,446 (B)
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	100	x	\$ 31.66	=	\$ 3,166 (1)
Full Time	61,080	x	\$ 39.18	=	\$ 2,393,114 (2)
Total	61,180		FT (1)+ PT(2)=		\$ 2,396,280 (C)
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 36.25	=	\$ 3,625 (1)
Full Time	25,960	x	\$ 45.40	=	\$ 1,178,584 (2)
Total	26,060		FT(1)+PT(2) =		\$ 1,182,209 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,485	x	25 Jeeps	x	12	=	\$ 445,500 (1)
Vehicle Charge	\$ 1,510	x	25 Vans	x	12	=	\$ 453,000 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 898,500 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 445,500	/365 days / 25 jeeps =	\$ 48.82
Vehicle Charge	\$ 453,000	/365 days / 25 jeeps =	\$ 49.64

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 35,787.54	12	=	\$ 429,450 (F)

**Estimated Annual Contract Price JFK - First Year** = \$ 19,511,805 (G)  
**(A)+(B)+(C)+(D)+(E)+(F)=(G)**

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources

REVISED 10/20/10

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**JFK - Year 2**

	<u>Estimated</u> <u>Annual Hours</u>		<u>Hourly Rate</u>		<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	79,949	x	\$ 25.78	=	\$ 2,061,085 (1)
Full Time	319,796	x	\$ 34.07	=	\$ 10,895,450 (2)
Total	399,745		FT (1)+ P T(2)=		\$ 12,956,535 (A)
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 27.65	=	\$ 2,765 (1)
Full Time	55,166	x	\$ 36.07	=	\$ 1,989,838 (2)
Total	55,266		FT (1)+ PT(2)=		\$ 1,992,603 (B)
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	100	x	\$ 31.67	=	\$ 3,167 (1)
Full Time	61,080	x	\$ 40.30	=	\$ 2,461,524 (2)
Total	61,180		FT (1)+ PT(2)=		\$ 2,464,691 (C)
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 36.38	=	\$ 3,638 (1)
Full Time	25,960	x	\$ 46.69	=	\$ 1,212,072 (2)
Total	26,060		FT(1)+PT(2) =		\$ 1,215,710 (D)

	<u>Monthly Charge</u> <u>Per Vehicle</u>		<u>Number Of</u> <u>Vehicles</u>		<u># of</u> <u>Months</u>	=	<u>Annual</u> <u>Charge</u>
5. Vehicle Charge	\$ 1,497	x	25 Jeeps	x	12	=	\$ 449,100 (1)
Vehicle Charge	\$ 1,523	x	25 Vans	x	12	=	\$ 456,900 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 906,000 (E)

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 449,100		/365 days / 25 jeeps =		\$ 49.22
Vehicle Charge	\$ 456,900		/365 days / 25 jeeps =		\$ 50.07

	<u>Monthly Charge</u>		<u># of</u> <u>Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 36,520.90		12	=	\$ 438,251 (F)

**Estimated Annual Contract Price JFK - Second Year** = \$ 19,973,790 (G)  
**(A)+(B)+(C)+(D)+(E)+(F)=(G)**

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources

REVISED 10/20/10

Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**JFK - Year 3**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	79,949	x	\$ 26.44	=	\$ 2,113,852 (1)
Full Time	319,796	x	\$ 35.49	=	\$ 11,349,560 (2)
Total	399,745		FT (1)+ P T(2)=		\$ 13,463,412 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 28.37	=	\$ 2,837 (1)
Full Time	55,166	x	\$ 37.56	=	\$ 2,072,035 (2)
Total	55,266		FT (1)+ PT(2) =		\$ 2,074,872 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	100	x	\$ 32.51	=	\$ 3,251 (1)
Full Time	61,080	x	\$ 41.91	=	\$ 2,559,863 (2)
Total	61,180		FT (1)+ PT(2) =		\$ 2,563,114 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 37.35	=	\$ 3,735 (1)
Full Time	25,960	x	\$ 48.48	=	\$ 1,258,541 (2)
Total	26,060		FT(1)+PT(2) =		\$ 1,262,276 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,510	x	25 Jeeps	x	12	=	\$ 453,000 (1)
Vehicle Charge	\$ 1,535	x	25 Vans	x	12	=	\$ 460,500 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 913,500 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 453,000	/365 days / 25 jeeps =	\$ 49.64
Vehicle Charge	\$ 460,500	/365 days / 25 jeeps =	\$ 50.47

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 37,348.47	12	=	\$ 448,182 (F)
<b>Estimated Annual Contract Price JFK - Third Year</b>			=	\$ 20,725,355 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**JFK - Year 4**

	<u>Estimated</u>		<u>Hourly Rate</u>	<u>Total Estimated Annual Cost</u>
	<u>Annual Hours</u>			
1. Airport Security Agents				
Part Time	79,949	x	\$ 27.16 =	\$ 2,171,415 (1)
Full Time	319,796	x	\$ 37.03 =	\$ 11,842,046 (2)
Total	399,745		FT (1)+ P T(2)=	\$ 14,013,461 (A)
2. Lead Airport Security Agents				
Part Time	100	x	\$ 29.14 =	\$ 2,914 (1)
Full Time	55,166	x	\$ 39.17 =	\$ 2,160,852 (2)
Total	55,266		FT (1)+ PT(2) =	\$ 2,163,766 (B)
3. Central Station Security Agent/Identification Office Specialist				
Part Time	100	x	\$ 33.40 =	\$ 3,340 (1)
Full Time	61,080	x	\$ 43.63 =	\$ 2,664,920 (2)
Total	61,180		FT (1)+ PT(2) =	\$ 2,668,260 (C)
4. Tour Supervisor				
Part Time	100	x	\$ 38.38 =	\$ 3,838 (1)
Full Time	25,960	x	\$ 50.39 =	\$ 1,308,124 (2)
Total	26,060		FT(1)+PT(2) =	\$ 1,311,962 (D)

	<u>Monthly Charge</u>		<u>Number Of</u>		<u># of</u>	<u>Annual</u>
	<u>Per Vehicle</u>	x	<u>Vehicles</u>	x	<u>Months</u>	<u>Charge</u>
5. Vehicle Charge	\$ 1,536	x	25 Jeeps	x	12	= \$ 460,800 (1)
Vehicle Charge	\$ 1,563	x	25 Vans	x	12	= \$ 468,900 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			= \$ 929,700 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 460,800	/365 days / 25 jeeps =	\$ 50.50
Vehicle Charge	\$ 468,900	/365 days / 25 jeeps =	\$ 51.39

	<u>Monthly Charge</u>	<u># of</u>	<u>Months</u>	<u>Annual Charge</u>
6. Management Fee:	\$ 38,467.72	12	=	\$ 461,613 (F)
<b>Estimated Annual Contract Price JFK - Fourth Year</b>			=	\$ 21,548,762 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

LGA - Year 1

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 25.93	=	\$ 2,937,532 (1)
Full Time	75,525	x	\$ 33.13	=	\$ 2,502,143 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,439,675 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 27.74	=	\$ 2,774 (1)
Full Time	12,152	x	\$ 35.07	=	\$ 426,171 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 428,945 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 31.66	=	\$ 73,958 (1)
Full Time	21,028	x	\$ 39.18	=	\$ 823,877 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 897,835 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 36.25	=	\$ 3,625 (1)
Full Time	19,218	x	\$ 45.40	=	\$ 872,497 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 876,122 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,396	x	2 Jeeps	x	12	=	\$ 33,504 (1)
Vehicle Charge	\$ 1,422	x	6 Vans	x	12	=	\$ 102,384 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 135,888 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 33,504	/365 days	/ 2 jeeps = \$ 45.90
Vehicle Charge	\$ 102,384	/365 days	/ 6 vans = \$ 46.75

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 40,158.67	12	=	\$ 481,904 (F)
<b>Estimated Annual Contract Price LGA - First Year</b>			=	\$ 8,260,369 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

**LGA - Year 2**

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 25.78	=	\$ 2,920,539 (1)
Full Time	75,525	x	\$ 34.07	=	\$ 2,573,137 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,493,676 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 27.65	=	\$ 2,765 (1)
Full Time	12,152	x	\$ 36.07	=	\$ 438,323 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 441,088 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 31.67	=	\$ 73,981 (1)
Full Time	21,028	x	\$ 40.30	=	\$ 847,428 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 921,410 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 36.38	=	\$ 3,638 (1)
Full Time	19,218	x	\$ 46.69	=	\$ 897,288 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 900,926 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,408	x	2 Jeeps	x	12	=	\$ 33,792 (1)
Vehicle Charge	\$ 1,434	x	6 Vans	x	12	=	\$ 103,248 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 137,040 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 33,792	/365 days / 2 jeeps	= \$ 46.29
Vehicle Charge	\$ 103,248	/365 days / 6 vans	= \$ 47.15

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 40,936.05	12	=	\$ 491,233 (F)
<b>Estimated Annual Contract Price LGA - Second Year</b>			=	\$ 8,385,372 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**

LGA - Year 3

	<u>Estimated Annual Hours</u>		<u>Hourly Rate</u>	=	<u>Total Estimated Annual Cost</u>
<b>1. Airport Security Agents</b>					
Part Time	113,287	x	\$ 26.44	=	\$ 2,995,308 (1)
Full Time	75,525	x	\$ 35.49	=	\$ 2,680,382 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,675,691 (A)
<b>2. Lead Airport Security Agents</b>					
Part Time	100	x	\$ 28.37	=	\$ 2,837 (1)
Full Time	12,152	x	\$ 37.56	=	\$ 456,429 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 459,266 (B)
<b>3. Central Station Security Agent/Identification Office Specialist</b>					
Part Time	2,336	x	\$ 32.51	=	\$ 75,943 (1)
Full Time	21,028	x	\$ 41.91	=	\$ 881,283 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 957,227 (C)
<b>4. Tour Supervisor</b>					
Part Time	100	x	\$ 37.35	=	\$ 3,735 (1)
Full Time	19,218	x	\$ 48.48	=	\$ 931,689 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 935,424 (D)

	<u>Monthly Charge Per Vehicle</u>	x	<u>Number Of Vehicles</u>	x	<u># of Months</u>	=	<u>Annual Charge</u>
5. Vehicle Charge	\$ 1,419	x	2 Jeeps	x	12	=	\$ 34,056 (1)
Vehicle Charge	\$ 1,446	x	6 Vans	x	12	=	\$ 104,112 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 138,168 (E)

	<u>Annual Charge</u>	<u># of Vehicles</u>	<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 34,056	/365 days	/ 2 jeeps = \$ 46.65
Vehicle Charge	\$ 104,112	/365 days	/ 6 vans = \$ 47.54

	<u>Monthly Charge</u>	<u># of Months</u>	=	<u>Annual Charge</u>
6. Management Fee:	\$ 41,794.37	12	=	\$ 501,532 (F)
<b>Estimated Annual Contract Price LGA - Third Year</b>			=	\$ 8,667,308 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>				

REVISED 10/20/10

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

**Pricing Form**  
**LGA - Year 4**

	<u>Estimated</u> <u>Annual Hours</u>		<u>Hourly Rate</u>		<u>Total Estimated Annual Cost</u>
1. Airport Security Agents					
Part Time	113,287	x	\$ 27.16	=	\$ 3,076,875 (1)
Full Time	75,525	x	\$ 37.03	=	\$ 2,796,691 (2)
Total	188,812		FT (1)+ PT(2)	=	\$ 5,873,566 (A)
2. Lead Airport Security Agents					
Part Time	100	x	\$ 29.14	=	\$ 2,914 (1)
Full Time	12,152	x	\$ 39.17	=	\$ 475,994 (2)
Total	12,252		FT (1)+ PT(2)	=	\$ 478,908 (B)
3. Central Station Security Agent/Identification Office Specialist					
Part Time	2,336	x	\$ 33.40	=	\$ 78,022 (1)
Full Time	21,028	x	\$ 43.63	=	\$ 917,452 (2)
Total	23,364		FT (1)+ P T(2)	=	\$ 995,474 (C)
4. Tour Supervisor					
Part Time	100	x	\$ 38.38	=	\$ 3,838 (1)
Full Time	19,218	x	\$ 50.39	=	\$ 968,395 (2)
Total	19,318		FT(1)+ PT(2)	=	\$ 972,233 (D)

	<u>Monthly Charge</u> <u>Per Vehicle</u>		<u>Number Of</u> <u>Vehicles</u>		<u># of</u> <u>Months</u>		<u>Annual</u> <u>Charge</u>
5. Vehicle Charge	\$ 1,445	x	2 Jeeps	x	12	=	\$ 34,680 (1)
Vehicle Charge	\$ 1,472	x	6 Vans	x	12	=	\$ 105,984 (2)
Total Annual Vehicle Charges			Jeeps (1) + Vans (2)			=	\$ 140,664 (E)

	<u>Annual Charge</u>		<u># of Vehicles</u>		<u>Daily Per Vehicle Charge</u>
Vehicle Charge	\$ 34,680	/365 days	/ 2 jeeps	=	\$ 47.51
Vehicle Charge	\$ 105,984	/365 days	/ 6 vans	=	\$ 48.39

	<u>Monthly Charge</u>		<u># of</u> <u>Months</u>		<u>Annual Charge</u>
6. Management Fee:	\$ 42,953.08		12	=	\$ 515,437 (F)
<b>Estimated Annual Contract Price LGA - Fourth Year</b>				=	\$ 8,976,282 (G)
<b>(A)+(B)+(C)+(D)+(E)+(F)=(G)</b>					

Please note: No direct reimbursement is provided in the Contract for, among other things, maintenance of vehicles, drivers of vehicles, maintenance staff, office clerical staff, office supplies, office telephone service, etc., and

REVISED 10/20/10

accordingly, the Contractor should consider these costs in determining its hourly charges and Management Fees which include all salaried positions, including but not limited to Human Resources Manager, Human Resources Assistant, Office Manager, Project Manager and Assistant Project Manager. Also, in computing the hourly charges please refer to the section entitled "Wages, Health and Supplemental Benefits".

The quantities set forth in the Contractor's Pricing Form are estimated only for the purpose of Bid comparison. The Port Authority makes no representations as to what the actual quantities may be. The Contractor's compensation will be computed based solely on the actual services provided.

## **Exhibit 2 - CALCULATION OF AVERAGE HOURLY RATE FORMS**

Attached are the "Calculation of Average Hourly Rate" forms for the enumerated positions under this Contract, for each year of the Base Term. A separate form is required for each employee category. The Bidder shall use these forms in support of the Wages, Health and Supplemental Benefits Clause required under this Contract.

A Bidder's entries in these forms for Item#1, Item#2 and Item #3 shall become requirements if the bid is accepted by the Port Authority and the Bidder must maintain the averages quoted at all times.

Nothing in the forms shall modify the requirements of the clause entitled, "Wages, Health and Supplemental Benefits" or the terms and conditions of the subject Contract.





Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 3**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>17.23</u> item 1	\$ <u>17.23</u> item 1
<b>Item #2: Average Health Benefits</b>	\$ _____ item 2	\$ _____ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ <u>35.49</u>	\$ <u>26.44</u>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 3**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$ _____	17.23	item 1	\$ _____	17.23	item 1
<b>Item #2: Average Health Benefits</b>	\$ _____		item 2	\$ _____		item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ _____ 35.49</b>	<b>\$ _____ 26.44</b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Airport Security Agent- Year 4**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 17.75 item 1 \$ 17.75 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ <u>37.03</u>	\$ <u>27.16</u>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 1**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ \_\_\_\_\_ 17.90 item 1      \$ \_\_\_\_\_ 17.90 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits(Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____		\$ _____
Vacation Allowance	\$ _____		\$ _____
Sick Time Allowance	\$ _____		\$ _____
Pension	\$ _____		\$ _____
Other Supplemental Benefits (Specify)	\$ _____		\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>		<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____		\$ _____
N.Y.S.U.I.	\$ _____		\$ _____
F.U.I.	\$ _____		\$ _____
Workers' Compensation	\$ _____		\$ _____
General Liability Insurance	\$ _____		\$ _____
Disability Insurance	\$ _____		\$ _____
Other Taxes and Insurance (Specify)	\$ _____		\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>		<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____		\$ _____
Equipment	\$ _____		\$ _____
Materials	\$ _____		\$ _____
Supplies	\$ _____		\$ _____
Relief	\$ _____		\$ _____
Roll Call	\$ _____		\$ _____
Other Components (Specify)	\$ _____		\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>		<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____		\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ _____ 35.07</b>		<b>\$ _____ 27.74</b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 2**

	Full-Time	Part-Time
<b>Item #1: Average Hourly Direct Wages</b> \$ _____	18.44 item 1	\$ _____ 18.44 item 1
<b>Item #2: Average Health Benefits</b> \$ _____	item 2	\$ _____ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

	Number Of Days Provided	Number Of Days Provided
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	\$ _____	\$ _____

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	\$ _____	\$ _____

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	\$ _____	\$ _____
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	\$ _____ 36.07	\$ _____ 27.65

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 3**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$	18.99	item 1	\$	18.99	item 1
<b>Item #2: Average Health Benefits</b>	\$		item 2	\$		item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$	_____	\$	_____
Vacation Allowance	\$	_____	\$	_____
Sick Time Allowance	\$	_____	\$	_____
Pension	\$	_____	\$	_____
Other Supplemental Benefits (Specify)	\$	_____	\$	_____
<b>Total (Item #3)</b>	<b>\$</b>	<b>_____</b>	<b>\$</b>	<b>_____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$	_____	\$	_____
N.Y.S.U.I.	\$	_____	\$	_____
F.U.I.	\$	_____	\$	_____
Workers' Compensation	\$	_____	\$	_____
General Liability Insurance	\$	_____	\$	_____
Disability Insurance	\$	_____	\$	_____
Other Taxes and Insurance (Specify)	\$	_____	\$	_____
<b>Total (Item #4)</b>	<b>\$</b>	<b>_____</b>	<b>\$</b>	<b>_____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$	_____	\$	_____
Equipment	\$	_____	\$	_____
Materials	\$	_____	\$	_____
Supplies	\$	_____	\$	_____
Relief	\$	_____	\$	_____
Roll Call	\$	_____	\$	_____
Other Components (Specify)	\$	_____	\$	_____
<b>Total (Item #5)</b>	<b>\$</b>	<b>_____</b>	<b>\$</b>	<b>_____</b>
General Administrative Costs, Overhead and Profit	\$	_____	\$	_____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$</b>	<b>37.56</b>	<b>\$</b>	<b>28.37</b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**

**Uniformed, Unarmed Security Guard Services Lead Airport Security Agent-Year 4**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>19.56</u> item 1	\$ <u>19.56</u> item 1
<b>Item #2: Average Health Benefits</b>	\$ _____ item 2	\$ _____ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____	_____	_____
Vacation Allowance	\$ _____	\$ _____	_____	_____
Sick Time Allowance	\$ _____	\$ _____	_____	_____
Pension	\$ _____	\$ _____	_____	_____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____	_____	_____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>	<b>_____</b>	<b>_____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____	_____	_____
N.Y.S.U.I.	\$ _____	\$ _____	_____	_____
F.U.I.	\$ _____	\$ _____	_____	_____
Workers' Compensation	\$ _____	\$ _____	_____	_____
General Liability Insurance	\$ _____	\$ _____	_____	_____
Disability Insurance	\$ _____	\$ _____	_____	_____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____	_____	_____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>	<b>_____</b>	<b>_____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____	_____	_____
Equipment	\$ _____	\$ _____	_____	_____
Materials	\$ _____	\$ _____	_____	_____
Supplies	\$ _____	\$ _____	_____	_____
Relief	\$ _____	\$ _____	_____	_____
Roll Call	\$ _____	\$ _____	_____	_____
Other Components (Specify)	\$ _____	\$ _____	_____	_____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>	<b>_____</b>	<b>_____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____	_____	_____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ _____ 39.17</b>	<b>\$ _____ 29.14</b>	<b>_____</b>	<b>_____</b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist - Year 1**

	Full-Time	Part-Time
<b>Item #1: Average Hourly Direct Wages</b>	\$ <u>20.67</u> item 1	\$ <u>20.67</u> item 1
<b>Item #2: Average Health Benefits</b>	\$ _____ item 2	\$ _____ item 2
<b>Item #3: Average Supplemental Benefits (Items Not Required By Law)</b>	<b>Number Of Days Provided</b>	<b>Number Of Days Provided</b>
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>
<b>Item #4: Taxes and Insurance (Item Required By Law)</b>		
F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>
<b>Item #5: Additional Components (If Applicable)</b>		
Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>39.18</u></b>	<b>\$ <u>31.66</u></b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist -Year 2**

Full-Time

Part-Time

<b>Item #1: Average Hourly Direct Wages</b> \$ <u>21.29</u> item 1	\$ <u>21.29</u> item 1
<b>Item #2: Average Health Benefits</b> \$ _____ item 2	\$ _____ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>40.30</u></b>	<b>\$ <u>31.67</u></b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist - Year 3**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 21.93 item 1      \$ 21.93 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided  
Eleven

Number  
Of Days  
Provided

Holiday Allowance \$ \_\_\_\_\_  
Vacation Allowance \$ \_\_\_\_\_  
Sick Time Allowance \$ \_\_\_\_\_  
Pension \$ \_\_\_\_\_  
Other Supplemental Benefits (Specify) \$ \_\_\_\_\_  
**Total (Item #3)** \$ \_\_\_\_\_

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A. \$ \_\_\_\_\_  
N.Y.S.U.I. \$ \_\_\_\_\_  
F.U.I. \$ \_\_\_\_\_  
Workers' Compensation \$ \_\_\_\_\_  
General Liability Insurance \$ \_\_\_\_\_  
Disability Insurance \$ \_\_\_\_\_  
Other Taxes and Insurance (Specify) \$ \_\_\_\_\_  
**Total (Item #4)** \$ \_\_\_\_\_

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_

**Item #5: Additional Components**

(If Applicable)

Uniforms \$ \_\_\_\_\_  
Equipment \$ \_\_\_\_\_  
Materials \$ \_\_\_\_\_  
Supplies \$ \_\_\_\_\_  
Relief \$ \_\_\_\_\_  
Roll Call \$ \_\_\_\_\_  
Other Components (Specify) \$ \_\_\_\_\_  
**Total (Item #5)** \$ \_\_\_\_\_  
General Administrative Costs, Overhead and Profit \$ \_\_\_\_\_  
**Total (Items #1, 2, 3, 4 & 5)** \$ 41.91

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ 32.51

Note. Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22310

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Central Station Security Agent/ID**  
**Office Specialist-Year 4**

Full-Time

Part-Time

**Item #1: Average Hourly Direct Wages** \$ 22.59 item 1      \$ 22.59 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2      \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance \$ \_\_\_\_\_  
Vacation Allowance \$ \_\_\_\_\_  
Sick Time Allowance \$ \_\_\_\_\_  
Pension \$ \_\_\_\_\_  
Other Supplemental Benefits \$ \_\_\_\_\_  
(Specify) \_\_\_\_\_  
**Total (Item #3)** \$ \_\_\_\_\_

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A. \$ \_\_\_\_\_  
N.Y.S.U.I. \$ \_\_\_\_\_  
F.U.I. \$ \_\_\_\_\_  
Workers' Compensation \$ \_\_\_\_\_  
General Liability Insurance \$ \_\_\_\_\_  
Disability Insurance \$ \_\_\_\_\_  
Other Taxes and Insurance \$ \_\_\_\_\_  
(Specify) \_\_\_\_\_  
**Total (Item #4)** \$ \_\_\_\_\_

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_

**Item #5: Additional Components**

(If Applicable)

Uniforms \$ \_\_\_\_\_  
Equipment \$ \_\_\_\_\_  
Materials \$ \_\_\_\_\_  
Supplies \$ \_\_\_\_\_  
Relief \$ \_\_\_\_\_  
Roll Call \$ \_\_\_\_\_  
Other Components \$ \_\_\_\_\_  
(Specify) \_\_\_\_\_  
**Total (Item #5)** \$ \_\_\_\_\_

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_

General Administrative Costs, Overhead  
and Profit \$ \_\_\_\_\_  
**Total (Items #1, 2, 3, 4 & 5)** \$ 43.63

\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
**Total (Items #1, 2, 3, 4 & 5)** \$ 33.40

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.



Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor -Year 2**  
Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 30.35 item 1 \$ 30.35 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

Number  
Of Days  
Provided

Number  
Of Days  
Provided

Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>46.69</u></b>	<b>\$ <u>36.38</u></b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor-Year 3**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 31.26 item 1 \$ 31.26 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

<b>Item #3: Average Supplemental Benefits(Items Not Required By Law)</b>	Number Of Days Provided	Number Of Days Provided
Holiday Allowance	\$ _____	\$ _____
Vacation Allowance	\$ _____	\$ _____
Sick Time Allowance	\$ _____	\$ _____
Pension	\$ _____	\$ _____
Other Supplemental Benefits (Specify)	\$ _____	\$ _____
<b>Total (Item #3)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>48.48</u></b>	<b>\$ <u>37.35</u></b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

Company Name: Covenant Aviation Security, LLC

EQIB:: 22330

**Calculation of Average Hourly Rate Form**  
**Uniformed, Unarmed Security Guard Services Tour Supervisor -Year 4**  
 Full-Time Part-Time

**Item #1: Average Hourly Direct Wages** \$ 32.20 item 1 \$ 32.20 item 1  
**Item #2: Average Health Benefits** \$ \_\_\_\_\_ item 2 \$ \_\_\_\_\_ item 2

**Item #3: Average Supplemental Benefits (Items Not Required By Law)**

		Number Of Days Provided		Number Of Days Provided
Holiday Allowance	\$ _____	Eleven	\$ _____	
Vacation Allowance	\$ _____	Five/Ten/Fifteen	\$ _____	
Sick Time Allowance	\$ _____	Five	\$ _____	
Pension	\$ _____		\$ _____	
Other Supplemental Benefits (Specify)	\$ _____	Life + LTD Other leave	\$ _____	
<b>Total (Item #3)</b>	<b>\$ _____</b>		<b>\$ _____</b>	

**Item #4: Taxes and Insurance**

(Item Required By Law)

F.I.C.A.	\$ _____	\$ _____
N.Y.S.U.I.	\$ _____	\$ _____
F.U.I.	\$ _____	\$ _____
Workers' Compensation	\$ _____	\$ _____
General Liability Insurance	\$ _____	\$ _____
Disability Insurance	\$ _____	\$ _____
Other Taxes and Insurance (Specify)	\$ _____	\$ _____
<b>Total (Item #4)</b>	<b>\$ _____</b>	<b>\$ _____</b>

**Item #5: Additional Components**

(If Applicable)

Uniforms	\$ _____	\$ _____
Equipment	\$ _____	\$ _____
Materials	\$ _____	\$ _____
Supplies	\$ _____	\$ _____
Relief	\$ _____	\$ _____
Roll Call	\$ _____	\$ _____
Other Components (Specify)	\$ _____	\$ _____
<b>Total (Item #5)</b>	<b>\$ _____</b>	<b>\$ _____</b>
General Administrative Costs, Overhead and Profit	\$ _____	\$ _____
<b>Total (Items #1, 2, 3, 4 &amp; 5)</b>	<b>\$ <u>50.39</u></b>	<b>\$ <u>38.38</u></b>

Note, Vacation allowance is based on seniority; pricing is predicated on an average of 10 days per year.

### **Exhibit 3 – MONTHLY MANAGEMENT FEE BREAKDOWN**

The Monthly Management Fee Calculation Sheets shall include the estimated and known costs and components that comprise the Bidder's Monthly Management Fee.

Calculation of Management Annual Salary Breakdown sheets for year 1 salaried positions are included as well and must be filled out. Please note that these forms ask for annual amounts and are not broken down by hour as the hourly rate forms in the preceding section.

The categories included on the sheets are only suggestions and the Bidder should supplement where appropriate. The Bidder is reminded that unforeseen and unexpected costs or increases in prices for items included in the management fee shall not be reimbursable. The Monthly Management Fees shall include all fixed costs billable to the Port Authority.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK - Contract Year 1**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ <u>79,357.60 (See Note a)</u>	\$ <u>65,000.00</u>
Office Manager	\$ <u>80,141.86 (See Note a)</u>	\$ <u>65,714.00</u>
Project Manager	\$ <u>115,927.04 (See Note a)</u>	\$ <u>85,000.00</u>
Assistant Project Manager	\$ <u>87,613.17 (See Note a)</u>	\$ <u>72,516.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note b)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>24,300.00</u>	
Office Machines	\$ <u>28,410.80</u>	
Office Supplies	\$ <u>11,250.00</u>	
Other (Specify)	\$ <u>2,450.00 (See Note c)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>429,450.47</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>35,787.54</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: Cost includes item 1, 2, 3, & 4 from the Calculation of Annual Salary Breakdown Sheet for each individual labor category.

Note b: All insurance costs are included in the position costs cited above.

Note c: Travel and employee events.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ <u>81,677.38</u>	\$ <u>66,300.00</u>
Office Manager	\$ <u>81,033.72</u>	\$ <u>65,714.00</u>
Project Manager	\$ <u>118,367.08</u>	\$ <u>85,000.00</u>
Assistant Project Manager	\$ <u>90,097.72</u>	\$ <u>73,966.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ _____	
Telephone	\$ <u>24,543.00</u>	
Office Machines	\$ <u>28,694.91</u>	
Office Supplies	\$ <u>11,362.50</u>	
Other (Specify)	\$ <u>2,474.50 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>438,250.81</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>36,520.90</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: Travel and employee events

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ <u>84,132.75</u>	\$ <u>67,626.00</u>
Office Manager	\$ <u>82,032.61</u>	\$ <u>65,714.00</u>
Project Manager	\$ <u>121,548.40</u>	\$ <u>85,401.00</u>
Assistant Project Manager	\$ <u>92,722.24</u>	\$ <u>75,446.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>24,788.43</u>	
Office Machines	\$ <u>28,981.86</u>	
Office Supplies	\$ <u>11,476.13</u>	
Other (Specify)	\$ <u>2,499.25 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>448,181.66</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>37,348.47</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the cost proposal forms/ Pricing sheets)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: Travel and employee events

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
JFK Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Manager	\$ <u>86,783.73</u>	\$ <u>68,978.52</u>
Office Manager	\$ <u>83,536.29</u>	\$ <u>66,022.00</u>
Project Manager	\$ <u>126,646.94</u>	\$ <u>87,109.00</u>
Assistant Project Manager	\$ <u>95,545.09</u>	\$ <u>76,955.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>25,284.20</u>	
Office Machines	\$ <u>29,561.49</u>	
Office Supplies	\$ <u>11,705.65</u>	
Other (Specify)	\$ <u>2,549.23 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>461,612.62</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>38,467.72</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: Travel and employee events

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 1**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ <u>78,420.80 (See Note a)</u>	\$ <u>63,000.00</u>
Office Manager	\$ <u>76,608.53 (See Note a)</u>	\$ <u>62,214.00</u>
Project Manager	\$ <u>101,325.60 (See Note a)</u>	\$ <u>85,000.00</u>
Assistant Project Manager	\$ <u>88,338.33 (See Note a)</u>	\$ <u>72,516.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note b)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>24,300.00</u>	
Office Machines	\$ <u>40,410.80</u>	
Office Supplies	\$ <u>11,250.00</u>	
Other (Specify)	\$ <u>61,250.00 (See Note c)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>481,904.06</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>40,158.67</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: Cost includes item 1, 2, 3, & 4 from the Calculation of Annual Salary Breakdown Sheet for each individual labor category.

Note b: All insurance costs are included in the position costs cited above.

Note c: LGA Parking, travel and employee events.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 2**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ <u>80,721.85</u>	\$ <u>64,260.00</u>
Office Manager	\$ <u>78,873.02</u>	\$ <u>63,458.00</u>
Project Manager	\$ <u>102,217.46</u>	\$ <u>73,966.00</u>
Assistant Project Manager	\$ <u>90,837.38</u>	\$ <u>85,000.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>24,543.00</u>	
Office Machines	\$ <u>40,814.91</u>	
Office Supplies	\$ <u>11,362.50</u>	
Other (Specify)	\$ <u>61,862.50 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>491,232.62</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>40,936.05</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: LGA Parking, travel and employee events.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 3**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ <u>83,158.10</u>	\$ <u>65,545.20</u>
Office Manager	\$ <u>81,272.12</u>	\$ <u>64,727.00</u>
Project Manager	\$ <u>103,656.81 )</u>	\$ <u>85,401.00</u>
Assistant Project Manager	\$ <u>93,476.70</u>	\$ <u>75,446.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>24,788.43</u>	
Office Machines	\$ <u>41,223.06</u>	
Office Supplies	\$ <u>11,476.13</u>	
Other (Specify)	\$ <u>62,481.13 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>501,532.47</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>41,794.37</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: LGA Parking, travel and employee events.

**Monthly Management Fee Calculation  
Unarmed Uniform Security Guard Service at  
LGA Contract Year 4**

	Cost*	Proposed Minimum Salary**
<b>LIST SALARIED POSITIONS:</b>		
Human Resources Assistant	\$ <u>85,789.59</u>	\$ <u>66,856.10</u>
Office Manager	\$ <u>83,866.40</u>	\$ <u>66,022.00</u>
Project Manager	\$ <u>106,698.25</u>	\$ <u>87,109.00</u>
Assistant Project Manager	\$ <u>96,314.64</u>	\$ <u>76,055.00</u>
Other required Positions (Specify)	\$ <u>0</u>	\$ <u>0</u>
Insurance Cost (Excluding Health)	\$ <u>0 (See Note a)</u>	\$ <u>0</u>
Office Furniture	\$ <u>0</u>	
Telephone	\$ <u>25,284.20</u>	
Office Machines	\$ <u>42,047.52</u>	
Office Supplies	\$ <u>11,705.65</u>	
Other (Specify)	\$ <u>63,730.75 (See Note b)</u>	
<b>Total ANNUAL Management Fee</b>	<b>\$ <u>515,436.99</u></b>	
<b>Total Monthly Management Fee</b>	<b>\$ <u>42,953.08</u></b>	
<b>(Total ANNUAL Management Fee / 12 months – This amount goes to the Pricing Form)</b>		

\* The Cost for salaried employees should be a derivation of the amounts on the Calculation of Annual Salary Breakdown sheets.

\*\* The Proposed Minimum Direct Salary must be at least the Minimum Direct Salary as required in the Wages Health and Supplemental benefits section #12 of this Contract included herein. If not stated by the Port Authority then the contractor will make its own determination and submit accordingly.

Note a: All insurance costs are included in the position costs cited above.

Note b: LGA Parking, travel and employee events.

**THE PORT AUTHORITY OF NY & NJ**

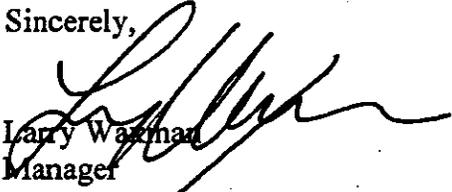
October 20, 2010

To Prospective Bidders on Phase 2 of EQIB 22330:

1. Bidders must use the revised pricing sheets, pages numbered 13-28, attached hereto and demarked with the header "REVISED 10/20/10". These sheets replace, in their entirety, pages numbered 13-28, as originally provided to you on October 19, 2010.
2. The cover letter stated that "The Port Authority requires (1) Office Assistant that shall be located at JFK and (1) Office Assistant that shall be located at LGA." That language is hereby deleted and replaced with "The Port Authority requires (1) Office **Manager** that shall be located at JFK and (1) Office **Manager** that shall be located at LGA."

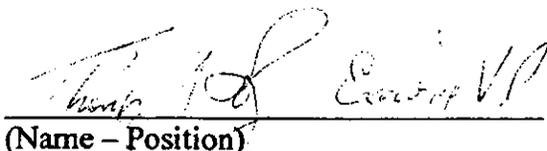
Your company is required to countersign this notice, acknowledging and accepting its terms and conditions in order to have your bid considered. The original countersigned notice shall be submitted with your bid.

Sincerely,

  
Larry Waxman  
Manager  
Procurement Department

10-20-10 11:13 AM RCVD

ACKNOWLEDGED AND ACCEPTED,

  
Tom P. Costello By title *VP* date EQIB 22330  
(Name - Position) *10/20/2010*

PROCUREMENT DEPARTMENT  
One Madison Avenue, 7<sup>th</sup> Floor  
New York, NY 10001  
T: 212-435-3951