

AGREEMENT

THIS IS AN AGREEMENT, dated the 25 day of July, 2008, between:

THE CITY OF PEMBROKE PINES, a municipal corporation of the State of Florida with a business address of 10100 Pines Boulevard, Pembroke Pines, Florida 33026, hereinafter referred to as "CITY,"

and

**Bayus Security Services, Inc.** an organization, authorized to do business in the State of Florida, with a business address of **6600 NW 27<sup>th</sup> Avenue, Suite 207, Miami, FL 33147**, hereinafter referred to as "CONTRACTOR."

WITNESSETH:

In consideration of the mutual terms and condition, promises, covenants, and payments hereinafter set forth, CITY and CONTRACTOR agree as follows:

ARTICLE 1  
PREAMBLE

In order to establish the background, context and form of reference for this Agreement and to generally express the objectives, and intentions, of the respective parties herein, the following statements, representations and explanations shall be accepted as predicates for the undertakings and commitments included within the provisions which follow and may be relied upon by the parties as essential elements of the mutual considerations upon which this Agreement is based.

1.1 On **March 25, 2008**, the CITY advertised its notice to bidders of the CITY's desire to hire a firm to provide Security Services, as more particularly described in Exhibit "A" attached hereto and by this reference made a part hereof, for the said bid entitled:

"RFP PSPW-08-03"  
"Security Services"

1.2 On **April 24, 2008** the bids were opened at the offices of the City Clerk.

1.3 On **May 21, 2008**, the CITY awarded the bid to CONTRACTOR and authorized the proper CITY officials to negotiate and enter into an agreement with CONTRACTOR to render the professional services more particularly described herein below.

1.4.1 Negotiations pertaining to the services to be performed by the CONTRACTOR were undertaken and this Agreement incorporates the results of such negotiation.

ARTICLE 2  
SERVICES AND RESPONSIBILITIES

2.1 CONTRACTOR hereby agrees to perform the services as more particularly described in **Composite Exhibit "A"** attached hereto and by this reference made a part hereof, in accordance with the Scope of Services outlined in the specifications, "RFP # PSPW-08-03, attached hereto and made it part hereof as **Composite Exhibit "A"** and CONTRACTOR'S response thereto, attached hereto and made a part hereof as **Composite Exhibit "B"**.

CONTRACTOR agrees to do everything required by this Agreement, the Sealed Bid Package No. RFP PSPW-08-03, Addenda to this Agreement and Commission award complete with proposal form.

2.2 CONTRACTOR shall schedule regular meetings with the CITY representatives at least once a month to discuss the progress of the work and maintenance of the City's security services, as more specifically described in **Composite Exhibit "A"**.

2.3 CONTRACTOR shall furnish all services, labor, equipment, and materials necessary and as may be required in the performance of this Agreement, except as otherwise specifically provided for herein, and all work performed under this Agreement shall be done in a professional manner.

2.4 CONTRACTOR hereby represents to CITY, with full knowledge that CITY is relying upon these representations when entering into this Agreement with CONTRACTOR, that CONTRACTOR has the professional expertise, experience and manpower to perform the services to be provided by CONTRACTOR pursuant to the terms of this agreement.

2.5 CONTRACTOR hereby represents to CITY that CONTRACTOR is properly licensed by the applicable federal, state, and local agencies to provide the services under this Agreement. Furthermore, CONTRACTOR agrees to maintain such licenses during the term of this Agreement. If CONTRACTOR's license is revoked, suspended, or terminated for any reason by any governmental agency, CONTRACTOR shall notify the CITY immediately.

2.6 CONTRACTOR hereby agrees to conduct all work and services under this Agreement in accordance with all the applicable federal, state, and local laws or regulations. A violation of any federal, state, or local law or regulation may be cause for breach, allowing the CITY to terminate this Agreement.

ARTICLE 3  
PROTECTION OF CITY'S PROPERTY

At all times during the performance of this Contract, the CONTRACTOR shall protect the CITY's property from all damage whatsoever on account of CONTRACTOR's performance of services carried on under this Contract.

Article 4  
TERM AND TERMINATION

4.1 CONTRACTOR shall perform the maintenance services associated with the Property as identified in **Exhibit "A"** attached hereto and made a part hereof, for an initial **two (2) year** period commencing on **August 11, 2008** and ending on **August 10, 2010**.

4.2 This Agreement may be renewed for additional **two (2) year** terms upon mutual consent, evidenced by a written Amendment to this Agreement extending the term hereof.

4.3 This Agreement may be terminated by either party for cause, upon thirty (30) days written notice by the CITY to CONTRACTOR, in which event the CONTRACTOR shall be paid its compensation for services performed to termination date. In the event that the CONTRACTOR abandons this Agreement or causes it to be terminated, he shall indemnify the CITY against any loss pertaining to this termination up to a maximum of the full contracted fee amount.

ARTICLE 5  
CONTRACT SUM

5.1 The CITY hereby agrees to compensate CONTRACTOR for all services performed by CONTRACTOR pursuant to the provisions of this Agreement.

5.2 Based on a LUMP SUM FEE OF AN AMOUNT NOT TO EXCEED **\$475,000 (Four Hundred Seventy Five Thousand Dollars)** per year, payable in bi-weekly payments for actual services performed for security services. Future price adjustments, up or down shall be based on a nationally recognized or published index, including fuel surcharge adjustment, relevant to providing these services.

5.3 The CITY shall within thirty (30) days, from the date the CITY's Public Service Director approves the Application for Payment, pay the CONTRACTOR the amount approved by the CITY's Public Services Director, or his/her assignee.

ARTICLE 6  
CHANGES IN SCOPE OF WORK

6.1 CITY or CONTRACTOR may request changes that would increase, decrease, or

otherwise modify the Scope of Services, as described in **Composite Exhibit "A"** to be provided under this Agreement as described in Article 2 of this Agreement. These changes will affect the monthly compensation accordingly. Such changes or additional services must be in accordance with the provisions of the Code of Ordinances of the CITY, and must be contained in a written amendment, executed by the parties hereto, with the same formality and with equality and dignity prior to any deviation from the terms of this Agreement, including the initiation of any additional or extra work..

6.2 In no event will the CONTRACTOR be compensated for any work which has not been described in a separate written agreement executed by the parties hereto.

#### ARTICLE 7 INDEMNIFICATION

The CONTRACTOR agrees to indemnify and hold harmless the CITY, its trustees, elected and appointed officers, agents, servants and employees, from and against any and all claims demands, or causes of action whatsoever, and the resulting losses, costs, expenses, reasonable attorney's fees, liabilities, damages, orders, judgments, or decrees, sustained by the CITY or any third party arising out of, or by reason of, or resulting from the CONTRACTOR's negligent acts, errors, or omissions.

#### ARTICLE 8 CONTRACTOR'S LIABILITY INSURANCE

8.1 The CONTRACTOR shall not commence performance hereunder until it has obtained all insurance required under this paragraph and such insurance has been approved by the Risk Manager of the CITY nor shall the CONTRACTOR allow any subcontractor to commence work on his subcontract until all similar such insurance required of the subcontractor has been obtained and approved.

8.2 Certificates of insurance, reflecting evidence of the required insurance, shall be filed with the City's Risk Manager prior to the commencement of this agreement. These Certificates shall contain a provision that coverages afforded under these policies will not be canceled until at least forty five days (45) prior written notice has been given to the CITY. Policies shall be issued by companies authorized to do business under the laws of the State of Florida. Financial Ratings must be not less than "A-VI" in the latest edition of "Best Key Rating Guide", published by A.M. Best Guide.

8.3 Insurance shall be in force until the obligations required to be fulfilled under the terms of the Agreement is satisfied. In the event the insurance certificate provided indicates that the insurance shall terminate and lapse during the period of this Agreement, then in that event, the CONTRACTOR shall furnish, at least forty-five (45) days prior to the expiration of the date of such insurance, a renewed certificate of insurance as proof that equal and like coverage for the

balance of the period of the Agreement and extension there under is in effect. The CONTRACTOR shall not commence nor continue to provide any services pursuant to this Agreement unless all required insurance remains in full force and effect. CONTRACTOR shall be liable to CITY for any lapses in service resulting from a gap in insurance coverage.

#### 8.4 REQUIRED INSURANCE

8.4.1 Comprehensive General Liability insurance to cover liability bodily injury and property damage. Exposures to be covered are: premises, operations, products/completed operations, and certain contracts. Coverage must be written on an occurrence basis, with the following limits of liability:

- |    |   |             |
|----|---|-------------|
| A. | Bodily Injury   |             |
| 1. | Each Occurrence   | \$1,000,000 |
| 2. | Annual Aggregate  | 1,000,000   |
| B. | Property Damage   |             |
| 1. | Each Occurrence   | 1,000,000   |
| 2. | Annual Aggregate  | 1,000,000   |
| C. | Personal Injury   |             |
|    | Annual Aggregate  | 1,000,000   |
| D. | Completed Operations and Products Liability shall be maintained for two (2) years after the final payment.                          |             |
| E. | Property Damage Liability Insurance shall include Coverage for the following hazards: X - explosion, C - Collapse, U - underground. |             |

8.4.2 Errors & Omissions Coverage for Directors and Officers \$1,000,000 limit

8.4.3 Workers Compensation insurance shall be maintained during the life of this contract to comply with statutory limits for all employees, and in the case any work is sublet, the CONTRACTOR shall require the Subcontractors similarly to provide Workers Compensation Insurance for all the latter's employees unless such employees are covered by the protection afforded by the CONTRACTOR. The following limits must be maintained:

- |    |                      |                                  |
|----|----------------------|----------------------------------|
| A. | Workers Compensation | Statutory                        |
| B. | Employer's Liability | \$ 100,000 each accident         |
|    |                      | \$ 500,000 Disease-policy limit  |
|    |                      | \$ 100,000 Disease-each employee |

If CONTRACTOR claims to be exempt from this requirement, CONTRACTOR shall

provide CITY proof of such exemption along with a written request for CITY to exempt CONTRACTOR, written on CONTRACTOR letterhead.

8.4.4 Comprehensive Auto Liability – coverage shall include owned, hired and non-owned vehicles.

A.	<b>Bodily Injury</b>	
1.	Each Occurrence	\$1,000,000
2.	Annual Aggregate	\$1,000,000
B.	<b>Property Damage</b>	
1.	Each Occurrence	\$1,000,000
2.	Annual Aggregate	\$1,000,000

8.4.5 CONTRACTOR is required to post a Dishonesty Bond or its equivalent, as shall be determined by the City Attorney, in an amount equal to \_\_\_\_\_ with a deductible of \_\_\_\_\_.

8.5 The CONTRACTOR shall name the CITY as an additional insured on each of the policies required herein and shall hold the CITY harmless on account of claims for damages to persons, property or premises arising out of the services provided hereunder.

8.6 Any insurance required of CONTRACTOR pursuant to this Agreement must also be required by any sub-contractor in the same limits and with all requirements as provided herein, including naming the CITY as an additional insured, in any work is subcontracted unless such subcontractor is covered by the protection afforded by the CONTRACTOR and provided proof of such coverage is provided to CITY. The CONTRACTOR and any subcontractors shall maintain such policies during the term of this Agreement

#### ARTICLE 9 PROTECTION OF CITY'S PROPERTY

9.1 At all times during the performance of this Contract, the CONTRACTOR shall protect the CITY's property from all damage whatsoever on account of the work being carried on under this contract.

#### ARTICLE 10 CONTRACTOR'S INDEMNIFICATION

10.1 The CONTRACTOR agrees to release the CITY from and against any and all

liability and responsibility in connection with the above mentioned matters. The CONTRACTOR further agrees not to sue or seek any money or damages from CITY in connection with the above mentioned matters.

10.2 The CONTRACTOR agrees to indemnify and hold harmless the CITY, its trustees, elected and appointed officers, agents, servants and employees, from and against any and all claims, demands, or causes of action of whatsoever kind or nature, and the resulting losses, costs, expenses, reasonable attorneys' fees, liabilities, damages, orders, judgments, or decrees, sustained by the CITY or any third party arising out of, or by reason of, or resulting from the CONTRACTOR's negligent acts, errors, or omissions.

10.3 The parties recognize that various provisions of this Agreement, including but not necessarily limited to this Section, provide for indemnification by the CONTRACTOR and that §725.06, Florida Statutes, requires a specific consideration be given therefor. The parties therefore agree that the sum of Ten Dollars and 00/100 (\$10.00), receipt of which is hereby acknowledged, is the specific consideration for such indemnities, and the providing of such indemnities is deemed to be part of the specifications with respect to the services to be provided by CONTRACTOR. Furthermore, the parties understand and agree that the covenants and representations relating to this indemnification provision shall serve the term of this Agreement and continue in full force and effect as to the party's responsibility to indemnify.

#### ARTICLE 11 INDEPENDENT CONTRACTOR

11.1 This Agreement does not create an employee/employer relationship between the parties. It is the intent of the parties that the CONTRACTOR is an independent contractor under this Agreement and not the CITY's employee for all purposes, including but not limited to, the application of the Fair Labor Standards Act minimum wage and overtime payments, Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, the State Workers Compensation Act, and the State unemployment insurance law. The CONTRACTOR shall retain sole and absolute discretion in the judgment of the manner and means of carrying out the CONTRACTOR's activities and responsibilities hereunder provided, further that administrative procedures applicable to services rendered under this Agreement shall be those of the CONTRACTOR, which policies of the CONTRACTOR shall not conflict with CITY, H.U.D., or United States policies, rules or regulations relating to the use of the CONTRACTOR's Funds provided for herein. The CONTRACTOR agree that it is a separate and independent enterprise from the CITY, that it has full opportunity to find other business, that it has made its own investment in its business, and that it will utilize a high level of skill necessary to perform the work. This Agreement shall not be construed as creating any joint employment relationship between the CONTRACTOR and the CITY and the CITY will not be liable for any obligation incurred by CONTRACTOR, including but not limited to unpaid minimum wages and/or overtime premiums.

ARTICLE 12  
PERFORMANCE BOND

12.1.1 At the time of the execution of this Agreement, CONTRACTOR shall have in effect a Performance Bond guaranteeing to the CITY the completion and performance of the Scope of Services and work covered in the Agreement. The Performance Bond shall at all times be valid and in force to cover the Work being performed. The Performance Bond shall be executed by a Surety Company approved by the U.S. Treasury Department, licensed to do business in the State of Florida, and having a registered agent in Broward County.

12.2 The CONTRACTOR agrees to keep such Bonds, or a replacement thereof, in force at all times during the course of performance of this Agreement. In addition to the foregoing requirements, such Bond shall contain provisions, whether by attaching endorsements or supplemental agreements, guaranteeing to the CITY the completion of services of the performance of this Agreement. CONTRACTOR may comply with the requirements of this provision by causing said Bond to specifically name the CITY OF PEMBROKE PINES as one of the parties to whom the protection afforded by said Bond is extended or as an alternative, may furnish the CITY with a separate Performance Bond meeting the same criteria provided above.

ARTICLE 13  
DEFAULT OF CONTRACT & REMEDIES

13.1 **Liquidated Damages.**

As a breach of the service provided by this Agreement would cause serious and substantial damage to the CITY Property, and the nature of this Agreement would render it impracticable or extremely difficult to fix the actual damage sustained by the CITY by such breach, it is agreed that, in case of breach of service wherein CONTRACTOR fails to maintain the Property, leaving the said property in disrepair, the CITY may elect to collect liquidated damages for each such breach, and the Contractor will pay the CITY as liquidated damages, and not as penalty, five (\$500.00) hundred dollars for every day of such malfunction. This sum is the agreed upon amount by which the CITY will be damaged by the breach of such service. An election to seek such remedies shall not be construed as a waiver of any legal remedies the CITY may have as to any subsequent breach of service under its Agreement.

13.2 **Default of Contract.** The occurrence of any one or more of the following events shall constitute a default and breach of this Agreement by CONTRACTOR:

13.2.1. The abandonment of the Property by CONTRACTOR for a period of more than seven (7) business days.

13.2.2 The abandonment, unnecessary delay, refusal of, or failure to comply with any of the terms of this Agreement or neglect, or refusal to comply with the instructions of the Public Services Director relative thereto.

13.2.3. The failure by CONTRACTOR to observe or perform any of the terms, covenants, or conditions of this Agreement to be observed or performed by CONTRACTOR, where such failure shall continue for a period of seven (7) days after written notice thereof by CITY to CONTRACTOR; provided, however, that if the nature of CONTRACTOR's default is such that more than seven (7) days are reasonably required for its cure, then CONTRACTOR shall not be deemed to be in default if CONTRACTOR commences such cure within said seven (7) day period and thereafter diligently prosecutes such cure to completion.

13.2.4. The assignment and/or transfer of this Agreement or execution or attachment thereon by CONTRACTOR or any other party in a manner not expressly permitted hereunder.

13.2.5. The making by CONTRACTOR of any general assignment or general arrangement for the benefit of creditors, or the filing by or against CONTRACTOR of a petition to have CONTRACTOR adjudged a bankruptcy, or a petition for reorganization or arrangement under any law relating to bankruptcy (unless, in the case of a petition filed against CONTRACTOR, the same is dismissed within sixty (60) days); or the appointment of a trustee or a receiver to take possession of substantially all of CONTRACTOR's assets, or for CONTRACTOR's interest in this Agreement, where possession is not restored to CONTRACTOR within thirty (30) days; for attachment, execution or other judicial seizure of substantially all of CONTRACTOR's assets, or for CONTRACTOR's interest in this Agreement, where such seizure is not discharged within thirty (30) days.

13.3 **Remedies in Default.** In case of default by CONTRACTOR, the CITY shall notify the CONTRACTOR, in writing, of such abandonment, delay, refusal, failure, neglect, or default and direct him to comply with all provisions of the Agreement. A copy of such written notice shall be mailed to the Surety on the Performance Bond ("Surety"). If the abandonment, delay, refusal, failure, or neglect is not cured within seven (7) days of when notice was sent by CITY, CITY may declare a default of the Agreement and notify the CONTRACTOR and the Surety of such declaration of default and terminate the Agreement.

The Surety on the Performance Bond shall within ten (10) days of such declaration of default rectify or cause to be rectified any mismanagement or breach of service in the Agreement and assume the work of CONTRACTOR and proceed to perform services under the Agreement, at its own cost and expense.

13.3.1. Upon such declaration of default, all payments remaining due the CONTRACTOR at the time of default, less all sums due the CITY for damages suffered, or expenses incurred by reason of default, shall be due and payable to the Surety. Thereafter the Surety shall receive

monthly payments equal to those that would have been paid the CONTRACTOR had the CONTRACTOR continued to perform the services under the Agreement.

13.3.2. If such Surety fails to perform, the CITY may complete the Contract, or any part thereof, either by day labor or re-letting a Contract for the same, and procure the equipment and the facilities necessary for the completion of the Contract, and charge the cost of same to the CONTRACTOR and/or the Surety together with the costs incident thereto to such default.

13.3.3. In the event the CITY completes the Contract at a lesser cost than would have been payable to the CONTRACTOR under this agreement, if the same had been fulfilled by said CONTRACTOR, CITY shall retain such differences. Should such cost to the CITY be greater, the CONTRACTOR and/or the Surety shall pay the amount of such excess to the CITY.

#### ARTICLE 14 BANKRUPTCY

It is agreed that if the CONTRACTOR is adjudged bankrupt, either voluntarily or involuntarily, then this Agreement shall terminate effective on the date and at the time the bankruptcy petition is filed.

#### ARTICLE 15 DISPUTE RESOLUTION

15.1 **Arbitration.** In addition to any other remedy provided hereunder, the CITY, at its option, may use arbitration to resolve any controversy or claim arising out of or relating to this Contract if arbitration is elected by the CITY. Any controversy or claim arising out of or relating to this Contract, or breach thereof, may be settled by arbitration in accordance with the rules of the American Arbitration Association and judgment upon the award rendered by the arbitrators may be entered into by any court having jurisdiction thereof. In the event arbitration is elected by the CITY, such controversy or claim shall be submitted to one arbitrator selected from the National Panel of The American Arbitration Association.

15.2 **Operations During Dispute.**

15.2.1 In the event that a dispute, if any, arises between the CITY and the CONTRACTOR relating to this agreement performance or compensation hereunder, the CONTRACTOR shall continue to render service in full compliance with all terms and conditions of this agreement as interpreted by the CITY regardless of such dispute.

15.2.2 The CONTRACTOR expressly recognizes the paramount right and duty of the CITY to provide adequate maintenance of the City's Property, and further agrees, in consideration for the execution of this Agreement, that in the event of such a dispute, if any, it will not seek injunctive

relief in any court, but will negotiate with the CITY for an adjustment on the matter or matters in dispute and, upon failure of said negotiations to resolve the dispute, may present the matter to a court of competent jurisdiction in an appropriate suit therefore instituted by it or by the CITY.

15.2.3 Notwithstanding the other provisions in this Section, the City reserves the right to terminate the Agreement at any time, whenever the service provided by the CONTRACTOR fails to meet reasonable standards of the trade after the CITY gives written notice to the CONTRACTOR of the deficiencies as set forth in the written notice within fourteen (14) days of the receipt by the CONTRACTOR of such notice from the CITY.

## ARTICLE 16 MISCELLANEOUS

16.1 **Ownership of Documents.** Reports, surveys, studies, and other data provided in connection with this Agreement are and shall remain the property of CITY, whether or not the project for which they are made is completed.

16.2 **Legal Representation.** It is acknowledged that each party to this agreement had the opportunity to be represented by counsel in the preparation of this Agreement, and accordingly, the rule that a contract shall be interpreted strictly against the party preparing same shall not apply herein due to the joint contributions of both parties.

16.3 **Records.** CONTRACTOR shall keep such records and accounts and require any and all subcontractors to keep records and accounts as may be necessary in order to record complete and correct entries as to personnel hours charged to this engagement, and any expenses for which CONTRACTOR expects to be reimbursed. Such books and records will be available at all reasonable times for examination and audit by CITY and shall be kept for a period of three (3) years after the completion of all work to be performed pursuant to this Agreement. Incomplete or incorrect entries in such books and records will be grounds for disallowance by CITY of any fees or expenses based upon such entries.

16.4 **Assignments; Amendments.** This Agreement, and any interests herein, shall not be assigned, transferred or otherwise encumbered, under any circumstances, by CONTRACTOR without the prior written consent of CITY. For purposes of this Agreement, any change of ownership of CONTRACTOR shall constitute an assignment which requires CITY approval. However, this Agreement shall run to the CITY and its successors and assigns.

It is further agreed that no modification, amendment, or alteration in the terms or conditions contained herein shall be effective unless contained in a written document executed with the same formality and of equal dignity herewith.

16.5 **No Contingent Fees.** CONTRACTOR warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for the CONTRACTOR to

solicit or secure this Agreement, and that it has not paid or agreed to pay any person, company, corporation, individual or firm, other than a bona fide employee working solely for CONTRACTOR any fee, commission, percentage, gift, or other consideration contingent upon or resulting from the award or making of this Agreement. For the breach or violation of this provision, the CITY shall have the right to terminate the Agreement without liability at its discretion, to deduct from the contract price, or otherwise recover the full amount of such fee, commission, percentage, gift or consideration.

16.6 **Notice.** Whenever any party desires to give notice unto any other party, it must be given by written notice, sent by certified United States mail, with return receipt requested, addressed to the party for whom it is intended and the remaining party, at the places last specified, and the places for giving of notice shall remain such until they shall have been changed by written notice in compliance with the provisions of this section. For the present, the CONTRACTOR and the CITY designate the following as the respective places for giving of notice:

City: Charles F. Dodge, City Manager  
 City of Pembroke Pines  
 10100 Pines Boulevard  
 Pembroke Pines, Florida 33025  
 Telephone No. (954) 431-4884  
 Facsimile No. (954) 437-1149

Copy To: Samuel S. Goren, City Attorney  
 Goren, Cherof, Doody & Ezrol, P.A.  
 3099 East Commercial Boulevard, Suite 200  
 Fort Lauderdale, Florida 33308  
 Telephone No. (954) 771-4900  
 Facsimile No. (954) 771-4923

Contractor: Olalekan Shokunbi  
 Bayus Security Services, Inc.  
 6600 N.W. 27<sup>th</sup> Ave. Suite 207  
 Miami, FL 33147  
 Telephone No. 3095-836-8383  
 Fax No. 305-836-8544

16.7 **Binding Authority.** Each person signing this Agreement on behalf of either party individually warrants that he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Agreement.

16.8 **Headings.** Headings herein are for the convenience of reference only and shall not be considered in any interpretation of this Agreement.

16.9 **Exhibits.** Each Exhibit referred to in this Agreement forms an essential part of this Agreement. The exhibits if not physically attached should be treated as part of this Agreement and are incorporated herein by reference.

16.10 **Severability.** If any provision of this Agreement or application thereof to any person or situation shall to any extent, be held invalid or unenforceable, the remainder of this Agreement, and the application of such provisions to persons or situations other than those as to which it shall have been held invalid or unenforceable, shall not be affected thereby, and shall continue in full force and effect, and be enforced to the fullest extent permitted by law.

16.11 **Governing Law.** This Agreement shall be governed by the laws of the State of Florida with venue lying in Broward County, Florida.

16.12 **Extent of Agreement.** This Agreement represents the entire and integrated agreement between the CITY and the CONTRACTOR and supersedes all prior negotiations, representations or agreements, either written or oral.

16.13 **Waiver.** Failure of the CITY to insist upon strict performance of any provision or condition of this Agreement, or to execute any right therein contained, shall not be constructed as a waiver or relinquishment for the future of any such provision, condition, or right, but the same shall remain in full force and effect.

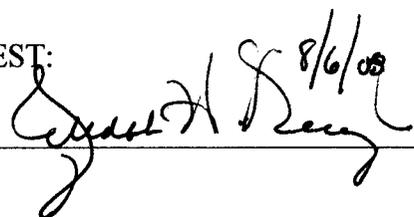
16.14 **Disputes.** Any claim, objection, or dispute arising out of the terms of this Agreement shall be litigated in the Seventeenth Judicial Circuit Court in and for Broward County.

16.15 **Attorney's Fees.** In the event that either party brings suit for enforcement of this Agreement, the prevailing party shall be entitled to attorney's fees and court costs in addition to any other remedy afforded by law.

16.16 **Protection of City Property.** At all times during the performance of this Contract, the CONTRACTOR shall protect the CITY's property from all damage whatsoever on account of the work being carried on under this contract.

IN WITNESS OF THE FOREGOING, the parties have set their hands and seals the day and year first written above.

ATTEST:

8/6/08  


CITY

BY: 

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JUDITH A. NEUGENT, CITY CLERK

FRANK ORTIS, MAYOR

APPROVED AS TO FORM.

Julie Hahn 8/4/08  
CITY ATTORNEY

CONTRACTOR

WITNESSES:

St. Friederica  
Rosemarie Trapp

BY: [Signature]

ATTEST:

SECRETARY

STATE OF FLORIDA )

)SS:

COUNTY OF BROWARD )

BEFORE ME, an officer duly authorized by law to administer oaths and take acknowledgments, personally appeared Ola Iekan Shokunbi as President, of BAYUS SECURITY SERVICES, INC. an organization, authorized to do business in the State of Florida, and acknowledged executed the foregoing Agreement as the proper official of BAYUS SECURITY SERVICES, INC. for the use and purposes mentioned in it and affixed the official seal of the corporation, and that the instrument is the act and deed of that corporation.

IN WITNESS OF THE FOREGOING, I have set my hand and official seal at in the State and County aforesaid on this 25 day of July, 2008.

Terril Burzo  
NOTARY PUBLIC

My Commission Expires:





# City of Pembroke Pines



Frank C. Ortis, Mayor  
 Carl Shechter, Vice-Mayor  
 Charles F. Dodge, City Manager

Angelo Castillo, Commissioner  
 Jack McCluskey, Commissioner  
 Iris A. Siple, Commissioner

**March 25, 2008**

**RFP #PSPW-08-03**

## NOTICE TO PROPOSERS

Notice is hereby given that the City Commission of the City of Pembroke Pines is seeking sealed proposals for:

"Security Services"  
 RFP # PSPW-08-03

Specifications may be obtained from the Public Services Department located at 13975 Pembroke Road, Pembroke Pines, Florida 33027, (954) 437-1111.

**Proposals will be accepted until 2:00 p.m., Thursday, April 24, 2008**, in the Office of the City Clerk, Administration Building, 10100 Pines Boulevard, Pembroke Pines, Florida, 33026, to be opened at 2:30 p.m.

For additional information please contact, Ken Friedrichs, Division Director of Purchasing at (954) 437-1111.

**Envelopes must be sealed and plainly marked:**

**"RFP # PSPW-08-03  
 "Security Services"**

The City Commission of the City of Pembroke Pines reserves the right to reject any and all proposals; to waive any and all informalities or irregularities, and to reject all or any part of any proposal as they may deem to be in the best interest of the citizens of the City of Pembroke Pines.

**CITY OF PEMBROKE PINES**

\_\_\_\_\_  
 Judith A. Neugent  
 City Clerk

10100 Pines Boulevard • Pembroke Pines, Florida 33026 • 954-435-6501

Security Services  
PSPW-08-03

The City is seeking a contractor to provide security services at various sites located in Pembroke Pines.

All labor, supervision, equipment and materials required to ensure the proper performance of this work, unless otherwise specified, shall be furnished by the contractor. Personnel will be in uniform and will carry cell phones or direct communication radios supplied by the contractor. Hours required at any site to be determined by the City.

While providing this service, the contractor will have one individual on site and a vehicle will not be provided. A series of patrols will be performed at regular intervals at the various sites.

These patrols will include entire sites and security personnel will not be expected to enter the buildings.

Contractor shall have a system to assure complete and timely patrols of area at appropriate locations.

All employees shall have proper identification cards and all required appropriate background checks to work at a school and shall have a minimum of two years experience, the last six months of which shall have been with the contractor.

Employees shall check in and check out at the end of shifts with their company and provide daily activity logs on a weekly basis.

The rates quoted on the Proposal Form shall be in effect at all times, including weekends and holidays.

Contractor shall quote rates to provide armed and unarmed services depending on the City's needs.

All rest and meal breaks shall be taken on site.

The rates quoted in response to these specifications shall be valid for an initial period of two years and may be renewed for two additional two year terms upon mutual agreement.

Bid security in the form of a bid bond or certified check made payable to the City of Pembroke Pines in the amount of \$2,500.00 shall be furnished with the proposal package.

**GENERAL CONDITIONS, INSTRUCTIONS AND INFORMATION FOR BIDDERS.**

**1. SUBMISSION AND RECEIPT OF BIDS**

- A. Proposals, to receive consideration, must be received prior to the specific time opening as designated in the invitation.
- B. Unless otherwise specified, bidders must use the proposal form furnished by the City. Failure to do so may cause the bid to be rejected. Removal of any part of the bid may invalidate the bid.
- C. Proposals having any erasures or corrections must be initialed by bidder in ink. Bids shall be signed in ink. All quotations shall be typewritten or filled in with pen and ink.

**2. WARRANTIES FOR USAGE:**

Whenever a bid is sought, seeking a source of supply for a specified time for materials or service, the quantities or usage shown are estimated only. No guarantee or warranty is given or implied by the City as to the total amount that may or may not be purchased from any resulting contracts. These quantities are for bidders information only and will be used for tabulation and presentation of bid.

**3. PRICES TO BE FIRM:**

Bidder warrants by virtue of bidding that prices, terms, and conditions quoted in his bid will be firm for acceptance for a period of sixty (60) days from date of bid opening unless otherwise stated by the City or bidder.

**4. DELIVERY POINT:**

All items shall be delivered F.O.B. destination, and delivery cost and charges included in the bid price. Failure to do so may be cause for rejection of bid.

**5. BRAND NAMES:**

If and wherever in the specifications a brand name, make, name of manufacturer, trade name, or vendor catalog number is mentioned, it is for the purpose of establishing a grade or quality of material only. Since the City does not wish to rule out other competition and equal brands or makes, the phrase "OR EQUAL" is added. However, if a product other than that specified is bid, it is the vendors responsibility to name such a product is equal to that specified. Evidence in the form of samples may be requested if brand is other than that specified. Such samples are to be furnished before the date of bid opening, unless otherwise specified.

**6. QUALITY:**

All materials used for the manufacture or construction of any supplies, materials, or equipment covered by this bid shall be new, the latest model, of the best quality, and highest grade workmanship, unless otherwise noted.

**7. SIGNATURE REQUIRED:**

All quotations must be signed with the firm name and by an officer or employee having authority to bind the company or firm by his signature. FAILURE TO PROPERLY SIGN PROPOSAL SHALL INVALIDATE SAME, AND IT MAY NOT BE CONSIDERED FOR AWARD.

ACCEPTANCE OF MATERIAL

The material delivered under this proposal shall remain the property of the seller until a physical inspection and actual usage of this material and/or services is made and thereafter accepted to the satisfaction of the City and must comply with the terms herein, and be fully in accord with specifications and of the highest quality. In the event the material and/or services supplied to the City are found to be defective or do not conform to specifications, the City reserves the right to cancel the order upon written notice to the seller and return product to seller at the seller's expense.

9. VARIATIONS TO SPECIFICATIONS:

The specifications, as set forth, are guideline specifications only. The specifications do not have to be strictly adhered to; however, any variation to these specifications must be specifically listed and included with the bid documents. Any variation to these specifications must be within reason, and must meet minimum bid specifications.

10. DELIVERY:

Time will be of the essence for any orders placed as a result of this bid. Purchaser reserves the right to cancel such orders, or part thereof, without obligation if delivery is not made at the time(s) or place(s) specified.

11. DEFAULT PROVISION:

In the case of default by the bidder or contractor, the City of Pembroke Pines may procure the articles or services from any other sources and hold the bidder or contractor responsible for any excess costs occasioned or incurred thereby.

12. PRICING:

Prices should be stated in units of quantity specified in the bidding specifications. In case of discrepancy in computing the amount of the bid, the unit prices quoted will govern.

13. COPYRIGHT OR PATENT RIGHTS:

Bidder warrants that there have been no violations of copyrights or patent rights in manufacturing, producing, or selling other goods shipped or ordered as a result of this bid, and seller agrees to hold the purchaser harmless from any and all liability, loss or expense occasioned by such violation.

14. SAMPLES:

Samples, when requested, must be furnished before, or at the bid opening, unless otherwise specified, and delivered free of expense to the City and if not used in testing or destroyed, will upon request within thirty (30) days of bid award be returned at the bidder's expense.

15. TAXES:

The City of Pembroke Pines is exempt from any taxes imposed by state and/or Federal Government. Exemption certificates certified on request. (Not applicable on construction remodeling projects.)

16. FAILURE TO QUOTE:

If you do not quote, return quotation sheet and state reason. Otherwise, your name may be removed from our mailing list

**17. MANUFACTURER'S CERTIFICATION**

The City of Pembroke Pines reserves the right to request from bidder separate manufacturer certification of all statements made in the proposal.

**18. SIGNED BID CONSIDERED AN OFFER:**

The signed bid shall be considered an offer on the part of the bidder or contractor, which offer shall be deemed accepted upon approval by the City Commission of the City of Pembroke Pines and in case of default on the part of the bidder or contractor after such acceptance, the City of Pembroke Pines may take such action as it deems appropriate including legal action for damages or specific performance.

**19. RESERVATIONS FOR REJECTION AND AWARD:**

The City of Pembroke Pines reserves the right to accept or reject any and all bids or parts of bids, to waive irregularities and technicalities, and to request rebids. The City also reserves the right to award a contract on such items(s) or service(s) the City deems will best serve its interests. All bids shall be awarded to the most responsive/responsible bidder, provided the (City) may for good cause reject any bid or part thereof. It further reserves the right to award a contract on a split order basis, or such combinations as shall best serve the interests of the City unless otherwise specified. No premiums, rebates or gratuities permitted, either with, prior to, or after award. This practice shall result in the cancellation of said award and/or return of items (as applicable) and the recommended removal of bidder from bid list(s).

**20. CONFLICT OF INSTRUCTIONS:**

If a conflict exist between the General Conditions and Instructions stated herein and specific conditions and instructions contained in proposal form, the proposal form shall govern.

**21. LAWS AND REGULATIONS:**

All applicable laws and regulations of the Federal Government, State of Florida and Ordinances of the City of Pembroke Pines shall apply to any resulting award.

All OSHA Standards, rules and/or regulations will apply to any item(s) of equipment or materials supplied as a result of this bid.

Bidder warrants by signature on his proposal sheet that prices quoted here are in conformity with the latest federal price guidelines, if any.

**22. DAVIS-BACON & RELATED ACTS:**

Contractors or their subcontractors are required to comply with all aspects of the Davis Bacon Act as it applies to construction, alterations or repairs of public buildings or public works.

The Davis-Bacon Act requires that each contract over \$2,000 to which the United States or the District of Columbia is a party for the construction, alteration, or repair of public buildings or public works shall contain a clause setting forth the minimum wages to be paid to various classes of laborers and mechanics employed under the contract. Under the provisions of the Act, contractors or their subcontractors are to pay workers employed directly upon the site of the work no less than the locally prevailing wages and fringe benefits paid on projects of a similar character.

In addition to the Davis-Bacon Act itself, Congress has added prevailing wage provisions to approximately 60 statutes which assist construction projects through grants, loans, loan guarantees, and insurance. These "related Acts" involve construction in such areas as transportation, housing, air and water pollution reduction, and health. If a construction project is funded or assisted under more than one Federal statute, the Davis-Bacon

prevailing wage provisions may apply to the project if any of the applicable statutes requires payment of Davis-Bacon wage rates. Davis-Bacon wage determinations are to be used in accordance with the provisions of Regulations, 29 CFR Part 1, Part 3, and Part 5.

**23. LOCAL GOVERNMENT PROMPT PAYMENT ACT**

The law restricts the percentage of payment that local governments may withhold from contractors during construction. Once a construction project is substantially completed, the law requires local governments to develop a list of items (punch list) for final acceptance of construction services. §218.70, Florida Statutes.

**24. FLORIDA MUNICIPAL CONSTRUCTION INSURANCE TRUST**

The Contractor may be required to participate in the Florida Municipal Construction Insurance Trust (FMCI) program. This program provides members with a vehicle by which they may purchase certain insurance coverage through owner controlled insurance programs (OCIP) which are intended to be a comprehensive insurance product that covers specified risks associated with contractors and subcontractors performing the construction of member's public facilities.

**25. TAX SAVER PROGRAM**

The Contractor shall cooperate on certain projects to allow the City to avail itself of a sales tax savings program.

**26. PUBLIC ENTITY CRIMES:**

"A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid on a contract to provide any goods or services to a public entity, may not submit a bid on a contract with a public entity for the construction or repair of a public building or public work, may not submit bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list."

Judith A. Neugent  
City Clerk  
CITY OF PEMBROKE PINES  
10100 PINES BOULEVARD

The Contractor shall not commence work under this contract until he has obtained all insurance required under this paragraph and such insurance has been approved by the Risk Manager of the city nor shall the Contractor allow any Subcontractor to commence work on his sub-contract until all similar such insurance required of the subcontractor has been obtained and approved

**CERTIFICATES OF INSURANCE**, reflecting evidence of the required insurance, shall be filed with the Risk Manager prior to the commencement of the WORK. These Certificates shall contain a provision that coverages afforded under these policies shall not be canceled until at least thirty (30) days prior written notice has been given to do business under the laws of the State of Florida. Financial Ratings shall be no less than "A" in the latest edition of "Bests Key Rating Guide", published by A.M. Best Guide.

Insurance shall be in force until all work required to be performed under the terms of the Contract is satisfactorily completed as evidenced by the formal acceptance by the City. In the event the insurance certificate provided indicates that the insurance shall terminate and lapse during the period of this contract, then in the event, the Contractor shall furnish, at least thirty (30) days prior to the expiration of the date of such insurance, a renewed certificate of insurance as proof that equal and like coverage for the balance of the period of the contract and extension thereunder is in effect. The Contractor shall not continue to work pursuant to this contract unless all required insurance remains in full force and effect.

The Contractor shall hold the City of Pembroke Pines, Florida, their agents, and employees, harmless on account of claims for damages to persons, property or premises arising out of the operations to complete this contract and specifically name the City as an additional insured under their policy.

The City reserves the right to require any other insurance coverage it deems necessary depending upon the exposures.

#### REQUIRED INSURANCE

1. **COMPREHENSIVE GENERAL LIABILITY** insurance to cover liability, bodily injury, and property damage. Exposures to be covered are: premises, operations, product/completed operations, and certain contracts. Coverage must be written on an occurrence basis, with the following limits of liability:
  1. **BODILY INJURY**

(a)	Each Occurrence	\$1,000,000.00
(b)	Annual Aggregate	\$1,000,000.00
  2. **PROPERTY DAMAGE**

(a)	Each Occurrence	\$1,000,000.00
(b)	Annual Aggregate	\$1,000,000.00
  3. **PERSONAL INJURY**

(A)	Annual Aggregate	\$1,000,000.00
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  4. Completed Operations and Products Liability shall be maintained for Two (2) years after the final payment
  5. Property Damage Liability Insurance shall Include Coverage for the following hazards:  
X-explosion, C-collapse, U-underground
2. **WORKERS COMPENSATION** insurance shall be maintained during the life of this contract to comply with statutory limits for all employees, and in the case any work is

Compensation Insurance for all the latter's employees unless such employees are covered by the protection afforded by the Contractor. The Contractor and his subcontractors shall maintain during the life of this policy Employers Liability Insurance. The following limits must be maintained:

1.	Workers Compensation	Statutory
2.	Employer's Liability	\$500,000 per occurrence
3.	<b>COMPREHENSIVE AUTO LIABILITY</b>	
1.	BODILY INJURY	
	(a) Each Occurrence	\$1,000,000.00
	(b) Annual Aggregate	\$1,000,000.00
2.	PROPERTY DAMAGE	
	(a) Each Occurrence	\$1,000,000.00
	(b) Annual Aggregate	\$1,000,000.00

**Coverage** shall include owned, hired, and non-owned vehicles.

**PROPOSAL FORM**

**BID:** #PSPW-08-03

**DATE:** April 24, 2008

**TO:** CITY OF PEMBROKE PINES  
10100 PINES BOULEVARD  
PEMBROKE PINES, FL 33026

IN ACCORDANCE WITH THE "Requests for Proposals" dated March 25, 2008 titled "Security Services" attached hereto as a part hereof the undersigned proposes the following:

- 1) Total Cost to provide all labor, materials and all other associated costs to provide the required security services at the designated locations, per specifications, per hour
  - \$ \_\_\_\_\_ armed
  - \$ \_\_\_\_\_ unarmed
  
- 2) Cost to provide marked/lighted golf cart \$ \_\_\_\_\_

\_\_\_\_\_  
PLEASE PRINT

NAME \_\_\_\_\_

COMPANY \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_

CITY & STATE: \_\_\_\_\_

ZIP CODE: \_\_\_\_\_ TELEPHONE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

TITLE: \_\_\_\_\_

**\*\*NOTE\*\* THIS YELLOW PROPOSAL FORM MUST BE SUBMITTED**

April 22, 2008

Mr. Ken Friedrichs  
Division Director of Purchasing  
10100 Pines Boulevard,  
Pembroke Pines, Fl.33026

**Re: Proposal for RFP No.PSPW – 08 - 03.**

Dear Mr. Ken:

We at Bayus Security Services, Inc. are pleased to submit our proposal to be of service to City of Pembroke Pines, as represented by the Purchasing Department City of Pembroke Pines, to provide Security Guard Services to ensure the highest level of security at the locations outlined in this Request for Proposal.

Bayus Security, Inc. has been in existence since 2000 and has over 250 security personnel. The company Bayus was set up to provide security guard services and security training school for armed and unarmed security officers to protect people and property. The company also provides private investigative security services to governmental, industrial, commercial and professional organizations and agencies. The company has provided armed and unarmed security services for numerous entities since its origination while adhering strictly to the profession's highest ethical standards. Bayus Security's work with major county government, public and private clients, coupled with its status as a registered SDB of various Federal and city agencies, will ensure the delivery quality and timely services.

Federal, State and County government agencies, along with a wide-range of small to large companies, have retained Bayus Security Services. Our team includes highly trained security officers with many years of experiences as military or civilian police and as security officers for other agencies. Furthermore our team's knowledge and first-hand experience with Miami-Dade County Government facilitates our ability to successfully complete the service requested. We are a local organization with extensive ties and a vested interest in our community; as well we will be more responsive to the needs of City of Pembroke Pines.

The following is a list of few of the governmental agencies in various capacities that our company has provided its professional services to:

<i>Florida Department of Transportation</i>	<i>Miami-Dade County Public Schools</i>
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<i>Miami- Dade County Special Training District</i>	<i>Florida Department of Children &amp; Families</i>
<i>Department of Veteran Administration</i>	<i>Supra Telecom</i>
<i>State of Florida Keys Aqueduct Authority</i>	<i>Hotel Intercontinental</i>

With our previous experience, expeditious time frame for the project completion and veteran staff that is able to deliver professional service is the reason we should be selected by the City of Pembroke Pines Purchasing Department to render services for this project. As well we are fully aware of the project timetable and are able to satisfy the report deliverables in the pre-allocated schedule.

Bayus Security Services, Inc. is capable, prepared and committed to serving the needs of the City of Pembroke Pines. As well our team of officers currently and in the past has served the needs of many government, industrial, commercial, and professional organizations and agencies. If you have any questions, require changes to the scope, need additional information and/or desire to contact us for oral presentations please feel free to contact me at (305) 836-8383.

Best Regards,



Olalekan Shokunbi  
President

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***EXECUTIVE SUMMARY***

In 2000, Shokunbi Olalekan, popularly know as Chief Lakes, incorporated his own security company by the name of Bayus Security Services, Inc. The name Bayus was derived from the name of his son whom is named "Bayo" which means "Blessing is Born."

Bayus Security Services, Inc. Was incorporated in November 2000 with the State of Florida Department of State, Division of Licensing. The company Bayus was set up to provide security guard services and security training school. Both for armed and unarmed security services to protect people and property. The company also provides private investigative security services to governmental, industrial, commercial and professional organizations/agencies.

In terms of the experience, Bayus may be new with the registration of the company, but the owner and the team members have thought of setting up Bayus and are not new in the security business.

The company personnel are highly experienced in serving both the public and private sectors as well as being pro-active in their planning methods. You can be assured that behind you stands a large, diversified corporation that is ready to assist you in the proper performance of your duties. Working with Bayus can be the way to a rewarding life-long career in the security field. You should make every effort to learn as much about Bayus as possible. Start out by learning the name of your Bayus Manager, Field Supervisor and your Site Supervisor.

Keeping in mind the proper chain of command, feel free to speak with your supervisors at the proper time, when you have questions or comments. As a Bayus security officer, you will receive special training at our Bayus Security Training School to develop the skills of your profession. Your career with Bayus will depend on your performance, length of time on the job, and the particular assignments currently available. Many employees will be progressed to higher paid positions with increased responsibilities. There are many benefits and possibilities that await you as a Bayus security officer.

Reference to the above, let me refer you to some but not all of the big government contracts that Chief Laks (the President of Bayus) ever took over as an operations manager for another security company and have the smooth running of every contract until he decided to make use of his experience in the security field to set Bayus up.

- Miami-Dade County G.S.A. Security contract took over July 1, 1994 through February, 2001
- Florida Department of Transportation contract took over January, 2000 through February, 2001
- Miami-Dade County Public Schools contract took over May, 1998 through February, 2001
- Miami-Dade County Special Taxing District contract took over January, 2000 through February, 2001
- Department of Veteran Administration contract took over January, 1998 through February, 2001
- Florida Department of Children and Families contract took over May, 1998 through February, 2001

**GENERAL ORDERS**

As a Bayus Security Officer, it is your duty and responsibility to:

- A. Take charge of your post and protect life and property when endangered.
- B. Work your post in an alert, courteous and disciplined manner by observing everything that takes place within sight or hearing.
- C. Know your client's post orders and report all security violations, safety violations, and fire hazards.
- D. Never leave your post unless properly relieved.
- E. Receive, obey, and pass on to the guard who relieves you, and all orders from your supervisor and the client representative.
- F. Limit your conversations to duties, avoid casual conversations with may distract you.
- G. Give alarm and notify the proper authorities in case of fire, intrusion, or disorder.
- H. Call your supervisor regarding any incident not covered by the Bayus security general orders or by your post orders.
- I. Be especially watchful at night, challenging and identifying all persons on or near your post.
- J. Allow no one to enter or leave the client's facilities without proper identification or authorization.
- K. Maintain the logbook as a permanent record of all violations or security fire safety, client regulations or usual incidents.
- L. Be neat, clean, well groomed, and properly uniformed at all times while on duty.

**POST ORDERS**

Post orders are special procedures, which are to be followed at individual facilities. These instructions establish specific routines for the post and they prescribe the correct course of action required of a security officer in accordance with the client's security requirements and policies.

Post orders will be provided to you on assignment. Study them carefully and learn them thoroughly.

Is not possible to include there in written instructions a course of action, which will cover all situations. In cases not specifically covered by written instructions, you must use good judgment and contact your supervisor to obtain further instructions.

In your role as a security officer you are prescribed to be the person in charge of every situation. To this end, a guard must always be aware of his or her conduct.

### **CLEANLINESS OF THE POST**

The guard's post will be kept neat and orderly at all times. Only authorized individuals will be permitted in the post. Using this area for storage, hanging personal clothing, equipment or belongings are prohibited.

### **TELEPHONES**

In answering or using the telephones, the following instructions and procedures will be followed:

- The telephones will only be used for matters related to performance of the security officer's duties. The telephones are not for personal calls.
- Answer the telephones as promptly as possible. In answering the telephone, always assume that the call is important and act accordingly.
- Speak clearly into the mouthpiece in a moderate tone. Your tone of voice should be polite and helpful.
- Have a pad and a pencil handy to take notes and all times.
- Identify yourself immediately as "Security Officer, speaking." Do not shout "Hello."
- If the caller does not identify himself/herself, inquire, "May I Ask Who's Calling?" Do not say, "Who is this?" Always ask the caller to spell his/her name and to give you a number where he/she can be reached.

### **KNOWLEDGE**

In order for a security officer to perform his/her duties, primarily in plant, the following knowledge is essential.

1. Knowledge of the procedures in the Bayus standard procedures book for security officers.
2. Knowledge of the general instructions contained in this handbook.
3. Knowledge of the post orders for the post to which you are assigned.
4. Knowledge of the plant's physical layout and the general area surrounding the plant.
5. Knowledge of the company's rules.

**Knowledge (cont.)**

It is essential for security officers to have a complete knowledge of the building and the offices and departments that they are to protect. This knowledge is also necessary for directing visitors and employees and for providing other required information. Specifically, the security officer is required to know the following:

- Location of all departments and personnel.
- Location of the telephones (including those for which “night connections” are established).
- Where all stairways and doors lead.
- Where material are stored.
- Location of fire fighting equipment, such as hand extinguishers, fire hoses, and fire hydrants.
- Location of light switches.
- Location of control rooms.
- Location of all valves controlling the supply of water to sprinkler systems and also where extra sprinkler heads are stored.
- Location of fuse boxes, power control switches, steam valves, hydrants, and other control devices.

In case of a fire or other emergencies, it is important that the officer be able to direct the fire department or other emergency force to the proper locations.

### **AWARENESS**

A security officer must become so familiar with the area for which he/she is responsible that anything out of the ordinary will be immediately apparent. A door left ajar, or plant equipment left out of place should arouse the officer’s attention and depending on the situation, be noted in the logbook.

While becoming familiar with the plant layout, the security officer should avoid falling victim to routine. The security officer should make small alterations in the normal rounds where possible in order to maintain a state of complete awareness.

The security officer should be alert to any unusual odors, which may cause injury, property out of place, which may indicate theft, or noises, which many indicate, malfunctioning machinery.

## **PROTOCOL**

The security officer's first job is to be courteous. However, it is important for the officer to maintain a professional distance between himself/herself and the client's employees.

At the same time, the security officer should make a special effort to greet the client contact and company officers by name. For example, a security officer is expected to say "Good Morning Chief Laks" or "Good Evening Chief Laks" when he encounters the client contact or company officers.

In situations where the security officer is required to keep his post clear of client personnel, he/she must do so. However, in rare instances or inclement weather or unsafe surrounding, the security officer must use good judgment and common sense. If it is not possible to direct the client to a place where he/she may wait in comfort, it may be necessary in some cases to allow the client's personnel in to the restricted area in such circumstances the security officer should keep the client's personnel in an area where they can be observed and controlled.

Should it become necessary for the security officer to make clock rounds during this time. The officer should call his/her supervisor to explain the situation and ask for advice.

Communicating with your supervisor if a situation develops where the security officer is uncertain how to proceed. He/she should contact the supervisor.

Unless the matter is pressing, however, the supervisor should not be contacted during hours, which common sense dictates might be inconvenient. Such calls should be noted in the logbook.

## **UNIFORMS AND PERSONAL APPEARANCE**

Whenever a security officer is assigned to a post, he/she must always be aware of the security officer's role as a representative of Bayus Security Services, Inc.

### **APPEARANCE**

Personal cleanliness and neatness are basic requirements for security officers. Neatness in appearance calls for hair to be properly cut, fingernails and hand to be clean, and for men to have clean-shaven faces.

The Bayus security uniform is a prestigious identifying element of the company. You should be in the prescribed Bayus uniform at all times while on duty. Your uniform should be kept clean and neat. It should never be allowed to become frayed or spotted.

The prescribed uniform will be worn during the winter or summer months, depending upon local conditions.

- Uniforms and equipment differ at various Bayus offices. However, certain requirements for the care maintenance and wearing of the uniform are all the same.
- The uniform will be kept clean, in good repair, and unwrinkled. Black shoes should be kept well polished.
- Unless you are directed otherwise, the sheriff hat with Bayus' badge will be worn at all times while on duty. The sheriff hat will be worn properly, not to the side of the head not tilted to the back of the head. The same rule applies to the Bayus Security cap with Bayus' badge.
- A tie (color as prescribed) will be worn at all times.
- The shirt collar will be kept buttoned at all times, unless otherwise authorized. Sleeves shall be kept rolled down and kept buttoned, except for Summer uniforms.
- No uniform equipment or any parts will be worn other than those authorized by the Bayus Security Management.
- Any equipment deemed necessary will be issued by the Bayus Security Management.



Various types of equipment will be the disposal of the security officer. No equipment is to be used without authorization.

### VEHICLES

Many of you will be required to drive vehicles as a part of your duties. It is essential that you are properly licensed in your state before you operate a vehicle, even if you are driving on private property (whether driving a Bayus' vehicle or the client's vehicle) it is your responsibility to hand the vehicle in a proper and safe manner.

- Never leave keys in the vehicle unattended.
- Make certain that the vehicle is properly maintained before operation.
- Note and report all deficiencies more detailed your supervisor will give instructions.

### WEAPONS

A weapon is defined as any instrument or devise that can be used to inflict bodily harm. No Bayus officer carries a weapon unless specially trained and specifically authorized by his/her supervisor and the client. Those of you who will be given weapons are accepting the burden of responsibility for it possession. If you have been issued a weapon, it is because you have show that you handle this responsibility. Extreme caution is essential.

Under no circumstances is the security officer to carry an unauthorized weapon to his/her post. Unauthorized weapons concealed or otherwise are a hazard to you, your client, Bayus, and with whomever you come in contact with. Do not carry unauthorized weapons regardless of how dangerous you may think your assignment may be. This rule is a strict policy of Bayus Security Services, Inc. any violation of this rule will result in immediate dismissal.

- a. Nightsticks: If you are issued a nightstick, you are also issued a proper holster. You should not draw your nightstick unless it is absolutely necessary for you to use it as a weapon. Do not leave the nightstick on top of desks, cabinets, or any place that is accessible to an unauthorized person.
- b. Teargas, mace or any chemical irritants: The policy of this company is that chemical irritant will not be issued to security officers. If your client desires you to carry such or any weapons you must immediately notify the office.

At times, the security officer will be called upon to perform his/her duty under extraordinary circumstances. Preparedness is the way to safety.

### **POWER FAILURES**

The Bayus Security supervisor should be informed of the situation immediately. A list of telephone number and people to contact will be available at the post. Make the calls and check post orders for further details.

### **NATURAL DISASTERS**

Security officers should be familiar with the client's emergency evacuation plans and post orders on the subject. The security officers should apprise his/her supervisor of the situation at the earliest possible time and assist local emergency authorities in any way possible.

### **BOMB THREATS**

Security officers have been known to receive bomb threats against their clients. The potential loss in property and life makes it essential that we respond effectively and swiftly. When a bomb threat call occurs, the security officer should ask:

- When will the bomb go off?
- Where is the bomb planted?
- What floor is it on?
- What side of the building is it on?
- What does it look like?
- What sort of explosives was used?
- How powerful is the bomb?
- How was it placed?
- What is the reason for the bomb?
- What is the caller's name?

Keep the caller on the line as long as possible. Do this by asking the caller to repeat the message. Write down as many of the words spoken by the caller as possible. The information may help in identifying the severity of the problem, as well as the identity of the caller.

Listen for anything distinctive about the caller's voice or speech. Listen for distinctive background noises, such as voices, motors, running, background music, etc. Immediately after the call, write the information you have in the spaces provided at the end of this booklet. And report to client management and to your field supervisor.

## FIRE PROCEDURES

One of the single most destructive emergencies is fire. There are several procedures that should be strictly followed in a fire emergency.

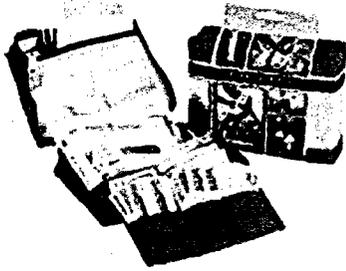
Here's what to do:

- a. Always call the fire department first. Give the location of the building where the fire has occurred. Give the telephone number from which you are calling. Do not forget to leave your name.
- b. Get everyone out of the building or area.
- c. If the fire is small, use an extinguisher.
- d. Stay near an exit; do not cut off your escape.
- e. Do not go into small rooms. If you are using an extinguisher, direct it from outside, so that you do not block you exit from the room.
- f. Ventilate the premises after the fire is out.
- g. If the fire gets too large, get out and close the doors behind you.
- h. Know the four types of fires:
  - i. Class "A": Burning materials, such as wood, paper, trash, etc.
  - ii. Class "B": Burning gasoline, oils, thinners, paints, etc.
  - iii. Class "C": Burning live electrical equipment, such as electrical motors, switch boards, electrical panels.
  - iv. Class "D": Fire involving certain combustible materials, such as Magnesium, Titanium, Zirconium, Sodium, Potassium, etc. Such fires require a special heat-absorbing extinguisher, which will not react with the burning materials.

In all cases, it is important that you use the proper extinguisher on the class of fire that you are confronted with. Read all extinguisher labels on your job site carefully. All extinguishers are marked according to the class of fire. Therefore, you must know the proper one to use each type of fire.

## FIRST AID

In order to administer first aid, it is imperative that you be trained and qualified accordingly. Even with this training, it is important that you know what your limitations are. If you have not received that necessary training, do not attempt to administer first aid under any circumstances. This could aggravate the existing symptoms. Your primary responsibility is to send for a doctor and make the injured party as comfortable as possible.



## SAFETY PRACTICES

Patrolling a plant of foot makes the security officer vulnerable to all pedestrian hazards such as slipping and falling. Since patrols are most frequently conducted at night, in dimly lit areas, the requirement to observe common sense safety measures is obvious. The fact that the security officer is often alone at a plant increases the danger of carelessness, which could result in injuries preventing the security officer from calling for assistance. Observing safety rules certainly will reduce the chance of serious injury and could save your life.

The first tour is the most important one of the entire shift if all is in order or this round, any later deviation should be a cause for concern. The following checklist may prove helpful.

- a. On night shifts, use flashlights if lighting conditions are not adequate for patrol
- b. Avoid short cuts between or through building and across grounds unless necessary in the normal routine of the inspection work.
- c. Always walk on the left side of the roadway, facing on-coming traffic (assuming sidewalks are not provided).
- d. Use handrails when ascending and descending stairs. Take one step at a time, do not run.
- e. When crossing tracks, step over the rails not on them.
- f. Avoid crossing through ditches where possible use crosswalks.
- g. Observe all safety warning signs.
- h. Be alert for leaks of any kind.

**Safety Practices (cont.)**

When in the vicinity of overhead pipelines:

- a. Do not walk through a concentration of fumes. Never assume fumes to be harmless
- b. Snow and ice tend to create hazards. Be especially alert under such conditions. Report un-sanded or un-cleared walks.
- c. Slippery or wet floors present an accident hazard. Be alert to avoid slipping or falling.

**PLANT PATROLLING**

Patrolling is one of the most important duties of a security officer, but it is possible to make all the rounds, visit all of the places as scheduled, and still fail to give the plant adequate protection. Patrolling means more than walking, it means observing.

Before starting the first patrol, the security officer should check their equipment. They should have a notebook and a pen or pencil, a flashlight, if at night or in a dark area, they should carry any authorized weapons and should have a heavy coat or raincoat, if the weather requires it.

Security officers should be familiar with the entire plant. Especially with the area of patrol. They should know the layout of all the grounds and buildings, including entrances and exits, and the control points for gas, water, and electrical systems.

A security officer should know the fencing weaknesses, if any. They should also know the quickest route from any point in the plant to any other point in the plant, in case of emergency.

Finally, a security officer should possess the common sense to recognize an emergency when it arises, and to act promptly and properly.

If post orders require "periodic call in" during the shift, security officers must make certain that they will be back to the phone or that there will be a phone available along the patrol route, at the required time.

In some cases, security officers are required to call in hourly to report to their dispatcher in the office. Should they fail to call, the supervisor will make a personal check.

## HAZARD CHECKLIST

### FIRE HAZARD

- Stack of empty cartons
- Pile of oily rags
- Uncapped or leaking containers
- Faulty electrical wiring
- Overloaded electrical fixtures
- Smoldering cigarettes in wastebaskets and ashtrays
- Inoperative fire doors
- Defective hoses, nozzles, sprinklers, and extinguishers

### ACCIDENT HAZARDS

- Spilled liquids
- Loose boards
- Tears in carpet
- Loose handrails
- Objects falling from above
- Inoperative warning lights
- Missing barriers

### SECURITY BREACHES

- Broken alarms
- Inoperative locks
- Lost keys
- Broken Fences
- Open or broken doors, gates, or windows

Security officers must be observant and should use all of their senses while patrolling. Good security requires common sense and sound judgment. Machines, which are left, running, should not be turned off unless specified by client's regulations.

This also works in reverse. If machines are found to be off, they should not be turned on, unless specified in writing by the client. If there is any doubt, post orders should be consulted and the supervisor should be called.

In order to assure the client that all the points on the patrol have been visited and in the proper order. The security industry has adopted the use of the portable keypunch time clock. There are several types and manufactures of these devices. But they all operate in a similar fashion. Ask your operations manager for a demonstration. The most common clock used is the Detex, and the system is sometimes referred to as "Detex Rounds or Clock Rounds."

At the end of the day or tour, as required, the supervisor or the client contact opens the clock case. The recording is reviewed and filed for future reference. Any variation in the required sequence or time must be explained in your reports and logbook. It is not possible for the security officer to open the clock case without damaging the equipment. If any emergency exists and a good reason is apparent, the security officer will take care of the emergency or other apparent problem in favor of making the rounds. The variation, however, must be explained in the reports appropriate for the post.

### ACCESS CONTROL

Placing a security officer at the entrance and exit points to the premises is the practical means of monitoring the flow of people and traffic. This responsibility of the security officer to come into personal contact with many people calls for good judgment, tact, and courtesy. There are several procedures consistent with this duty, which will be described in individual post orders.

### IDENTIFICATION CARDS

The most common system to control access to a plant or building is through the use of identification (ID) badges. Client employees are issued a card or badge with their name, photo and description. The employee must display their identification to the security officer to be allowed entry.



It is easy for a security officer to become lax when an ID badge access is used. Some employees will hold their badge up for plain viewing and comparison of the photo with their face, others will place the badge in a wallet with a limited view area, the wallet will be open and "flashed" with little opportunity for adequate observation. The courteous, but firm instances on a clear display of the ID card is required in such cases:

**Security Officer:** "Excuse me, Sir, Could you please remove the ID from your wallet for full identification?"

**Company Employee:** "Come on, I'm in a hurry. I always show my ID this way."

**Security Officer:** "My job requires a careful check." The officer smiles politely.

Premises using cards with electronic or photo reader to operate turnstiles or other barricades remove the responsibility of viewing the card. On these sites, security officers have to respond to employee who forgot their cards. Procedures for dealing with such situations will be covered in the post orders. Courtesy is important, unless it is set out in the post orders. Employees should not be allowed to pass based on personal recognition. The security officer risks admitting an employee who has been discharged and who's ID card has been taken.

### EXIT CONTROLS

When an employee exits from the premises, there will be procedures to follow to insure that they do not carry merchandise or company property with them. Any large packages being carried out will require a property pass. Typewriters, calculator, and other items of officer equipment will require a form of authorization. Package and lunch box examinations, if required, will usually have explicit orders.

### VEHICLE GATES

Vehicle gates present their own problems. Most clients allow only authorized vehicles into the plant area. Visitors are usually logged in and required to park in specific areas. Departing vehicles should be authorized.

Obtain proper authorization for any property to be removed from the client's premises. If a security officer sees something suspicious in a departing car, but has not instructions to allow for search or for further questioning, he/she should take the license plate number, vehicle description, and describe what is was that aroused suspicion. This should be done on the incident report form described in the section on reports. Truck gates will have instructions for keeping a log of vehicles going in and out. They will usually provide for identifying the driver and obtaining a copy of the invoice as well as for seal inspection.

## KEY CONTROL

A most sensitive and important duty is key control. Most security post has one or more keys assigned to or available to the security officer on duty. These keys are usually to offices, buildings, and storerooms located along the patrol route they are necessary as part of inspection for fire and security.

Loss of these keys can be most serious and place a liability on Bayus to replace the lock. In some cases, if the keys are lost or is out of the possession and control of the security officer, Bayus would be liable for any loss of property protected by the locks.

Never lend a key to a client; employee, or any unauthorized person. If it is necessary to admit a person to a locked area, the security officer should do it personally and remain present until the person leaves.

If it is an employee who normally has access to the area during work hours but wants to come into work during off hours, he/she should sign the log showing time in and time out. If the procedure is unusual or suspicious, the supervisor should be informed immediately.

When a security officer accepts one key or a ring or keys, they should check carefully to make certain that all of the keys are accounted for. They should do the same when they pass the keys to the next shift, and they should note the inspection in the log. Some buildings and entire plants are on a master system, where one key will open many doors. The liability for the key is great and the responsibility must be properly understood.

If a client ever provides a key not discussed in the post order, the security officer should find out exactly why the key is being furnished, and what it will open. This should be noted in the log and the supervisor should be notified. When the key is passed on to the relief or the supervisor, it should be noted in the log.



Keys should not be carried home or a way from the client's premises. They should never be duplicated. If a key is lost, the loss should be reported immediately to the supervisor. If a security officer is relieved who cannot provide keys as described in the post orders, this should be noted in the post log and the supervisor should be notified immediately.

Written reports are essential to plant protection work. These reports concern past occurrences or present conditions. They are required for important reasons.

For one thing, they inform others of conditions, which may be corrected also, they are an aid to investigations and finally they are required for reference purposes.

The writing of reports is one of the most important duties of the security officer. It is essential that reports being accurate contain any facts and draw a complete word picture of what happened. Good report writing requires thought and concentration. The use of big words are not necessary, write your report in clear, simple language.

Keep in mind the five "w's." Who, what, when, where, and why. Then explain how the incident occurred:

- **Who:** Gives all available information, which will lead to the identification of the persons involved as well as witnesses.
- **What:** Explains the incident that took place.
- **When:** Tells the date and time of the incident.
- **Where:** Tells the place where the incident occurred.
- **Why & How:** Explains the events leading to the incident and say so. Be accurate. Do not risk making an unfair representation of events.

Other factors, which contribute to accurate reporting, are:

- **Observation:** You must see what has happened. Notice details; learn to estimate the number of people in a crowd. Note the license number if necessary and make and color car. When observing persons, note-distinguishing characteristics, such as height, weight, and hair color, complexion, scars, etc.
- **Clarity:** The reader should not have to guess at the meaning of your report.
- **Objectivity:** Don't let personal opinion enter into the report. State only the facts, what actually took place and remember the reader depends entirely on your report for this information.
- **Details:** Some of the important details to include in your report are the date, time, location, what action was take, if any, the results of the action taken, and who wrote the report.
- **Handwriting:** This report represents Bayus Security Services, Inc. to the client; therefore, you must write neatly and use printed letters.

BAYUS SECURITY SERVICES, INC.  
INCIDENT REPORT

Case# \_\_\_\_\_

Date of Report: \_\_\_\_\_ Time of Report: \_\_\_\_\_

Location Name: \_\_\_\_\_ Location Address: \_\_\_\_\_ Incident: \_\_\_\_\_

Date of Incident: \_\_\_\_\_ Time: \_\_\_\_\_ Exact Location: \_\_\_\_\_

Report Writer Notified by:  Radio  Phone  Contact  Alarm  Other

**Backup/Supervisors on scene:**

Police on scene:  Yes  No If yes, agency: \_\_\_\_\_ C/N: \_\_\_\_\_

Phone Report to be made later by:  Victim  Bayus Security/Supervisor

Sick/Injured:  Slip/Fall  Medical  Medical  Criminal  On Job Injury  Accident

First Aid:  Given  Refused Vict. Transported to: \_\_\_\_\_ Via \_\_\_\_\_

Fire/Rescue on Scene:  Yes  No If yes, agency: \_\_\_\_\_ Alarm# \_\_\_\_\_

Victim: Agency: \_\_\_\_\_ Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Victim's Name: \_\_\_\_\_ Race: \_\_\_\_\_ Sex: \_\_\_\_\_ Age: \_\_\_\_\_ D.O.B. \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_ Employer: \_\_\_\_\_

Occupation: \_\_\_\_\_ Bus. Phone: \_\_\_\_\_ Employee:  Yes  No

Reporter/Witness: \_\_\_\_\_ Race: \_\_\_\_\_ Sex: \_\_\_\_\_ Age: \_\_\_\_\_ D.O.B. \_\_\_\_\_

Subject's Name: \_\_\_\_\_ Race: \_\_\_\_\_ Sex: \_\_\_\_\_ Age: \_\_\_\_\_ D.O.B. \_\_\_\_\_

Height: \_\_\_\_\_ Weight: \_\_\_\_\_ Hair Color: \_\_\_\_\_ Eye Color: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_ Employer: \_\_\_\_\_

Occupation: \_\_\_\_\_ Bus. Phone: \_\_\_\_\_ Employee:  Yes  No

Subject Arrested:  Yes  No Social Security Number: \_\_\_\_\_

Vehicle Incident: Year: \_\_\_\_\_ Make: \_\_\_\_\_ Model: \_\_\_\_\_ Doors: \_\_\_\_\_ Color: \_\_\_\_\_

Tag: \_\_\_\_\_ State: \_\_\_\_\_ Year: \_\_\_\_\_ Company Vehicle:  Yes  No

Point of Entry: \_\_\_\_\_ Force Entry:  Yes  No Amount of Damage: \$ \_\_\_\_\_

Property:  Taken  Recovered  Seized Property Value \$ \_\_\_\_\_

Alarm:  Act  Imp. O/C  Weather  Faulty Equipment  Unknown False Alarm:  Yes  No

Narrative: \_\_\_\_\_

Written by: \_\_\_\_\_ Signature: \_\_\_\_\_

Report writer:  Company Supervisor  Bayus Security Guard/Supervisor - Company: \_\_\_\_\_

**BAYUS OFFICE USE ONLY**

Signal: \_\_\_\_\_ Ref: \_\_\_\_\_ Type Case: \_\_\_\_\_ Loc Type: \_\_\_\_\_ Sector: \_\_\_\_\_

Bayus Supervisor \_\_\_\_\_  F/U  FILE Grid \_\_\_\_\_ Date: \_\_\_\_\_

### DAILY GUARD REPORTS

At the end of each shift, you will complete a daily guard report. Fill in the information at the top of the page and answer the questions by checking yes or no.

In cases where a "yes" is indicated on the check sheet, a written explanation of the circumstances should be entered on the logbook and on an incident report so the Bayus supervisor or the company management may take corrective action.

**BAYUS SECURITY SERVICES**  
 6600 NW 27<sup>th</sup> Avenue, Suite 207  
 Miami, FL 33147  
 Phone: (305) 836-8383 Fax: (305) 836-8544

Day \_\_\_\_\_

Date \_\_\_\_\_

Shift \_\_\_\_\_

#### DAILY SECURITY REPORT

<b>ITEMS 1 THRU 17 MUST BE ANSWERED/ ALL PERTINANT INFO. FOR ADDITIONAL SPACE, USE AREA BELOW.</b>	
1. SUSPICIOUS VEHICLE/PEOPLE	
2. POLICE-FIRE-RESCUE	
3. SIGNS OFF OR NOT	
4. PARKING LOT LIGHTS	
5. ANY LIGHTS OUT	
6. ACCIDENTS	
7. INJURY	
8. DESTRUCTION OF PROPERTY	
9. GATES LOCKED	
10. MISSING VEHICLE	
11. DAMAGED VEHICLE	
12. DOCTOR STRONG	
13. FIRE ALARM	
14. UNLOCKED DOORS	
15. ESCAPE ATTEMPT	
16. BROKEN WINDOWS OR GLASS	
17. CLOCK ROUNDS MADE	

#### OTHER INFORMATION

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INCOMING GUARD SIGNATURE: \_\_\_\_\_ OUT GOING GUARD SIGNATURE \_\_\_\_\_

## LOG BOOK

The logbook is a record of routine activities. It is also a record of hazards and incidents for Bayus Security Services and the client. The logbook is a legal document, which can play a vital role in arrest proceedings, monetary claims, lawsuits, and disciplinary cases.

Logbook entries should include:

- Routine security duties
- Safety hazards
- Criminal acts
- Violation of company rules
- Defective equipment
- Accidents
- Corrective action taken

**BAYUS SECURITY  
LOGBOOK**

MONDAY, JANUARY 1, 2001		
0700	01/01/01	S/O CHIEF LAKS ON DUTY RECEIVED 10 KEYS, ONE TOUR CLOCK, ONE RADIO, CLIPBOARD AND LOGBOOK FROM OUTGOING OFC. JONES
0800		S/O STARTED FIRST ROUND CHECK
0900		S/O COMPLETE ROUND CHECK, ALL SECURED
1000		S/O CHIEF LAKS BEGAN SECOND PATROL
1100		GREASE ON SOUTH STAIRS BELOW SECOND FLOOR. WENT TO MAINTENANCE TO MAKE REPORT. S/O & MR. JOHN FROM MAINTENANCE CAME AND PUT SAND OVER GREASE.
1200		COMPLETE SECOND PATROL, ALL SECURED
1300		S/O STARTED THIRD PATROL
1400		S/O COMPLETED THIRD PATROL, ALL SECURED
1500		S/O CHIEF LAKS OFF DUTY, HANDOVER TO S/O TUNJI BELLO

MONDAY, JANUARY 1, 2001		
1500		S/O TUNJI BELLO ON DUTY. S/O ASSUMED DUTY WITH 10 KEYS, ONE TOUR CLOCK, ONE RADIO, CLIPBOARD AND LOGBOOK FROM OUTGOING S/O CHIEF LAKS
1600		S/O STARTED FIRST ROUND
1700		COMPLETED FIRST ROUND, ALL REMAIN SECURED
1700		S/O TUNJI BELLO OFF DUTY

**EQUAL EMPLOYMENT OPPORTUNITY**

## DISCIPLINARY POLICY

In order to insure that we maintain a consistently high standard of personnel and services, Bayus Security Services, Inc. expects its security officers to work within the guidelines established by Bayus Security Services, Inc.

### **Violations, which will result in disciplinary action:**

- a. Failure to be at workstations ready to begin work at the proper starting time.
- b. Failure to carry the security officer's license.
- c. Creating or contributing to unsanitary conditions at your job.
- d. Excessive absenteeism or tardiness.
- e. Excessive wage assignments, garnishments, wage deduction, summons, levies, etc. (subject to state law).
- f. Obscene, abusive language and/or malicious gossip while on the job.
- g. Failure to turn in complete and accurate report.
- h. Appearing for work poorly groomed and out of uniform. Security officers must appear for duty neat, well groomed, clean-shaven (men), and wearing black shoes. Only in Bayus issued uniforms and equipment may be used.
- i. Loafing or loitering during work hours.
- j. Posting or removal of notices, signs, or writing in any form on client property without the permission of the client.
- k. Willful refusal or failure to comply with safety precautions. This includes the failure to comply with safety precautions.
- l. Failure to report injuries or accidents immediately or misrepresenting facts regarding the same.
- m. Horseplay of any kind while on duty.
- n. Appearing on the clients' premises at any time other than his/her scheduled shift.
- o. Failure to notify your supervisor of an inability to report for duty at least four (4) hours prior to start of your shift your assigned hours of work.
- p. Any solicitation, collection of contributions, or distribution of literature of any kind on Bayus or clients' premises without prior approval or Bayus management.
- q. Failure to accept working assignments in the best interest of the company.

**Violations, which will result in immediate discharge, are:**

- a. Reporting to work under the influence or in the possession of alcoholic beverages or federally regulated drugs without the proper prescription, etc.
- b. Threatening, intimidating or coercing a fellow employee or an employee of the client
- c. Gambling, lottery, or other games of chance while on duty.
- d. Deliberate destruction or permitting damage to Bayus Security or Client's property, tools, machines, equipment, etc.
- e. Leaving the post without being properly relieved.
- f. Theft of property belonging to Bayus Security, Bayus employees, the client, or client employees.
- g. Willful violation of safety rules
- h. Willfully falsifying an application for employment, time, record, or other report requested by the company.
- i. Willful neglect or mishandling of Bayus Security or Client's equipment.
- j. Immoral conduct or indecency on Bayus or client's property.
- k. Possession of an unauthorized weapon on Bayus or Client's property.
- l. Stamping or reporting time for yourself or another Bayus employee for hours not actually worked.
- m. Fighting on Bayus or client's property.
- n. Sleeping during working hours.
- o. Accepting a bribe in connection with your work.
- p. Collusion, entering into a secret agreement for fraudulent or illegal purposes.
- q. Working for a competing guard contract service while working for a Bayus Security Service.
- r. Helping a person to secure stolen property.
- s. False reporting or lying.
- t. Misuse of company weapons.
- u. Refusal to cooperate in a company investigation.
- v. Committing willful acts of vandalism.

This description of violations is not intended to include others that are mentioned here.

Should cases develop which are not covered by these guidelines, they will be handled on an individual basis subject to such penalties as may be appropriate for the type of infraction involved.

### **GENERAL PRACTICES**

Various responsibilities often fall to a security officer because of the nature of the job.

### **RELEASE OF INFORMATION**

Security officers are not authorized to furnish to the press or anyone else any information that may come to their attention as a result of employment at the client's company. This includes information related to the client's company operations, employees, or management.

### **LOST AND FOUND**

All lost, stolen, or abandoned property coming into the possession of a security officer shall be tagged, showing where found, date, and by whom, and secured according to your post orders.

### **FLAG RAISING**

It is sometimes the responsibility of the security officer to raise the national flag. The national flag is to be raised at sunrise and lowered at sunset. When the national flag is required to be flown at half-mast, it should be raised to the top of the mast first, and then lowered to half-staff in lowering the flag from the half-mast positions; it should be raised to the topmast position first and then lowered.

Never let the national flag touch the ground when raising or lowering it. Flags must be folded properly, except when being dried or flown.

### **CLASSIFIED MATERIAL**

On certain assignments, security measures may involve the safe guarding of classified materials. Special training will be given in those cases where classified material is involved.

## LIMITS OF AUTHORITY

The security officer should be highly visible and should do as much as possible to prevent a crime, short of discharging a firearm. If the security office is unable to prevent a crime, it is then the officer's responsibility to observe, report, and contact immediately the appropriate enforcement authorities, their supervisor, and the client.

The security officer's limit of authority varies from jurisdiction to jurisdiction, however, security officers have no more power or arrest than any other citizen.

The security officer must be aware of the limitations of his/her powers in order to avoid any suit for damages in the event of a false arrest or illegal search.

It should be noted that under no circumstances are security officers considered police officers and thus have no more authority than the ordinary citizen.

**GLOSSARY**

**Authorization:** Permission provided by the proper authorities to execute a specific task.

**Client:** A person or company, which has engaged another person or company for the purpose of doing a job.

**Courtesy:** The polite, considerate, and respectful behavior shown by one person to another.

**Discipline:** the quality of self-control, orderliness, and efficiency maturity.

**Emergency:** A sudden and unexpected occurrence demanding immediate attention, a flood or an explosion for example.

**Judgment:** The ability to understand a situation and to deal with it in the proper manner.

**Log:** A written record of notable activities.

**Patrol:** The regular and organized inspection of an area.

**Responsibility:** To willingly take accountability for the successful completion of an assignment.

**Security:** The ability to provide safety and protection to a person or property.

**Weapon:** Any instrument or device, which may be used to inflict bodily harm.

NOTES

1. When will the bomb go off? \_\_\_\_\_  
\_\_\_\_\_
2. Where is it? \_\_\_\_\_  
\_\_\_\_\_
3. What floor is it on? \_\_\_\_\_  
\_\_\_\_\_
4. What side of the building is it on? \_\_\_\_\_  
\_\_\_\_\_
5. What does it look like? \_\_\_\_\_  
\_\_\_\_\_
6. What sort of explosives was used? \_\_\_\_\_  
\_\_\_\_\_
7. How powerful is the bomb? \_\_\_\_\_  
\_\_\_\_\_
8. How was it placed? \_\_\_\_\_  
\_\_\_\_\_
9. What is the reason for the bomb? \_\_\_\_\_  
\_\_\_\_\_
10. What is the caller's name? \_\_\_\_\_  
\_\_\_\_\_

**OFFICERS ARE TO PRINT AND SIGN NAME ALONG WITH THE DATE AND TIME IN WHICH HE/SHE HAS READ THIS BOOK**

NAME (PRINTED)	DATE	TIME	SIGNATURE
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____
6. _____	_____	_____	_____
7. _____	_____	_____	_____
8. _____	_____	_____	_____
9. _____	_____	_____	_____
10. _____	_____	_____	_____
11. _____	_____	_____	_____
12. _____	_____	_____	_____
13. _____	_____	_____	_____
14. _____	_____	_____	_____
15. _____	_____	_____	_____
16. _____	_____	_____	_____
17. _____	_____	_____	_____
18. _____	_____	_____	_____
19. _____	_____	_____	_____
20. _____	_____	_____	_____
21. _____	_____	_____	_____
22. _____	_____	_____	_____
23. _____	_____	_____	_____
24. _____	_____	_____	_____
25. _____	_____	_____	_____
26. _____	_____	_____	_____
27. _____	_____	_____	_____

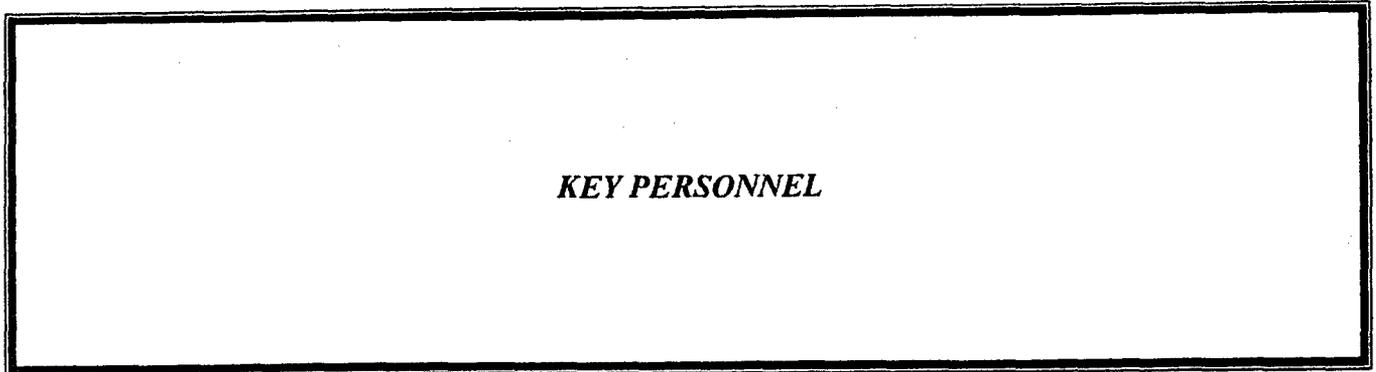
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***MINIMUM QUALIFICATION REQUIREMENTS***

## **Minimum Qualification Requirements**

Bayus Security Officers currently possess the required licenses and other personnel requirements as it pertains to the conditions outlined in RFP#PSPW-08-03, and will maintain the requirements throughout the term of the contract issued as a result of this RFP.

We have also provided detailed descriptions along with the supporting documentation of our company's ability to meet the minimum qualification requirements in the appending section of this proposal.



***KEY PERSONNEL***

Key

Personnel

6.0

**ORGANIZATIONAL CHART**  
**Bayus Security Services, Inc.**

**President**  
**Olalekan Shokunbi**

**Project Manager**  
**Olalekan Shokunbi**  
**Bayus Security Services**  
**MB# MB93001 14**

**Office Manger**  
**Ololade Odumuyiwa**

**General Manager**  
**Raheen Afolabi**

**Account/Human**  
**Resources Manager**  
**Charles Oguns**

**Training**  
**Manager/Instructor**  
**Marin Alejandro**  
**License #1{9900012**

**Scheduling Manager**  
**Oluwatoyin Laditan**

**Sales Manager**  
**Charles Oguns**

**Site Supervisor**  
**Dumerlus**  
**Robenson**

**Security Road**  
**Supervisor**  
**Olateju Adebiji**

**Supervisor**  
**Joseph**  
**Previllon**

**Security Officer**

**Security Officer**

**Security Officer**

20931 NE 13th Place  
 North Miami Beach,  
 Florida 33179  
 Telephone: (305) 654-5827  
 Alternative: (786)251-5634

# OLALEKAN M. SHOKUNBI

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## OBJECTIVE

To secure employment position in a business organization that will allow me to grow professionally.

## WORK EXPERIENCE

January 2001 to Present

Bayus Security Services Incorporated, Miami, Florida.

### President/Chairman

- Responsible for directing, planning, organizing, and controlling of operations.
- Perform evaluation of performance measurement of the company.
- Developing the policies and procedures concerning budget activities of the company.
- Overseeing to strategic planning, profit and expenditures forecasting of the company.
- Evaluate the degree of compliance with security contracts standard and established procedures.
- Attending various high level meeting security clients; produce extensive reports.

June 1994 to February 2001

Gabriel Security Incorporated, Miami, Florida.

### Project/Operations Manager

- Performed the function of contract/project officer; maintained appropriate contractual agreement thru the length of contract.
- Handled the following security contract/projects on behalf of the company:  
 Miami- Dade County General Service Administration BID # 0741- 4/98-4 (GSA),  
 July 1994 thru February 2001  
 Florida State Department of Transportation-January 2000 thru February 2001  
 Miami-Dade County Public School, May 1998 thru February 2001.  
 Miami-Dade County Special Taxing District, January 2000 thru February 2001  
 Federal Department of Veteran Administration, January 1998 thru February 2001.  
 Florida Department of Children and Families May 1998 thru February 2001.
- Overseen to daily operations of the company and relationship with the clients.
- Responded to client requests relating to satisfaction/need of the contracts.
- Identified essential training and assistance to security officers and office staff.
- Attended numerous bid meetings; met with existing clients; and staff meeting.
- Provided recommendation to clients for improvement of existing contracts.
- Overseen to purchase of appropriate security equipment/materials for officers

January 1990 to June 1994

Gabriel Security Incorporated, Miami, Florida.

### Security Road Supervisor

- Performed on site (security posts) monitoring visits belonging to the company

- Ensured junior security officers follow post order as required by the company.
- Interpreted company policies/contract objective to assigned officer at posts.
- Ensured the general safety/welfare of client's customers, staff, and property.
- Collected reports from posts; relay further instructions to officers at the posts.
- Provided on site training, equipment/materials to newly hired security officers
- Responded to unresolved emergency situations by junior security officers.
- Attended instruction meeting/training; prepared written and verbal reports.
- Worked closely with fire/law enforcement officers; performed other duties.

June 1988 to September 1990

Gabriel Security Incorporated, Miami, Florida

#### Security Officer

- Monitored entering/exiting of school buses from the yard/patrolled the yard.
- Ensured the school buses are secured against damage, theft, and vandalism.
- Prepared daily and incident reports; performed clerical/other assigned duties.
- Patrolled the building/premises every hour; checked doors, locks and gates.
- Observed for dangerous, unusual, and suspicious activity within the premise.

#### COMPUTER EXPERIENCE

**Hardware-** Apple. Compaq. Gateway. Hewlett Packard. IBM. Sony.  
**Software-** Excel. Lotus 1-2-3. Microsoft Words. Works. Word Perfect.

#### EDUCATION

***University of Banjaluka, Banjaluka, Yugoslavia.***

Master Degree in Mechanical Engineering, July 1987

***Higher Technical College, Bihac, Yugoslavia.***

Higher National Degree in Mechanical Engineering, July 1982.

***School of Petroleum Engineering, Varazdin, Yugoslavia.***

Associate Degree in Mechanical Engineering, July 1980.

#### PROFESSIONAL LICENSE

Certified by the State of Florida with following security licenses:

**"D" #: 9202634; "G" #: 9202948; "MB" #: 9300114; "DI" #: 2000132; and**

**"W" #: 2115992**

#### PROFESSIONAL REFERENCE

Reference Available Upon Request

**Raheen Afolabi**  
**20501 NW 2<sup>nd</sup> Court Miami Fl. 33169**  
**Tel: (305) 651 6852 (Home)**  
**Alternate: (305) 751 3814**  
**E-mail: [AfolabiRaheen@aol.com](mailto:AfolabiRaheen@aol.com)**

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### Summary

- **Career Professional Security Officer for 12 years, with 4 years as Supervisors and a year and a half as Project Manager.**
- **Extended, diverse exposures to working as guard and supervisor in various security work capacity.**
- **Since 1996, worked as a supervisor, and Chief Supervisor supervising the job duties of over fifty officers in the Miami-Dade County Buildings in Downtown Miami and the County Schools Board schools located in the north/south region of the County.**

### **Professional Experience**

- D Security Officer: 1992 – 1996
- D Security Supervisor: 1996 – 1998
- D Chief Supervisor: 1998 – 2000
- D Gatehouse Supervisor: 2000 – 2001
- D Industrial Park Patrol Officer: 2001 – 2004
- D Road Supervisor (Major) for Union Planters Bank: 4/02 – 12/02
- D Project Manager: April 2003 – October 2004.

### Experience

#### **Human Resources Officer, January, 2005 to Present**

**Bayus Security Services Inc.,**  
**6600 NW 27<sup>th</sup> Avenue Miami Fl. 33147**  
**Tel: 305 836 8383**

- D Performed recording, calculating and verifying of all funds processed.
- D Conducted the audit of security service contracts with outside companies.
- D Processed account receivable, payable, fixed assets; data entry, petty cash.
- D Organized and coordinated administrative and budget tasks; prepared reports.
- D Resolved payroll discrepancies; provided accounting information as requested.
- D Conducted recruitment, interviewing, selection, placement, and work scheduling.
- D Processed and updated personnel records, benefits, and time keeping functions.
- D Attended meetings, analyzed policies, procedures, rules/regulations to employees

Issued/retrieved security materials and uniform to new and resigned employees.

**Project Manager (for GSA Contracts) April 2003 — Oct. 2004**  
**Delad Security Incorporation 6073 NW 167<sup>th</sup> Street Miami FL.**  
**Suite C#10 Tel: 305 817 3298.**

- Prepared Invitation Bid (ITB) and Request for Proposal (RFP) on behalf of Delad Security Incorporation.
- Prepared Schedules and Managed Supervisors and Officers assigned to the County Contracts.
- Fleet Management and Human Resource Duties
- Negotiated and Represented on behalf of the company
- Involved in hiring, disciplining and discharging of officers
- Ensured highest compliance to contract standards and clients specific instructions among officers.

**Sterling Heights Protection Agency 5775 Blue Lagoon Dr. Tel: 305 899 7000**  
**Road Supervisor (Major) April 2002 — Dec. 2002**

- Conducted primarily, inspection of officers assigned to Union Planters Bank Branches from South Miami to West Palm Beach.
- Ensured Sterling Heights uniform code for officers.
- Relieved officers for breaks and covered post for absentee officers
- Inspected officers licenses, ensuring that they are current
- Meet with bank branches managers to discuss security concerns
- Investigated incidents and make reports and
- Other duties as instructed.

**Milex Security Incorporation 5190 NW 167<sup>th</sup> Street, Miami Fl. Suite #215 Tel: 305 626 9419. Palmetto Lakes Industrial Park Patrol Officer (Armed) Sept. 2001 — April 2004**

- Patrolled the Palmetto Lakes Industrial Park in company assigned vehicle (midnight and weekend shift).
- Responded to burglar alarm and fire alarm signals on calls from Dispatch.
- Investigate and completed and incident report, also issue alarm report to businesses in the park.
- Escort business owners on as needed basis.

**International Security Management Group (ISMG) 120 S. University Dr. Suite A Plantation Fl. 33324**  
**Security & Concierge @ Courvoisier Courts Condominium at Brickell Key Miami.**  
**May 2001 — August 2001.**

- visitors/guests, obtaining authorization from residents before access is granted.
- Executed the distribution of mails and packages for residents at Courvoisier Courts.
- Conducted rounds (patrol) of the apartment floors responding to alarm signals (fire & burglary).
- )= Assisted residents during fire alarm evacuation orders.
- Responded to disturbance calls.

**Protec Security Inc. 1800 SW First Street Miami Fl. Tel: 305 625 2002**  
**Gatehouse Security Officer (Shift Supervisor) @ Monterrey Apartments July 2000 – June 2001.**

- )= Verified the status of visitors/guests at point of entry to Monterrey Gated Community with the use of computer data before allowing access.
- Patrolled in company vehicle the entire property of Monterrey, employing the TOCO (Tour Confirmation System) to register rounds.
- Supervise all other officers on location.

**Gabriel Security Inc. 16359 NW 57<sup>th</sup> Avenue Miami. Tel: 305 627 8968**  
**October 1993 – June 2000**  
**Front Desk Security & Supervisor**

Access control duties at the Miami-Dade County City Hall (Government Center).  
 Duties include:

- Protecting county employees, including commissioners from unwarranted approach from homeless individuals.
  - Preparing the opening of doors for county commission meetings.
  - Assisting the Election Department during elections season through the year.
  - Providing referral services support to the public entering the county facility.
  - Performing the tour (electronically) of floors (31) two times within a shift.
  - Controlling crowd during demonstrations at the County facilities.
  - Responding to calls from the General Services Administration, Security Operation Center at various times in connection with vagrants and or safety issue.
  - Patrolling all other County facilities, such as the water plant, county cultural facilities and Libraries located in Downtown.
  - Provide Escorts for County Commissioners and employees
  - Assisted building managers during incidents inside the buildings.
- **Assigned as Field Supervisor responsible for officers posted at over ten Miami-Dade County buildings in downtown Miami. Meet with county buildings managers to discuss incidents and security related issues affecting the county facilities.**

Comcommendations

Received from County Employees and County Security Inspectors.

- In 1996, commended by GSA Security Inspectors for initiatives in handling problem employees and public individuals.
- In 1998, commendation was received from another GSA Security Inspector, for my role during emergencies (alarms, machine malfunctions etc.) at the 140 West Flagler Building.
- ||| Received commendation likewise from most clients that had security service contract with most of the companies I have worked with.

Education

**Obtained a GED Certificate in 2000 at Lindsey Hopkins Technical Institute, Miami, and also currently enrolled in classes at Miami-Dade College towards a AA degree in Pharmacy. I have so far completed over 30 hours of course credit towards my AA degree in Civil Engineering.**

Professional Certificates:

**"D" & "G" License professional security officer in the State of Florida, and MB License. Also Instructor License.**

Other Professional Activities:

**ASIS Participant in New Orleans, 2003.**

621 NW. 177<sup>th</sup> Street, #203  
 Miami, Florida 33169  
 Telephone:(305) 653-0658  
 Alternative:(954) 985-0833

# Charles E. Am Oguns

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## PROFESSIONAL OBJECTIVE

Seeking for employment position with an aggressive business organization in which I can utilize my skills, knowledge, and experience.

## PROFESSIONAL EXPERIENCE

August 2002 to Present

Bayus Security Services Incorporated, Miami, Florida.

### Account/Human Resources Manager

- Performed recording, calculating and verifying of all funds processed.
- Conducted the audit of security service contracts with outside companies.
- Processed account receivable, payable, fixed assets; data entry, petty cash.
- Organized and coordinated administrative and budget tasks; prepared reports.
- Resolved payroll discrepancies; provided accounting information as requested.
- Conducted recruitment, interviewing, selection, placement, and work scheduling.
- Processed and updated personnel records, benefits, and time keeping functions.
- Attended meetings, analyzed policies, procedures, rules/regulations to employees
- Issued/retrieved security materials and uniform to new and resigned employees.

June 2001 to August 2002

Bayus Security Services Incorporated, Miami, Florida.

### Inventory Supervisor (Promoted to Human Resources Department)

- Placed orders for stationery, materials, equipment and recorded deliveries.
- Ensured correct orders are received, properly sorted, arranged and stocked.
- Inspected orders received for damage/shortage for proper credit from vendors.
- Administered both issuing and physical inventory control of supplies on hand.
- Worked closely with buyers, purchasing and account department and vendors.
- Performed data entry of supplies expensed and on hand into computer system.
- Ensured proper pick up, disposal, dumping of all trash, papers, and cardboards.

October 1994 to April 1999

City Of Chicago Department Of Fire, Fire Prevention Bureau, Chicago, Illinois.

### Permit Processing Clerk III

- Reviewed for completeness of fire prevention application plans (blue prints).
- Examined fire prevention plans; ensured plans comply with municipal fire codes.
- Prepared official records and correspondence; scheduled fire safety inspections.
- Interacted with architects, contractors, building owners, & public about fire codes.
- Issued permits for approved fire plans-Exit sign, Fire alarm, and Sprinkler system.
- Prepared monthly statement for fees collected from permits, registrations & license.

- Forwarded permits and license fees sequentially to Revenue department with note.

July 1996 to December 1997

City Of Chicago Department On Aging, Finance/Administration, Chicago, Illinois.

**Accounting Technician III**

- Processed time sheets; calculated hours & total amount for volunteer
- Ensured the amounts are correct, posted amounts to payroll registers.
- Obtained verification/authorized signatures; adjusted register if needed.
- Sent payroll register to City Comptroller's (Fin. Dept) office for final approval.
- Picked up payroll register and paychecks; distributed paychecks to sections.
- Kept records of all earned sick leaves, compensation, and vacation of volunteers.
- Performed billing of sites, handled cash, checks, and depository for all sites.
- Prepared statements, paid bills, assisted in setting up regular service meeting
- Performed billing of sites; tracked financial expenditures/prepared statements

August 1991 to October 1994

City Of Chicago Department Of Public Library, Chicago, Illinois.

**Library Assistant**

- Inspected returned reference books and materials for damage.
- Charged and discharged library books and materials via computer network.
- Kept records of delinquent clients and collected late fines; prepared reports.
- Removed outdated materials from the system/processed incoming materials.
- Placed orders for updated manuals; participated in special events/projects.
- Prepared documents for active files; determined retention period for material.

**Hardware-** • Apple • Compaq • Gateway • Hewlett Packard • IBM • Sony

**Software-** • Excel • Lotus 1-2-3 • Microsoft Words • Works • Word Perfect

**COMPUTER  
EXPERIENCE**

**EDUCATION**

***University Of Phoenix, Phoenix, Arizona.***

Bachelor of Science degree in Business Administration, May 1990.

Certificate in Accounting, August 1989.

***City Of Chicago And City Of Phoenix Employee Development Division.***

Certificates in: Budget Process, Chicago Accounting & Purchasing Systems 1995

Governmental Accounting And Auditing Report Update, 1989.

***Grand Rapids Community College, Grand Rapids, Michigan.***

Associate of Arts Degree, December 1987.

***Kalamazoo Adult Public School, Kalamazoo, Michigan.***

General Educational Development, (GED), January 1981.

1268  
 0 N. Miami Avenue Miami,  
 Florida 33165 Telephone:  
 (305) 751-6943

# Olateju (Teju) Adebisi

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## OBJECTIVE

To secure employment position in a business organization that will allow me to grow professionally.

## WORK EXPERIENCE

July 2003 to Present

Bayus Security services Incorporated, Miami, Florida.

Security Road Supervisor

- Performed on site (security posts) monitoring visits belonging to company.
- Ensured junior security officers follow post order as required by the company
- Interpreted company policies/contract objectives to assigned officer at posts.
- Ensured the general safety/welfare of client's customers, staff, and property.
- Collected reports from posts; relay further instructions to officers at the posts.
- Provided on site training, equipment/materials to newly hired security officers
- Responded to unresolved emergency situations by junior security officers.
- Attended instructional meeting/training; prepared written and verbal reports.
- Working closely with fire/law enforcement officers; performing other duties. .

May 2001 to Present

Gabriel Security Incorporated, (With Miami-Dade County-Court House Center) Miami, Florida.

Security Officer Level III

- Working with Family and Domestic Violent Division.
- Maintaining peace and orderliness during court proceedings.
- Watch out children, unusual situation and uncooperative general public.
- Patrolling floors; responding to alarm; checking main entrances and be alert.
- Rendering courtesy services to court staff, general public and co-employees.

January 2001 to March 2000

Milex Security Incorporated, With Palmetto Lakes Industrial Park), Miami, Florida.

Security Officer Level II

- Performed roving patrol duties within the Industrial park areas.
- Ensured the security and protection of employees and clients while on duty.
- Observed for dangerous, unusual, and suspicious activity within the premise.
- Monitored main entrance for no loitering, children, teenagers/uninvited guests

■ Provided courtesy/receptionist duties; performed related duties as requested.

April 1999 to September 2001

Gabriel Security Incorporated, (With Miami-Dade County Cultural Plaza), Miami, Florida.

Security Officer Level II

■ Monitored the entering, exiting area and use of general public property.

■ Reported unusual situation, suspicious/uncooperative to police officers.

■ Monitored fire and burglary alarms; prepared hourly/incident reports.

■ Performed courtesy service to general public; provided safety of the guests entering the cultural Plaza.

**Nigerian Police Force., Kano, Kano State.**

Police Supervisor (Sergeant)

- **Provided protection, safety, security and peace over people and properties.**
- Carried out supervisory duties over junior police officer and staff.
- Assigned to special operational duties; conducted numerous investigations
- Mounted assigned post, remained alert, and maintained orders per commander.
- Attended court proceedings as required; prepared reports.
- Participated in governmental ceremonial and general public events/activity..

Hardware- Apple. Compaq. Gateway. Hewlett Packard. IBM. Sony.

Software- Excel. Lotus 1-2-3. Microsoft Words. Works. Word Perfect.

**COMPUTER  
EXPERIENCE**

*Lagos City College, Yaba, Lagos State, Nigeria.*

West African School Certificate, June 1983.

**EDUCATION**

**PROFESSIONAL  
LICENSE**

Certified by the State of Florida with following security licenses:

"D" #: 9915082 and "G" #: 9902506

**PROFESSIONAL  
REFERENCE**

Reference Available Upon Request.

**Du merlus Robenson**  
 20110 NW 14<sup>th</sup> Place  
 Miami, Florida 33169  
 Telephone: (305) 652-3545  
 Cellular: (305) 305-1324  
 Email: [robensondia@bellsouth.net](mailto:robensondia@bellsouth.net)

## **OBJECTIVE**

Seek a position where my skills and abilities can be utilized efficiently.

## **QUALIFICATIONS**

I have statewide Firearm License (G Lie), Private Investigator License, concealed weapons permit, Security Officer Instructor (DI), Security Agency Manager's License (MB), Security Agency/Investigative License (M), clerical skills, filing, faxing, and customer service oriented, Microsoft Excel, Word Perfect Windows 2000 and XP.

## **EDUCATION**

Dec. 2003-Present	Ashworth College 430 Technology Parkway, Norcross GA Major: Criminal Justice
Jan. 2002-Oct 2002	Professional Career Development Institute The School of Private Investigation 430 Technology Parkway, Norcross, GA
Jan. 2000-May 2001	Miami Dade Community College 11380 NW 27 <sup>th</sup> Avenue, Miami, FL Major: Criminal Justice/Law Enforcement
Aug. 1989-Jun 1992	Miami Edison Senior High 6161 NW 5 <sup>th</sup> Court, Miami, FL

## **WORK EXPERIENCE**

Jan. 2006-Present	Bay-us Security Services Inc. 6600 NW 27 <sup>th</sup> Avenue 4207 Miami, FL 33147 Title: Site Supervisor
Aug. 2003-Jan. 2006	Deland Security, Inc. 6073 NW 167 <sup>th</sup> Street Suite 4C-10 Miami Lakes, FL 33015 Title: Supervisor
Sept. 2001-Nov. 2003	Gabriel Security Corp. 16359 NW 57 <sup>th</sup> Avenue Miami Lakes, FL Title: Supervisor
Jan. 2000-Sept. 2001	50 State Security 1150 NE 125 <sup>th</sup> Street North Miami, FL Title: Supervisor

Nov. 1992-Dec. 1999

Vanguard Security Corp.  
9600 NW 38<sup>th</sup> Street  
Miami, FL  
Title: Security Officer

**REFERENCES AVAILABLE UPON REQUEST**

**Joseph Previllon**14560 NE 6<sup>th</sup> Ave. Apt. # 202

North Miami, FL 33161

Telephone: (786) 357-1203

Facsimile: (786) 357-1203

E-mail: [Previllon@yahoo.com](mailto:Previllon@yahoo.com)

- Objective** To benefit an organization that can use a hard-working, detail-oriented and experienced professional Certified Security Officer (CSO) who is proficient in all areas, that is challenging and rewarding with skill related to make significant changes in the company and become more successful.
- Education** 2002-2005 Miami Dade Community College, Miami, Florida  
 Graduated AA Degree, Planning to transfer to upper division status at a State university in Florida.  
**Majoring in Criminal Justice Undergraduate**  
 2000-2002 Miami Dade Community College, Miami, Florida  
**Vocational Program Majoring in Business Administration and Managerial**  
 1982-1986 School of Law and Institute National Management High Studies International (INAGUEI), Port-au-Prince, Haiti  
**Majoring in Law and Managerial. Graduated and Licensed by the Board of Education.**  
 1975-1982 Lycee Antenor Firmin, Port-au-Prince, Haiti  
 High School Diploma and Baccalaureate 1<sup>st</sup> and 2<sup>nd</sup> party Graduated  
**Baccalaureate 1<sup>st</sup> and 2<sup>nd</sup> Party Certificate received from the Board of Education.**
- Work Experience** 1987-2002 Miami Clothing Company, Inc. Miami, Florida  
**Supervisor Sales Manager, Inventory Control, Auction Merchandises, Control Selling bargain, Control Market Demand**  
 2001-2004 Gabriel Security Company, Inc. Miami Lakes, Florida  
**Post-Captain Supervisor, Duties Checking Post, Preparing Schedule, Supervising Company's equipment, solving client's problems.**  
 2001-2004 50 States Security Company, Inc. Miami, Florida  
**Rover Supervisor**  
 2005-Present Internal Intelligence Services, North Miami Beach, Florida  
**Certified Security Officer (CSO)**
- Skills** Offer the ability to taking care of the people working for the company, cooperate with them for being in expected and proper operation or performance in the company. Preparing a good schedule, trying to understand their problems. Knowledgeable of how to handle any problems by using critical thinking. Have earned a reputation by helping people as a creative professional Security Officer Check order for making complex issues understandable to the public.
- Languages** English, French, Creole, and Spanish (not fluently)

**Computer  
Experience**

Microsoft Word, Excel, Power Point and Lotus

**References**

Available Upon Request

4450 S.W. 39 Street  
Hollywood, FL 33023

Phone: 306-944-2786  
Cellular: 786-859-1211  
Office 305

# Oluwatoyin O. Laditan

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## Objective

To obtain employment in your organization where I will be able to exhibit my wide experience and proficient ability to enhance your organization and my career growth.

## Experience

2005 - Present Bayus Security Inc. Miami, FL.

### Operation Manager

- Equipped with proficient abilities and excellent interpersonal relationship with colleagues and subordinates.
- I am responsible for supervision of all security officers in the field including hiring, training, and scheduling.
- My responsibilities also include discharging payroll and ensuring that all contracts requirements are fulfilled.

2004 - Gabriel Security Corp. Inc. Miami

### Operation Manager

- Write and maintain sites Post Orders covering specific duties for specific county facilities, communication and guards reporting procedures.
- Managed up to 150 security personnel posted at various county facilities. Evaluate officers' performance and implement teamwork initiatives.
- Implemented training course for new officers — improving services.

2000-2003 Gabriel Security Corp, Inc. Miami

### Road Supervisor

- Enforcing regulation in accordance with security guidelines.
- Ensuring the security guards comply with post orders and general contract requirements.
- I update management on all security matters.

2002-2004 Delad Security. Miami

### Road Supervisor

- As a member of the management team, I was responsible for security guards supervision in general.  
Ensuring that guards comply with post orders and general security regulations.
- Update the upper level management through detailed written report.

1999 – 2000 Gabriel Security Miami Lakes FL.

**Security Guard**

- Patrol duties and front desk duties of signing in visitors and guests
- Access Control duties and special events activities.
- Ensured safety of employees and properties.

1978 - 1980 Kaduna Polytechnic Kaduna, Nigeria

**Education** ■ National Diploma in Estate Management.

1994-1996 C&S College of Divinity Lagos, Nigeria

- National Diploma in Theology.

1998 - Georgia Technical & Adult Education Lithia Springs GA

- GED Completion

Computer literate: Word Perfect, Excel/spreadsheet etc.

**Skills**

**OLOLADE ODUMUYIWA**  
**20931 N.E. 13TH PLACE**  
**MIAMI, FL 33179**  
**(305) 654-5827**

**GOAL: Opportunity to enhance the growth of the organization with my knowledge, ability, dedication and full commitment to its success.**

**EDUCATION:**

Florida Memorial College – May 1997.  
**Bachelor of Arts Public Administration**

**OTHER TRAINING AND CERTIFICATION:** Trained and proficient in various computer applications. Attended the 40hrs FACE training.

**WORK EXPERIENCE:**

**2000 – PRESENT: BAYUS SECURITY SERVICES INC., MIAMI, FLORIDA**

**OFFICE MANAGER**

- 1 Working as the Office Manager.
- 2 Managing and seeing to the day-to-day activities of the organization.
- 3 Performs a variety of administrative duties as an office manager.
- 4 Making sure security officers equipments are ready for different locations .
- 5 Providing security services and efficient security officers to monitor government buildings.
- 6 Providing security services to individuals in the community as needed.
- 7 Putting together adequate bids for up coming contracts.
- 8 Providing update and necessary information to the owner of the company.

**1998-2000: STATE OF FLORIDA - CHILDREN AND FAMILIES**

**HUMAN SERVICES COUNSELOR 111**

- 1 Inspections done regularly to monitor any reported abuse.
- 2 Developed support plans for each client and providing services.
- 3 Requested and used IEP of each child that needs government assistances to determine eligibility.
- 4 Worked closely with the state psychologist to determine eligibility.
- 5 Worked together with teachers in public schools to provide adequate support and services to children with disabilities.

Wrote court reports and prepared dockets for the court.

6 Investigated abuse in group homes and make sure rules and regulations of the state of Florida were followed.

7 Monitored and notified group home owners of violations and corrections that need to be done.

8 Followed clients to court houses to present their cases to the judge.

**1995-1998: STATE OF FLORIDA - SOUTH FLORIDA STATE HOSPITAL, PEMBROKE PINES.**

**SERVICE PLAN COORDINATOR**

1 Developed, coordinated, monitored and evaluated resident service plans.

Organized, documented and disseminated copies of service plans to all team members.

Developed and implemented a system of monitoring and evaluation of service delivery.

4 Performed supervision of several locations to ensure compliance with state laws regarding adult and children care programs.

5 Maintained records and documentation to provide relevant quality assurance data in compliance with State of Florida guidelines.

6 Documented all information in computerized progress notes.

**SKILLS:**

2002 Possess clerical and computer skills.

2003 Able to present good relationship with the community and superiors.

2004 Particularly adept at cost control.

### *Management and Key Personnel Responsibilities*

Bayus Security Services, Inc. accepts and fully understands the personnel requirements as outlined in this Request for Proposal. We are prepared to completely adhere to the requirements and our personnel responsibilities will be clearly identified and separated.

**Project Manager:** Bayus Project Manger, Oluwatoyin Laditan, currently holds a valid "MB" State License from the Department of State and will maintain this license through the awarding of all contracts derived from this RFP. Bayus Project Manager also has the required educational background and communicates sufficiently and effectively in English, both in oral and written form.

The Project Manager will supervise all contract operations and coordinate reports, Security Officers assignments, and time sheets with the City of Pembroke Pines. Bayus Project Manager will be available at all times to meet with or respond to City staff, as well as on a monthly basis. The Project Manager will also be responsible for maintaining the Quality Assurance Plan, ensuring that all personnel is properly trained, ensure that there is sufficient cross-trained back up staff, and is extensively knowledgeable to contractual standards and procedures regarding all aspects of safety.

Bayus General Manager, Raheen Afolabi will assist the Project Manager in order to ensure the highest level of security is provided to the facilities assigned, adhere to contractual standards and procedures, and posses the required licenses as outlines in this RFP.

The Contract Field Supervisor, Olateju Adebisi, shall provide active, on-duty supervision for every shift covered on a 24-hour per day, year round basis. This Supervisor shall be uniformed, armed, and equipped with marked vehicles, and will have no other duties other than the inspections, supervision and training of personnel assigned to provide services to the City.

Bayus Site Supervisor specific tasks and duties will be determined according to the assigned facilities within the sections; but typically include, ensuring junior security officers follow post order as required by the company; interpreting company policies/contract objective to assigned officer at posts; ensuring the general safety/welfare of client's customers, staff, and property; collecting reports from posts; relay further instructions to officers at the posts; providing on site training, equipment/materials to newly hired security officers as needed; responding to unresolved emergency situations by junior security officers; attended instruction meeting/training; prepared written and verbal reports; and working closely with fire/law enforcement officers; performed other duties.

Bayus Security Officers assigned as a result of any contract awarded will strictly adhere to the following tasks in addition to Bayus Security Services, Inc. general guidelines and procedures:

- Reporting to work on time and remaining on post and assignments as required
- Maintaining good personal and uniformed appearance at all times while being
- courteous to the public and County personnel
- covering the assigned fixed post or patrolling an area or facility for the purpose of
- detecting and preventin<sup>g</sup> individuals or groups from committing acts which could
- be injurious to others or to property
- Monitoring and operating facility fire alarm and intrusion detection systems and other
- Facility equipment as required and
- Other duties as assigned.

*PROPOSER'S EXPERIENCE AND PAST PERFORMANCE*

## Experience and Qualification Information

### 8.0

#### **Bayus Security Services, Inc.**

Bayus Security Services, Inc. has been in existence since 2000 and has approximately 250 personnel. The company has adhered strictly to the profession's highest ethical standards during more than 7 years of operation. Bayus Security Services work with major corporate, government and not-for-profit clients, coupled with its status as a registered MBE of various state and city agencies, Bayus will deliver quality and timely services and provide conscientious and thorough performance for the process review project for DBD.

Bayus Security Services is one of the most respected resources for armed and unarmed security officers. We achieved this degree of prominence by giving our clients quality work at a reasonable price. In addition, our personnel are at the cutting-edge of the profession by complying with the profession's requirements including those additional requirements for armed officers. The company has an experienced staff of trained officers who are committed to this engagement. The entire management team assigned to this proposed engagement has a considerable amount of experience, in general and, specifically, with projects similar to the scope of this proposal.

<b>Organization Name:</b>	Hotel Intercontinental Miami
Scope of Work:	Bayus was engaged as of 2000 to provide unarmed security services for all exhibits, conferences, trade fairs, and other events.
Dollar Value:	\$10,000
Contract Duration:	2000-Present
Contact Name:	Ms. Dolores K. Quintero
Telephone Number:	(305) 567-0040
Contractor Status:	Prime
Results:	Currently retained by client and satisfactory progress reports have been received.

<b>Organization Name:</b>	State of Florida Keys Aqueduct Authority
Scope of Work:	Retained to provide unarmed security services in the patrolling of perimeters, roads and access control to Florida City Water Treatment Plant.
Dollar Value:	between \$85,000-\$105,000 annually
Contract Duration:	1998-2005
Contact Name:	Maryanne Clothier
Telephone Number:	(305) 296-2454 X294
Contractor Status:	Prime

results: Completed all work satisfactory.

**Organization Name:** Miami Dade County School Board  
**Scope of Work:** Retained to provide access control to the Property Plant, and School Board Fleet Control and patrolling.  
**Dollar Value:** between \$3.5 million-\$4million annually  
**Contract Duration:** 2005-Present  
**Contact Name:** James Williams  
**Telephone Number:** (305) 995-2305  
**Contractor Status:** Prime  
**Results:** Currently retained by client and satisfactory progress reports have been received.

**Organization Name:** Supra Telecom  
**Scope of Work:** Provided access controlling and facility patrolling for daily operations as well as special functions.  
**Dollar Value:** \$15,000  
**Contract Duration:** 2001-2005  
**Contact Name:** Lawrence Fred  
**Telephone Number:** (786) 236-0438  
**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

**Organization Name:** Iglesia Misionera Pregneros  
**Scope of Work:** Provided parking lot patrolling and protection to parishioners on a 24 hour basis during the weekends and on an 8 hour shifts during the week.  
**Dollar Value:** between \$5,000-\$10,000 per year  
**Contract Duration:** 2001-2004  
**Contact Name:** Rev. M. Renaldo  
**Telephone Number:** (305) 863-0001  
**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

**Organization Name:** Bola Childcare & Learning Center  
**Scope of Work:** Bayus Security provided parking lot and facility protection from vagrants in the area on a 24 hour basis.  
**Dollar Value:** between \$5,000-\$10,000 per year  
**Contract Duration:** 2001-2005  
**Contact Name:** Joseph Akinbiyi  
**Telephone Number:** (305) 625-7500  
**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

*RECRUITMENT PLAN, PERSONNEL DEVELOPMENT PLAN AND TRAINING*

## **Recruitment Plan, Personnel Development Plan and Training**

In order to ensure the highest quality output of security officers, Bayus Security Services, Inc. practices the following recruitment procedures, and implements the personnel development plan and training described below:

### **Recruitment Plan**

Bayus is committed to the spirit of reality of equal employment opportunity. This plan is designed to assure the implementation of human resource's policies and practices to promote equal employment opportunities. Our recruitment plan also takes into consideration federal and state laws regulating employment.

The goal of Bayus recruitment plan is the achievement of genuine equal employment for all qualified and interested person. Selections under such plans is based upon the ability of the applicants to do the essentials function of the job.

**POLICY:** Bayus policy is not to discriminate against any employee or applicant for employment because of race, color religion, national origin, sex, and age or disability status.

**Recruitment:** Notices of vacant positions will be advertised. Such notices will be distributed to all recruitment sources.

**Selection Procedures:** Selection procedures are based on selection of qualified applicants based on objective, job-related criteria which can be consistently applied and quantifiably measured.

**1.Job Qualification:** Generally, all applicants must meet the prerequisite such as education and experience.

**2.Applications:** All applications for employment will be on a Bayus job application. The application will be filled in completely and signed. The truth of all statements contained in the application form will be certified by applicant's signature. Providing untrue or incorrect information or withholding or falsifying an information on the employment application will be cause for immediate dismissal.

**3.Screening Applicants:** Each applicant will be screened using an applicant rating schedule. This rating schedule will be based on quantifiable job-related experience and professional qualification as set forth by the job description. Applicants will be ranked on the basis of their past work experience. The applicants in the highest numerical cluster will be selected for an interview.

4. Interview Applicants: Interviews will be confined to the applicant's responses to job-related questions or by performing job-related practical exercises which can be quantifiably measured. Such questions or exercises and measured responses will focus exclusively on the applicant's professional and technical ability, skills or knowledge to perform the particular job for which the applicant has applied.

5. Final Selection: The applicant receiving the highest cumulative score based on the interview, job-related experience, professional qualification and positive references will be selected for the position.

6. Notification of Employment: Following selection of the most qualified applicant, he or she will be notified by telephone and the selection confirmed in writing.

Reference and Background Check: Checks will be as thorough as possible and will include employment history, medical checks, drug screening and character references.

### **Personnel Development Plan**

Bayus Development and Leadership training for security personnel will follow a "Hands on Approach," largely a product of the security assessment, and will usually uncover any training shortfalls. Bayus will offer, under its personnel development plan, a program that will reveal all personnel deficiencies and seek to rectify the areas which require improvement. In achieving this goal, Bayus intends to provide personnel the following personnel development courses:

- Employee Empowerment
- Business Image/Client Image
- Interpersonal Communication
- Managing Conflicts
- Managing Stress
- Threat Assessment
- Job Safety
- Managing Workplace Diversity
- Public Relations
- Leadership & Performance Management

Bayus will provide personnel a certificate of course completion (certification) upon completion of the above referenced courses.

## **Officer Training Program**

Bayus currently has two State licensed Training instructors that will conduct the officer training program, using electronic based training activities and interface video and computer aides. The officers assigned to this project will undergo a 64-hour, five step training process, and supervisors will undergo a 40-hour Supervisors Responsibility Training course.

### ***"D" License – 40 Hours***

All security officers employed by Bayus Security Service, Inc. must be licensed by the state of Florida. This means that they must completed a minimum of 40 hours of training before being issued their unarmed guard license.

### ***Classroom Training –20 Hours***

This is an intense in-house classroom training designed to review the officers understanding of the duties as a security officer, our expectation of him while employed with us and the post orders of this assignment. Subjects covered will include but not be limited to; identification, police authority, notification, and jurisdiction and safety as it relates to this duty assignment.

### ***On The Job Training (OJT) –4 Hours***

All new security officers assigned to this project will undergo a four-hour On the Job Training conducted by the site supervisor, who will review the post orders of the project with the security officer. On completion of both the classroom training and the OJT, a diploma will be issued to the officer as evidence of completion and a copy of the diploma will be included in the employee's files.

### ***Supervisor Training –20 Hours***

All supervisor assigned to the project will undergo a 20 hour supervisory training that includes but is not limited to; the process of discipline, basic techniques of interviewing, performance appraisal, and guard post checklist.

### ***Monthly Testing***

At the end of every month, each officer will be required to pass a 20-question test. These questions deal with the general responsibilities of a security officer and the post orders of this contract. This purpose of this training is to keep the officer abreast of any new regulations from the State of Florida, Bayus Security Services or any changes in the post orders.

### *Refresher Training*

Every six months, in lieu of the monthly review, each officer is required to undergo an eight-hour classroom refresher course.

### *Retention*

Due to our due diligence in the selection of our officers, we have under control our turnover rates. What is more, our benefits' offer is of industrial standard. In addition we offer our employees Christmas bonuses, promotions, Award for Employee Recognitions, and other incentives such as health benefits to retain our officers for the long run.

Retention procedures: Bayus understand the importance of retention in order to eliminate or reduce to the minimum the turnover rate. Our practice is to make sure we develop our officers to their utmost capabilities, making them realized the benefits they will reap from being professional security officer. We enjoined our officers to be proud of their profession and to always look forward in their endeavor to be all they can be.

Quite another important procedure is the disciplinary measure given to our officers. We give our officers a fair chance to proof their job worthiness before discharging them. A series of disciplinary steps is always taken before the final discharge. At the very first sign of a noncompliance or lapses on the part of an officer, we engage them in a one on one performance discussion. This is necessary in order to understand the problem the officer may have for such nonperformance issue. It is only when all resources have been exhausted that we discharge an officer.

### *Proposed Hourly Wages and Wage Separation*

Bayus employees that are to be assigned for the duration of this contract shall receive competitive wages, that will encompass all payroll related and benefits expenses. All government related and mandated will be paid as well to all Bayus officers.

The proposed wage separation, taking into consideration that County Living Wage, that will be applied to the contract issued as a result of RFP #PSPW-08-03 is as follows:

- Site Supervisor - \$10.50
- Armed Officers - \$9.43
- Unarmed Officers -\$8.10

Upon the awarding of a contract as a result of this RFP, this separation shall continue and remain the same.

***FINANCIAL CAPABILITY***

## **Financial Capability**

In as much as we are still relatively a young company, we followed the most financially sound advice by having J & D Financial as our resources and financial backer aiding us to meet our financial obligations to our clients and our security staff. We understand the importance of financial standing in terms of credit worthiness. For this reason, the concern of timely payment to our officers on this contract should not be an issue given the fact that we are currently in good standing with J & D Financial, the factoring company responsible for all our invoices and other receivables. Attached in the appending section is a copy of the letter from J & D to attest to our financial capability along with the required interim financial statements of 2005.

***APPENDICES***

# State of Florida



Department of State

I certify from the records of this office that BAYUS SECURITY SERVICES INC. is a corporation organized under the laws of the State of Florida, filed on November 27, 2000.

The document number of this corporation is P00000110380.

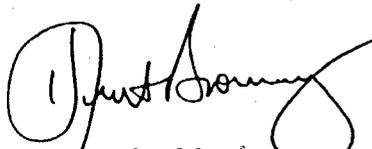
I further certify that said corporation has paid all fees due this office through December 31, 2008, that its most recent annual report/uniform business report was filed on March 14, 2008, and its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capitol, this the  
Fourteenth day of March, 2008



CR2EO22 (01-07)

  
Kurt S. Browning  
Secretary of State

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES  
CHARLES H. BRONSON  
COMMISSIONER  
DIVISION OF LICENSING

ISSUE DATE: 02/06/07  
LICENSE NO. B 2000206

THE AGENCY OR SCHOOL NAMED BELOW IS  
LICENCED AND REGULATED UNDER THE  
PROVISIONS OF CHAPTER 493, FLORIDA STATUTES,  
FOR THE PERIOD EXPIRING APRIL 06, 2010

SECURITY AGENCY

BAYUS SECURITY SERVICES, INC.  
6600 N.W. 27TH AVENUE #207  
MIAMI, FL 33147

SHOKUNBI, OLALEKAN MUBA  
PRESIDENT



*Charles H. Bronson*

CHARLES H. BRONSON  
COMMISSIONER

MIAMI-DADE COUNTY  
TAX COLLECTOR  
140 W. FLAGLER ST.  
14th FLOOR  
MIAMI, FL 33130

2007 LOCAL BUSINESS TAX RECEIPT 2008  
MIAMI-DADE COUNTY - STATE OF FLORIDA  
EXPIRES SEPT. 30, 2008  
MUST BE DISPLAYED AT PLACE OF BUSINESS  
PURSUANT TO COUNTY CODE CHAPTER 8A - ART. 9 & 10

FIRST-CLASS  
U.S. POSTAGE  
PAID  
MIAMI, FL  
PERMIT NO. 231

THIS IS NOT A BILL-DO NOT PAY

448742-7  
BUSINESS NAME / LOCATION  
BAYUS SECURITY SERVICES INC  
6600 NW 27 AVE  
33147 UNIN DADE COUNTY

RENEWAL  
LICENSE NO. 468488-3  
STATE# B2000206  
207

OWNER  
BAYUS SECURITY SERVICES INC  
Sec. Type of Business  
213 GUARD PATROL AGENCY

EMPLOYEE/S  
2

THIS IS ONLY A LOCAL  
BUSINESS TAX RECEIPT. IT  
DOES NOT PERMIT THE  
HOLDER TO VIOLATE ANY  
EXISTING OR REGULATORY  
OR ZONING LAWS OF THE  
COUNTY OR CITIES. NOR  
DOES IT EXEMPT THE  
HOLDER FROM ANY OTHER  
PERMIT OR LICENSE  
REQUIRED BY LAW. THIS IS  
NOT A CERTIFICATION OF  
THE HOLDER'S QUALIFICA-  
TION.

DO NOT FORWARD

BAYUS SECURITY SERVICES INC  
SHOKUNBI OLALEKAN PRES  
6600 NW 27 AVE 207  
MIAMI FL 33147

PAYMENT RECEIVED  
MIAMI-DADE COUNTY TAX  
COLLECTOR:

08/09/2007  
60030000283  
000075.00



SEE OTHER SIDE





**Ramon A. Balladares**  
 Exclusive Agent  
**Allstate Insurance Company**  
 2455 S.W. 27th Avenue, Suite #210  
 Miami, FL 33145-3645  
 Phone 305.859.8556  
 Fax 305.859.8972  
 www.a055009@allstate.com  
 Se Habla Español

24-Hour Customer Service

Print Key Output  
 5722SS1 V5R4M0 060210 A4000038 04/22/08 Page 1  
 11:24:04

Display Device : QPADEV02W4  
 User : SFLFC708

Applicant: BAYUS SECURITY SERVICES I Policy No: 000000048734825  
 Home Phone: ( 305 ) 654 - 5827 Business: ( 305 ) 836 - 8383

**\*\*POLICY PREMIUM SUMMARY\*\***

DISPLAY BY ITEM? (Y/N): N

COVERAGE	LIMITS	PREMIUMS
AA Bodily Injury	1000/1000	4479.00
BB Property Damage	1000	Included
CC Medical Payments	*	33.00
VA Personal Injury Coverage	FULL	267.00
HAE Hired Auto Bodily Injury	1000/1000/1	130.00
DCE Drive Other Car Bodily In	1000/1000/1	291.00
DCC Drive Other Car Medical	5000	14.00
TOTAL PREMIUMS		\$ 5332.00
01/07 FHCF EMA:	\$ 53.32	
Policy Premium:	\$ 5385.32	



# MIAMI-DADE COUNTY PUBLIC SCHOOLS

MAINTENANCE - NORTH CENTRAL SATELLITE • 2760 N.W. 87<sup>th</sup> STREET • MIAMI, FLORIDA 33147 • (305) 835-1000

ROGER CUEVAS  
SUPERINTENDENT OF SCHOOLS

FREDDIE WOODSON  
CHIEF FACILITIES OFFICER

PETER P. VADAS  
DISTRICT DIRECTOR

RAY D. DAVIS, JR.  
DIRECTOR - NORTH CENTRAL

MIAMI-DADE COUNTY PUBLIC SCHOOL BOARD  
MS. PERLA TABARES HANTMAN, CHAIR  
DR. MICHAEL M. KROP, VICE CHAIR  
DR. ROBERT B. INGRAM  
MS. BETSY H. KAPLAN  
MRS. MANTY SABATÉS MORSE  
MS. JACQUELINE V. PEPPER  
MR. DEMETRIO PÉREZ, JR., M.S.  
DR. MARTA PÉREZ  
DR. SOLOMON C. STINSON

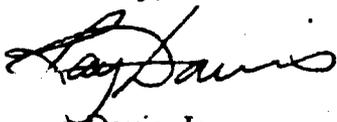
May 4, 2000

To Whom It May Concern:

Kindly accept this letter of recommendation on behalf of Mr. Olalekan Shokunbi (Laks). Mr. Laks worked with Miami-Dade County Public Schools for approximately four years as the operations manager for the contractor providing armed security services for the North Central Satellite. In this position, he was responsible for ensuring the security of our property and personnel, as well as providing leadership of other armed security officers that worked shift at this site.

Mr. Laks established a reputation as a highly qualified and dependable manager with good judgment and the ability to work well with others. As a result of his leadership, staff and visitors felt confident, safe and secure. Moreover, he demonstrated a high degree of motivation and a commitment to excellence in the performance of his duties. It is my understanding that he has now established his own security company (Bayus Security Services). Therefore, I recommend Mr. Laks' company be given favorable consideration by any organization needing security services. Please feel free to contact me at (305) 835-1000 if any additional information or clarification is needed.

Sincerely,



Ray D. Davis, Jr.,  
Director

RDJ/jd  
9578



**DEPARTMENT OF  
BUSINESS DEVELOPMENT**

May 04, 2004

CERT. NO: 319

Olalekan Shokunbi  
BAYUS SECURITY SERVICES, INC.  
6600 NW 27th Ave, #207  
Miami, FL 33147

APPROVAL DATE(s): 05/01/2004 - BBE

EXPIRATION DATE: 04/30/2005

Dear Mr. Shokunbi:

The Department of Business Development has completed its review of your application and attachments submitted for certification as a small, minority and/or disadvantaged business enterprise. This department hereby approves your firm as a Black Business Enterprise (BBE) in Miami-Dade County in the categories listed below.

Your firm will be included in our registry of certified businesses and this certification is valid for twelve (12) months, expiring as noted above. This certification may require additional review at the time of bid or when your company is being considered by a prime contractor to meet a goal. It affords your company the opportunity to participate as a small or minority-owned business in the competitive process for contracts. Please note that the trade categories listed below are the only areas that your company is eligible to bid or participate in contracts under your current certification. You should also register as a Miami-Dade County vendor. Please contact Miami-Dade's Procurement Management Division at (305) 375-5289 to obtain a vendor application.

If any changes occur within your company during the certification period (such as ownership, address, telephone number, trade category, licensing, technical certification, bonding capacity, or if the business ceases to exist) you must notify this office in writing immediately. It is imperative that we maintain current information on your company at all times. All inquiries or changes related to this certification should be directed to the Certification Unit between the hours of 8:00 a.m. and 5:00 p.m. Monday through Friday. This department will forward to you an application for re-certification (a much shorter process) within four (4) weeks of the above expiration date. Please be advised that your firm may be prohibited from working on contracts obtained through this certification if you fail to re-certify or if the firm loses its certification for any reason.

We look forward to your participation in Miami-Dade County's small, minority and/or disadvantaged business programs.

Sincerely,

Marsha Jackman  
Director, DBD

CATEGORIES: (Your firm may bid or participate on contracts only under these categories)

Security Guards And Patrol Services (BBE)

Employment Placement Agencies (BBE)



**Department of Business Development Court House Center Building 175 NW First Avenue 28th Floor Miami, FL 33128  
Phone (305) 349-5960 Fax (305) 349-5915**



# 1ra Iglesia Misionera Pregoneros de Justicia de Florida, Inc.

To Whom It May Concern:

This is a letter of reference for Bayus Security Services. For the past few years we've been receiving services from Bayus Security Services. We highly recommend this company. They conduct themselves in a very diligent and professional way. I'm confident that you will be as satisfied with their services as much as we are.

Sincerely,

Rev. Reinaldo Medina



December 16, 2003

Mr. Olalekan Shokunbi  
President  
Bayus Security  
6600 N.W. 27<sup>th</sup> Avenue, Suite 207  
Miami, Florida 33147

Dear Mr. Shokunbi:

On behalf of Mr. Federico Sacasa, Executive Director, the C/CAA staff and myself, I would like to thank you for your assistance in making this year's Miami Conference on the Caribbean Basin a success. Your support and contribution enabled us to host one of the most energizing forums to date. As in previous years and events, your guards were courteous and very competent in carrying their duties and following my instructions. The professionalism of your personnel is highly appreciated. We look forward to working with you again next year.

If you have any suggestions on how we can make the Conference even better next year, please do not hesitate to call me. You can reach me at (305) 567-0040, or by E-mail at [DKQ@vqgroup.com](mailto:DKQ@vqgroup.com).

Once again, thank you for your continued support.

Sincerely,

Dolores K. Quintero  
Conference Coordinator

c/o: The Vodicka Quintero Group \* 2800 Ponce de Leon Blvd., Suite 1111  
Coral Gables, FL 31334



May 23, 2002

Mr. Oialekan Shokunbi  
Operations Manager  
Bayus Security  
6600 NW 2<sup>nd</sup> Avenue  
Miami, Florida 33147

Via Fax: (305) 836 8544/(305) 836 8383

Dear Mr. Shokunbi:

On behalf of German Leiva, Lee Sandler and the Board of the Customs/Trade/Finance Symposium of the Americas, Kathleen and I would like to thank you for working with us to make the Eighth Symposium of the Americas a success. Your support and contribution was invaluable. We look forward to working with you again next year.

Once again, thank you for your continued support.

Sincerely,

Dolores K. Quintero  
Symposium Coordinator

c/o The Vodicka Quintero Group • 1101 Brickell Avenue, Suite 703N • Miami, Florida 33131 U.S.A.  
Tel.: 305-358-0180 • Fax: 305-358-8876 • e-mail: vodickaquintero@mindspring.com

May 18, 2001

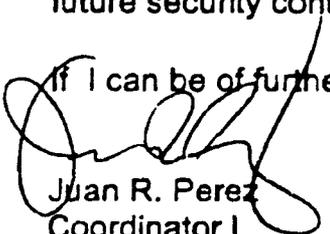
To whom it may concern:

I have had the pleasure of dealing with Olalekan Shokunbi (Laks) for the last two years. During his supervision of the contracted security post at Central East Regional Transportation Center of Miami-Dade County Public Schools. Laks was the manager in charge of the post at this bus terminal.

As Coordinator of transportation operations for the bus terminal, It was my responsibility to oversee the daily security operations at the center. I have met with Laks on many occasions to discuss special event assignments and guard coverage, as well as any other security concerns relating to the compound.

Mr. Laks is responsible and follows through on what is requested of him. Now that he has his own security firm, Bayus Security Services, I hope that he bids on future security contracts.

If I can be of further assistance, please call me at 305-995-3105.



Juan R. Perez  
Coordinator I

Central East Regional Transportation Center

**COURT-HOUSE**

May 3, 2001

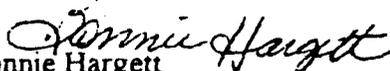
To whom it may concern:

I have been acquainted with Olalekan Shokunbi (Laks) for several years. During the security contract with Miami Dade County, General Services Administration, Laks was the Project Manager of the contract with the security vendor Gabriel Security Corp., Inc.

I am the Building Manager at Courthouse Center, the Family and Domestic Violence courthouse of the Eleventh Judicial Circuit. In his position as Project Manager, Laks met with me on a weekly basis to discuss scheduling, any special needs that the building may require (i.e. extra security due to high-profile cases), invoicing issues, assessing security incidents. I have always found Laks to be responsive to any issue I brought to his attention. When requesting additional security officers, he would pre-interview prospective security officers to make sure that they met the needs of my courthouse, as well as, meeting my personal needs of being a team-player. I found Laks to be fair with all the security officers, which is difficult at times, when trying to stay within the confines of a governmental contract.

Miami Dade County bids out all contracts. Now that Laks has opened his own security firm, Bayus Security Services, I hope that he will bid on future security contracts.

If you desire any further information please call me at 305-349-5500.

  
Bonnie Hargett  
Building Manager  
Miami Dade County  
General Services Administration  
Facilities and Utilities Management Division

175 N.W. 1<sup>st</sup> AVENUE • MIAMI, FLORIDA 33128

# **EGBA ASSOCIATION OF FLORIDA**

Affiliate member of National Egba Descendants of United State of America.

## **OGS OFFICE OF GENERAL SECRETARY**

*Wednesday, April 4 2001*

*President of Bayus Security Service  
6600 North West 27<sup>th</sup> Avenue  
Suite #207  
Miami, Florida 33147*

*Dear President:*

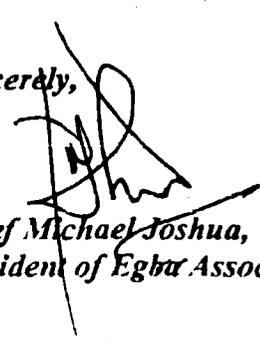
### *Appreciation Letter:*

*This letter is intended to furnish our appreciation and valuable work done by entire Bayus Security officers; particularly during our annual festival art and cultural display. Your entire staff was found energetic, corporative, and tireless.*

*On behalf of entire association members and myself we would like to congratulate you and your staff for job well done. More over, we shall be looking forward to contract with you next year.*

*Meanwhile, staff and myself wish you more success in your service.*

*Sincerely,*

  
*Chief Michael Joshua,  
President of Egba Association of Florida.*

---

*P. O. Box 612212 North Miami, Florida 33160. Phone: 305. 621. 2668. Fax: 305. 688. 3812 E-mail  
President-Mr. M. Joshua, VP- Mr. G. Akin-Laju, Gen. Sec-Mr. C. Ogunmolede, Fin. Sec- Mrs. T.  
Joshua, Treasurer- Mrs. Inije, Social Sec- Mr. A. Sotunde, Chaplain, Mr. J. Obadeyi.  
Whip- Mr. A Oyegunle*



June 16, 2000

Mr. Oalekan Shokunbi  
 Operations Manager  
 Gabriel Security Corporation, Inc.  
 6600 NW 27th Avenue  
 Suite 100  
 Miami, Florida 33147

Via Fax: (305) 693 0042/(305) 693 7941

Dear Mr. Shokunbi:

On behalf of German Leiva, Lee Sandler and the Board of the Customs/Trade/Finance Symposium of the Americas, we would like to thank you for working with us to make the Sixth Symposium of the Americas a success. Your support and contribution was invaluable. We look forward to working with you again next year.

If you have any suggestions on how we can make future Symposiums even better, please do not hesitate to call me. You can reach me at (305) 358 0180, by fax at (305) 358 8876 and by E-mail at [dkquintero@mindspring.com](mailto:dkquintero@mindspring.com). If I am not available you can speak with Marina Foglia, my assistant.

Once again, thank you for your continued support.

Sincerely,

Dolores K. Quintero,  
 Symposium Coordinator

Certificate # 03-0002213

Expiration Date MAY 31, 2006

# NORTH BROWARD HOSPITAL DISTRICT

*Certifies*

BAYUS SECURITY SERVICES, INC.

*As a Minority/Woman Business Enterprise in accordance with the policies and procedures as prescribed by the Board of Commissioners, North Broward Hospital District for certification.*



North Broward  
Hospital District

Romcha Brown  
Compliance Specialist

L.D. Gainey II, Director  
Office of Supplier Diversity

*The North Broward Hospital District is an equal opportunity employer and affirmative action procurer of goods and services.*

MIAMI-DADE COUNTY SCHOOL BOARD CONTRACT  
SCOPE OF SERVICES LOCATIONS

## MIAMI-DADE COUNTY, FLORIDA

Results: Completed all work satisfactory.

**Organization Name:** Miami Dade County School Board  
**Scope of Work:** Retained to provide access control to the Property Plant, and School Board Fleet Control and patrolling.  
**Dollar Value:** between \$3.5 million-\$4million annually  
**Contract Duration:** 2005-Present  
**Contact Name:** James Williams  
**Telephone Number:** (305) 995-2305  
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**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

**Organization Name:** Iglesia Misionera Pregneros  
**Scope of Work:** Provided parking lot patrolling and protection to parishioners on a 24 hour basis during the weekends and on an 8 hour shifts during the week.  
**Dollar Value:** between \$5,000-\$10,000 per year  
**Contract Duration:** 2001-2004  
**Contact Name:** Rev. M. Renaldo  
**Telephone Number:** (305) 863-0001  
**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

**Organization Name:** Bola Childcare & Learning Center  
**Scope of Work:** Bayus Security provided parking lot and facility protection from vagrants in the area on a 24 hour basis.  
**Dollar Value:** between \$5,000-\$10,000 per year  
**Contract Duration:** 2001-2005  
**Contact Name:** Joseph Akinbiyi  
**Telephone Number:** (305) 625-7500  
**Contractor Status:** Prime  
**Results:** Completed all work satisfactory.

## Current Miami Dade County Contracts

Bayus is currently executing a contract similar to the scope of services with the City of Pembroke Pines , RFP # PSPW- 08 -03, Security Services. Under this contract Bayus is providing security guard services to the city . Our officers are employed as Fire Watchers, this term is used to describe our officers in as much as they patrol Miami Dade County schools without fire alarm signal systems. The primary duties of a Firewatcher are to report any likelihood of fire outbreaks in the school or facility .

In addition , all other duties including for both armed and unarmed security officers are as follows .

- Access Control
- Screening of visitors
- Verification of employee identification
- After hour patrolling
- Electronic Tracking System

Detailed information regarding this current Miami Dade County Contract is included in the Appendix .

## APPENDIX "A"

LOCATIONS:  
GROUP IGRATIGNY DRIVE (119<sup>TH</sup> ST) TO BROWARD COUNTY LINE

1. TRANSPORTATION (NORTH)  
16050 NW 42 AVENUE  
(3 OFF-STREET MOTORIZED CARTS)
2. MAINTENANCE AND OPERATIONS (CENTRAL)  
12525 NW 28 AVENUE  
(1 OFF-STREET MOTORIZED CART)
3. OPERATION SAFETY-NET  
- ROVING PATROL (NORTH AREA)  
- (1 LICENSED MOTOR VEHICLE)
4. JOHN H. SCHEE TRANSPORTATION CENTER  
2755 NW 122 STREET
5. AS REQUIRED

## II. STAFFING

1. LOCATIONS 1, 2, 3 AND 4  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 22,250 HOURS
2. LOCATIONS 1, 2, 3 AND 4  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 65,000 HOURS
3. VARIOUS OTHER LOCATIONS AS REQUIRED  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 2,750 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 10,000 HOURS  
UNARMED SECURITY GUARD, APPROXIMATELY 2,000 HOURS

## III. EQUIPMENT

CLOCK  
RADIO  
REVOLVER

## GROUP II

GRATIGNY DRIVE (119<sup>TH</sup> STREET) TO NW 54<sup>TH</sup> STREET

1. MAINTENANCE - NORTH CENTRAL  
2780 NW 87 STREET
2. MAINTENANCE - PLANT OPERATIONS  
1191 NW 73 STREET
3. TRANSPORTATION VEHICLE MAINTENANCE  
2711 NW 95 TERRACE
4. NORTH WEST TRANSPORTATION  
9900 NW OKEECHOBEE ROAD
5. NORTH EAST TRANSPORTATION  
5901 NW 27 AVENUE
6. DEPARTMENT OF SAFETY (ROVING PATROL)  
(1 LICENSED MOTOR VEHICLE)

## II. STAFFING

1. LOCATIONS 1, 2 AND 6  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 19,950 HOURS
2. LOCATIONS 2, 3, 4, 5 AND 6  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 76,790 HOURS
3. VARIOUS OTHER LOCATIONS AS REQUIRED  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 20,500 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 30,062 HOURS  
UNARMED SECURITY GUARD, APPROXIMATELY 23,000 HOURS

## III. EQUIPMENT

RADIO/COMMUNICATION EQUIPMENT  
REVOLVER  
CLOCK

## GROUP III:

NW 54<sup>TH</sup> STREET TO FLAGLER STREET

---

1. CENTRAL MAINTENANCE  
2925 NW 41 STREET
2. SOUTH CENTRAL MAINTENANCE  
2950 NW 43 TERRACE
3. CENTRAL WEST TRANSPORTATION  
13775 NW 6<sup>TH</sup> STREET
4. DEPARTMENT OF SAFETY (ROVING PATROL)  
(1 LICENSED MOTOR VEHICLE)
5. SBAB ANNEX BUILDING  
1500 BISCAYNE BOULEVARD
6. SBAB ANNEX GARAGE
7. AS REQUIRED

II. STAFFING

1. LOCATIONS 1, 2, 4 AND 5  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 36,063 HOURS
2. LOCATIONS 3, 4 AND 5  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 41,600 HOURS
3. VARIOUS OTHER LOCATIONS AS REQUIRED  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 2,750 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 25,000 HOURS  
UNARMED SECURITY GUARD, APPROXIMATELY 23,000 HOURS

IV. EQUIPMENT

RADIO/COMMUNICATION EQUIPMENT  
REVOLVER  
CLOCK

GROUP IV:

SOUTH CENTRAL AREA OF THE DISTRICT COMPRISED OF THE ZONE  
BETWEEN FLAGLER STREET AND CORAL WAY.

---

- I. 1. TRANSPORTATION (CENTRAL EAST)  
7009 SW 4<sup>TH</sup> STREET
- II. 2. VARIOUS SCHCOLS IN THE SOUTH CENTRAL AREA AND OTHER AS REQUIRED  
STAFFING
  - 1. LOCATIONS 1  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 21,600 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 100 HOURS
  - 2. VARIOUS OTHER LOCATIONS AS REQUIRED  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 200 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 200 HOURS  
UNARMED SECURITY GUARD, APPROXIMATELY 200 HOURS
- V. EQUIPMENT
  - RADIO/COMMUNICATION EQUIPMENT
  - REVOLVER
  - CLOCK

**GROUP V:****CORAL WAY (SW 24<sup>TH</sup> STREEET) TO MONROE COUNTY LINE**

- 1. SOUTH SATELLITE MAINTENANCE  
24600 SW 159 AVENUE
- 2. CORAL REEF SATELLITE MAINTENANCE  
15301 SW 117 AVENUE
- 3. REDLAND VEHICLE TRANSPORTATION  
24601 SW 160 AVENUE
- 4. TRANSPORTATION (MAIN OFFICE)  
15401 SW 117 AVENUE
- 5. SW VEHICLE MAINTENANCE  
11601 SW 160 STREET
- 6. SOUTH FLORIDA CITY TRANSPORTATION  
560 SW 3 AVENUE
- 7. SOUTHWEST CENTER TRANSPORTATION

15501 SW 117 AVENUE

8. DEPARTMENT OF SAFETY (ROVING PATROL)  
(1 LICENSED MOTOR VEHICLE)
9. BIRD ROAD ANNEX  
4300 S.W. 74<sup>TH</sup> AVENUE

**STAFFING**

1. LOCATIONS 1, 6, 7 AND 8  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 20,600 HOURS
3. LOCATIONS 1, 2, 3, 4, 5, 6, 7, 8 AND 9  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 86,500 HOURS
5. VARIOUS OTHER LOCATIONS AS REQUIRED  
ARMED SECURITY GUARD LEVEL A, APPROXIMATELY 1,400 HOURS  
ARMED SECURITY GUARD LEVEL B, APPROXIMATELY 13,300 HOURS  
UNARMED SECURITY GUARD, APPROXIMATELY 23,000 HOURS

## APPENDIX "B"

**REQUIRED DOCUMENTATION**

Per specification, Section 8.2, following documentation reflecting that security force requirements have been met shall be maintained and made readily available to M-DCPS for inspection by any authorized M-DCPS representative, during the course of this contract. Inspections will be performed periodically; failure to provide requested documentation may be grounds for default of this contract.

1. Proof of educational requirements stated in Section 7.0 Personnel Selection Criteria A, B, or C whichever applies.
2. Verification of training as outlined in lesson plans, including 24 hours of weapons training and certification.
3. Armed forces discharge papers, if applicable.
4. Documented proof certifying passing of a drug screening.
5. Documentation of a work permit, if not a U.S. citizen.
6. Copies of valid armed/unarmed security guard licenses (D and G) issued by the State of Florida.
7. If operating a vehicle for the purposes of this contract, a copy of valid driver's license.

PROPOSAL FORM

**BID:** #PSPW-08-03

**DATE:** April 24, 2008

**TO:** CITY OF PEMBROKE PINES  
10100 PINES BOULEVARD  
PEMBROKE PINES, FL 33026

IN ACCORDANCE WITH THE "Requests for Proposals" dated March 25, 2008 titled "Security Services" attached hereto as a part hereof the undersigned proposes the following:

- 1) Total Cost to provide all labor, materials and all other associated costs to provide the required security services at the designated locations, per specifications, per hour
- \$ 12.80 armed  
\$ 11.40 unarmed
- 2) Cost to provide marked/lighted golf cart
- \$ .44 PER HOUR

PLEASE PRINT

NAME OLALEKAN SHOKUNBI

COMPANY BAYUS SECURITY SERVICES INC.

STREET ADDRESS: 6600 N.W. 27<sup>TH</sup> AVE. # 207

CITY & STATE: MIAMI, FLORIDA

ZIP CODE: 33147 TELEPHONE: (305) 836-8383

SIGNATURE: 

TITLE: PRESIDENT

**\*\*NOTE\*\* THIS YELLOW PROPOSAL FORM MUST BE SUBMITTED**

<b>ACORD CERTIFICATE OF LIABILITY INSURANCE</b>		DATE(MM/DD/YYYY) 7/10/2008
<b>PRODUCER</b> Bendell Insurance Group Inc. P.O. Box 164235 Miami, FL 33116-4235 305-249-5055	THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.	
<b>INSURED</b> <b>BAYUS SECURITY SERVICES, INC</b>  6600 NW 27TH AVE #207 MIAMI, FL 33147 305-836-8383	<b>INSURERS AFFORDING COVERAGE</b> INSURER A: <b>GEMINI INSURANCE COMPANY</b> INSURER B: <b>SENTINEL INSURANCE CO LTD.</b> INSURER C: INSURER D: INSURER E:	NAIC# <i>Labelen 07/28/08</i>  

**COVERAGES**  
 THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

TRK	RND	LTR	INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE(MM/DD/YYYY)	POLICY EXPIRATION DATE(MM/DD/YYYY)	LIMITS
<b>A</b>				GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMSMADE <input checked="" type="checkbox"/> OCCUR  <input checked="" type="checkbox"/> ERRORS & OMISSIONS GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC	LSG000048100	04/01/08	04/01/09	EACH OCCURRENCE \$ 1,000,000
				DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000				
				MED EXP (Any one person) \$ 10,000				
				PERSONAL & ADV INJURY \$ 1,000,000				
				GENERAL AGGREGATE \$ 3,000,000				PRODUCTS - COMP/OP AGG \$ 3,000,000
				AUTOMOBILE LIABILITY <input type="checkbox"/> ANYAUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS	NA			COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
				GARAGE LIABILITY <input type="checkbox"/> ANYAUTO	NA			AUTO ONLY - EA ACCIDENT \$ OTHER THAN AUTO ONLY: EA ACC \$ AGG \$
				EXCESS UMBRELLA LIABILITY <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMSMADE  <input type="checkbox"/> DEDUCTIBLE RETENTION \$	NA			EACH OCCURRENCE \$ AGGREGATE \$ \$ \$
<b>B</b>				WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below	16WEQY5011	12/07/07	12/07/08	<input checked="" type="checkbox"/> WC STATL <input type="checkbox"/> OTHER
				E.L. EACH ACCIDENT \$ 1,000,000				
				E.L. DISEASE - EA EMPLOYEE \$ 1,000,000				
				E.L. DISEASE - POLICY LIMIT \$ 1,000,000				
			OTHER	NA				

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / EXCLUSIONS ADDED BY ENDORSEMENT / SPECIAL PROVISIONS  
**SECURITY PATROL SERVICES.**  
  
**RE: RFP #PSPW-08-03 SECURITY SERVICES.**  
  
**CERTIFICATE HOLDER IS LISTED AS ADDITIONAL INSURED ON THE GENERAL LIABILITY.**

<b>CERTIFICATE HOLDER</b>  CITY OF PEMBROKE PINES 13975 PEMBROKE ROAD PEMBROKE PINES, FL 33027	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL <u>30</u> DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES. AUTHORIZED REPRESENTATIVE
--	--

**CERTIFICATE OF INSURANCE**

EFFECTIVE DATE  
OF CERTIFICATE  
07/12/08

ALLSTATE INDEMNITY COMPANY  
HOME OFFICE - NORTHBROOK, IL 60062  
hereby certifies that the following insurance is in force:

POLICYHOLDER	POLICY NUMBER	POLICY PERIOD
BAYUS SECURITY SERVICES I STE 207 6600 NW 27 AVE SUITE MIAMI, FL 33147-7220	048734825 BAP	07/07/08 TO 07/07/09 AT 12:01 A.M. STANDARD TIME

The person or organization designated below is described in the policy as:

CITY OF PEMBROKE PINES

13975 PEMBROKE ROAD  
PEMBROKE PINES, FL 33027-3488

- LIENHOLDER (Loss Payable Clause)
- ADDITIONAL INTERESTED PARTY
- ADDITIONAL INSURED
- CERTIFICATE HOLDER

Coverages designated are afforded as stated below:

LIABILITY: \$1,000,000 EACH ACCIDENT

1994 FORD TAURUS

1FALP52UBRA104870

**To the person or organization stated above:**

This policy, as respects the interest of the loss payee, additional interested party, additional insured or certificate holder named herein, may be cancelled by the Company during the policy period by giving such person or organization 10 days, or whatever longer period of time prescribed by state law.

Proof of such mailing is deemed sufficient proof of such notice.

This Certificate of Insurance neither affirmatively nor negatively amends, extends or alters the coverage afforded by the policy referred to above.

**BU1380**  
(05/06)

**PAGE 1 OF 1**







**CERTIFICATE OF INSURANCE**

**EFFECTIVE DATE  
OF CERTIFICATE**

07/12/08

ALLSTATE INDEMNITY COMPANY  
HOME OFFICE - NORTHBROOK, IL 60062  
hereby certifies that the following insurance is in force:

**POLICYHOLDER**  
BAYUS SECURITY SERVICES I  
STE 207  
6600 NW 27 AVE SUITE  
MIAMI, FL 33147-7220

**POLICY NUMBER**  
048734825 BAP

**POLICY PERIOD**  
07/07/08 TO 07/07/09  
AT 12:01 A.M. STANDARD TIME

The person or organization designated below is described in the policy as:

CITY OF PEMBROKE PINES

13975 PEMBROKE ROAD  
PEMBROKE PINES, FL 33027-3488

- LIENHOLDER (Loss Payable Clause)
- ADDITIONAL INTERESTED PARTY
- ADDITIONAL INSURED
- CERTIFICATE HOLDER

Coverages designated are afforded as stated below:

LIABILITY: \$1,000,000 EACH ACCIDENT

2001 FORD TAURUS

1FAFP55U91A101893

**To the person or organization stated above:**

This policy, as respects the interest of the loss payee, additional interested party, additional insured or certificate holder named herein, may be cancelled by the Company during the policy period by giving such person or organization 10 days, or whatever longer period of time prescribed by state law.

Proof of such mailing is deemed sufficient proof of such notice.

This Certificate of Insurance neither affirmatively nor negatively amends, extends or alters the coverage afforded by the policy referred to above.

**BU1380**  
(05/06)

**PAGE 1 OF 1**





City of Pembroke Pines

**FIRST RENEWAL OF THE  
SECURITY SERVICES AGREEMENT BETWEEN  
THE CITY OF PEMBROKE PINES AND  
BAYUS SECURITY SERVICES, INC.;**

**THIS AGREEMENT**, dated this 14 day of March 2011, by and between:

**THE CITY OF PEMBROKE PINES**, a municipal corporation organized and operating under the laws of the State of Florida, with an address of 10100 Pines Boulevard, Pembroke Pines, Florida 33026, hereinafter referred to as "CITY",

and

**BAYUS SECURITY SERVICES, INC.**, a Florida Corporation authorized to do business in the State of Florida, with an address of 6600 NW 27<sup>th</sup> Avenue, Suite 207, Miami, FL 33147, hereinafter to referred to as "CONTRACTOR."

**WHEREAS**, on May 21, 2008, the City Commission awarded Bid No. PSPW-08-03 for Security Services the various City locations to CONTRACTOR as the most responsive, responsible bidder, and,

**WHEREAS**, on July 25, 2008, the CITY and CONTRACTOR executed the Original Agreement, and,

**WHEREAS**, the bid specifications authorized the option to renew the Agreement for two (2) additional two (2) year terms upon the mutual consent of the parties, and,

**WHEREAS**, the Parties specifically seek to execute the first two (2) year renewal period, and,

**WHEREAS**, the Parties specifically seek to amend the unit price associated with the Original Agreement.

**WHEREAS**, to date the Parties have been satisfied with the performance and execution of the Agreement, and desire to amend the terms of their contractual relationship as set forth herein.

**WITNESSETH**

**NOW, THEREFORE**, for and in consideration of the sum of the mutual covenants and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereto agree as follows:

CS 2011-02-15

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City of Pembroke Pines

**SECTION 1.** The recitations set forth in the above "WHEREAS" clauses are true and correct and incorporated herein by this reference.

**SECTION 2.** The Original Agreement is hereby renewed for the first two-year renewal period commencing on July 26, 2010 and terminating on July 27, 2012.

**SECTION 3** The Parties agree that Section 5.2 of the Original Agreement is hereby amended as follows:

5.2 Based on a LUMP SUM FEE OF AN AMOUNT NOT TO EXCEED ~~\$475,000 (Four Hundred Seventy Five Thousand Dollars)~~ \$375,000 (Three Hundred Seventy Five Thousand Dollars) per year, payable in bi-weekly payments for actual services performed for security services. Future price adjustments, up or down shall be based on a nationally recognized or published index, including fuel surcharge adjustment, relevant to providing these services.

The hourly rate referenced in Exhibit "B" of the Original Agreement shall be amended as proposed by the CONTRACTOR in a letter dated November 12, 2010 attached hereto and made a part hereof as Exhibit "C" and detailed as follows:

The cost for an ARMED GUARD will change from \$12.80 per hour to \$12.30 per hour and the cost for an UNARMED GUARD will change from \$11.40 per hour to \$11.15 per hour. These prices shall hold firm for the remainder of the contract .

**SECTION 4.** The PARTIES agree that in all other respects the Original Agreement shall remain in full force and effect, except as specifically modified herein. In the event of any conflict or ambiguity by and between the terms and provisions of this First Renewal, or the Original Agreement, the terms and provisions of this First Renewal shall control to the extent of any such conflict or ambiguity.

**SECTION 5.** Each Exhibit referred to in the Original Agreement, except as repealed herein, forms an essential part of this Agreement. The exhibits if not physically attached should be treated as part of this Agreement and are incorporated herein by reference.

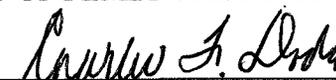
**IN WITNESS OF THE FOREGOING,** the parties have set their hands and seals the day and year first written above.

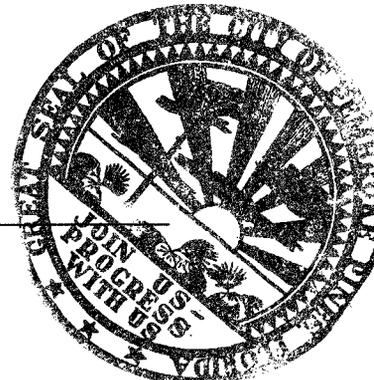
ATTEST:

  
JUDITH A. NEUGENT,  
CITY CLERK

CITY:

CITY OF PEMBROKE PINES

BY:   
CHARLES F. DODGE  
CITY MANANGER



CS 2011-02-15

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City of Pembroke Pines

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY

**CONTRACTOR:**

WITNESSES:

BAYUS SECURITY SERVICES, INC.

A.O. Soule

BY: [Signature]

AYOKA O. GIWA SAINT-FLEUR

Print Name: OLALEKAN SHOKUNBI

Print Name

Title: PRESIDENT

[Signature]

RAHEEN AFOLABI

Print Name

STATE OF FLORIDA)

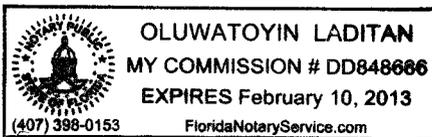
) SS:  
COUNTY OF MIAMI DADE)

**BEFORE ME**, an officer duly authorized by law to administer oaths and take acknowledgments, personally appeared OLALEKAN SHOKUNBI PRESIDENT of **BAYUS SECURITY SERVICES, INC.**, a company authorized to conduct business in the State of Florida, and acknowledged execution of the foregoing Agreement as the proper official of **BAYUS SECURITY SERVICES, INC.** for the use and purposes mentioned in it and affixed the official seal of the corporation, and that the instrument is the act and deed of that corporation.

**IN WITNESS OF THE FOREGOING**, I have set my hand and official seal at in the State and County aforesaid on this 22<sup>ND</sup> day of FEBRUARY, 2011.

[Signature]  
NOTARY PUBLIC

OLUWATOYIN LADITAN  
(Name of Notary Typed, Printed or Stamped)



CS 2011-02-15

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Internet

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***BAYUS SECURITY SERVICES, INC.***  
***PROTECTING PEOPLE & PROPERTY***

Dear Mr. Shawn Denton,  
Director of Public Services  
City of Pembroke Pines  
13975 Pembroke Rd,  
Pembroke Pines, FL  
33028

11/12/10

Dear Mr. Denton,

We at Bayus Security Services inc, sincerely express our appreciation and gratitude to you and the entire city of Pembroke Pines for the job opportunity given to every individual working with Bayus Security Services inc., regardless of either he/she is scheduled to work at any of your property or not. We all recognize the current economic situation in the country and that is why we at Bayus Security is taking the following steps to reduce our total cost of providing all labor , materials and other associated cost to provide same services to the city. We hope our following price reduction will have a positive impact to the financial crisis of the city.

PRICE OF:                               \$ 12.80 armed  
  \$ 11.40 unarmed  
PROPOSED NEW PRICE: \$ 12.30 armed  
  \$ 11.15 unarmed

Sincerely,

Olalekan Shokunbi,  
President



**SECOND RENEWAL OF THE  
SECURITY SERVICES AGREEMENT BETWEEN  
THE CITY OF PEMBROKE PINES AND  
BAYUS SECURITY SERVICES, INC.**

**THIS AGREEMENT**, dated this 17 day of September 2012, by and between:

**THE CITY OF PEMBROKE PINES**, a municipal corporation organized and operating under the laws of the State of Florida, with an address of 10100 Pines Boulevard, Pembroke Pines, Florida 33026, hereinafter referred to as "CITY",

and

**BAYUS SECURITY SERVICES, INC.**, a Florida Corporation authorized to do business in the State of Florida, with an address of 99 NW 183 Street, Suite 124, Miami Gardens, FL 33169, hereinafter to referred to as "CONTRACTOR."

**WHEREAS**, on May 21, 2008, the City Commission awarded Bid No. PSPW-08-03 for Security Services the various City locations to CONTRACTOR as the most responsive, responsible bidder, and,

**WHEREAS**, on July 25, 2008, the CITY and CONTRACTOR executed the Original Agreement, and,

**WHEREAS**, the bid specifications authorized the option to renew the Agreement for two (2) additional two (2) year terms upon the mutual consent of the parties, and,

**WHEREAS**, the Parties specifically seek to execute the second two (2) year renewal period, and,

**WHEREAS**, the Parties specifically seek to hold the price as amended in the First Renewal for an additional two years, and

**WHEREAS**, to date the Parties have been satisfied with the performance and execution of the Agreement, and desire to amend the terms of their contractual relationship as set forth herein.

**W I T N E S S E T H**

**NOW, THEREFORE**, for and in consideration of the sum of the mutual covenants and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereto agree as follows:



City of Pembroke Pines

**SECTION 1.** The recitations set forth in the above "WHEREAS" clauses are true and correct and incorporated herein by this reference.

**SECTION 2.** The Original Agreement is hereby renewed for the second two-year renewal period commencing on July 26, 2012 and terminating on July 27, 2014.

**SECTION 3** The Parties agree that Section 5.2 of the Original Agreement is hereby amended as follows:

5.2 Based on a LUMP SUM FEE OF AN AMOUNT NOT TO EXCEED ~~\$475,000 (Four Hundred Seventy Five Thousand Dollars)~~ \$375,000 (Three Hundred Seventy Five Thousand Dollars) per year, payable in bi-weekly payments for actual services performed for security services. Future price adjustments, up or down shall be based on a nationally recognized or published index, including fuel surcharge adjustment, relevant to providing these services.

The hourly rate referenced in Exhibit "B" of the Original Agreement shall be amended as proposed by the CONTRACTOR in a letter dated November 12, 2010 attached hereto and made a part hereof as Exhibit "C" and detailed as follows:

The cost for an ARMED GUARD will change from \$12.80 per hour to \$12.30 per hour and the cost for an UNARMED GUARD will change from \$11.40 per hour to \$11.15 per hour. These prices shall hold firm for the remainder of the contract .

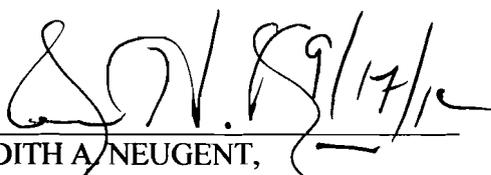
**SECTION 4.** The PARTIES agree that in all other respects the Original Agreement shall remain in full force and effect, except as specifically modified herein. In the event of any conflict or ambiguity by and between the terms and provisions of this First Renewal, or the Original Agreement, the terms and provisions of this First Renewal shall control to the extent of any such conflict or ambiguity.

**SECTION 5.** Each Exhibit referred to in the Original Agreement, except as repealed herein, forms an essential part of this Agreement. The exhibits if not physically attached should be treated as part of this Agreement and are incorporated herein by reference.

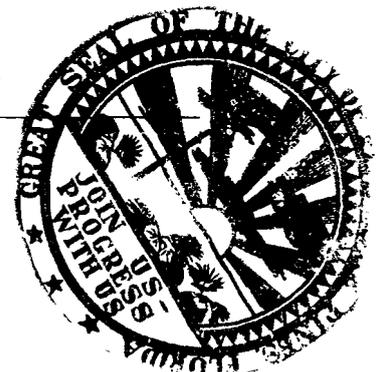
**IN WITNESS OF THE FOREGOING,** the parties have set their hands and seals the day and year first written above.

ATTEST:

CITY:

  
\_\_\_\_\_  
JUDITH A. NEUGENT,  
CITY CLERK

CITY OF PEMBROKE PINES  
BY:   
\_\_\_\_\_  
CHARLES F. DODGE  
CITY MANAGER





City of Pembroke Pines

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY

WITNESSES:

[Signature]  
RAYEEN AJOLABI

Print Name  
[Signature]  
Obolade Shokunbi

Print Name

STATE OF FLORIDA

COUNTY OF MIAMI DADE ) ss:

**CONTRACTOR:**

BAYUS SECURITY SERVICES, INC.

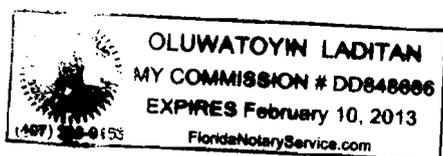
BY: [Signature]  
Print Name: OLALEKAN SHOKUNBI  
Title: PRESIDENT

**BEFORE ME**, an officer duly authorized by law to administer oaths and take acknowledgments, personally appeared OLALEKAN SHOKUNBI PRESIDENT of **BAYUS SECURITY SERVICES, INC.**, a company authorized to conduct business in the State of Florida, and acknowledged execution of the foregoing Agreement as the proper official of **BAYUS SECURITY SERVICES, INC.** for the use and purposes mentioned in it and affixed the official seal of the corporation, and that the instrument is the act and deed of that corporation.

**IN WITNESS OF THE FOREGOING**, I have set my hand and official seal at in the State and County aforesaid on this 29<sup>TH</sup> day of AUGUST, 2012.

[Signature]  
NOTARY PUBLIC

OLUWATOYIN LADITAN  
(Name of Notary Typed, Printed or Stamped)





City of Pembroke Pines

**THIRD AMENDMENT OF THE  
SECURITY SERVICES AGREEMENT BETWEEN  
THE CITY OF PEMBROKE PINES AND  
BAYUS SECURITY SERVICES, INC.**

**THIS AGREEMENT**, dated this 7<sup>TH</sup> day of JULY 2014, by and between:

**THE CITY OF PEMBROKE PINES**, a municipal corporation organized and operating under the laws of the State of Florida, with an address of 10100 Pines Boulevard, Pembroke Pines, Florida 33026, hereinafter referred to as "CITY",

and

**BAYUS SECURITY SERVICES, INC.**, a Florida Corporation authorized to do business in the State of Florida, with an address of 6600 NW 27<sup>th</sup> Avenue, Suite 207, Miami, FL 33147, hereinafter to referred to as "CONTRACTOR."

**WHEREAS**, on May 21, 2008, the City Commission awarded Bid No. PSPW-08-03 for Security Services the various City locations to CONTRACTOR as the most responsive, responsible bidder, and,

**WHEREAS**, on July 25, 2008, the CITY and CONTRACTOR executed the Original Agreement, and,

**WHEREAS**, the bid specifications authorized the option to renew the Agreement for additional two (2) year terms upon the mutual consent of the parties, and,

**WHEREAS**, the CITY and CONTRACTOR executed the First Amendment for the first two-year renewal period commencing on July 26, 2010 and terminating on July 27, 2012, and,

**WHEREAS**, the CITY and CONTRACTOR executed the Second Amendment for the second two-year renewal period commencing on July 26, 2012 and terminating on July 27, 2014, and,

**WHEREAS**, the Parties specifically seek to execute the third two (2) year renewal period, and,

**WHEREAS**, the Parties specifically seek to hold the price as amended in the First Renewal for an additional two years, and

**WHEREAS**, to date the Parties have been satisfied with the performance and execution of the Agreement, and desire to amend the terms of their contractual relationship as set forth herein.



City of Pembroke Pines

**WITNESSETH**

**NOW, THEREFORE,** for and in consideration of the sum of the mutual covenants and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereto agree as follows:

**SECTION 1.** The recitations set forth in the above "WHEREAS" clauses are true and correct and incorporated herein by this reference.

**SECTION 2.** The Original Agreement is hereby renewed for the third two-year renewal period commencing on July 27, 2014 and terminating on July 26, 2016.

**SECTION 3.** The PARTIES agree that in all other respects the Original Agreement shall remain in full force and effect, except as specifically modified herein. In the event of any conflict or ambiguity by and between the terms and provisions of this Third Renewal, Second Renewal, First Renewal, or the Original Agreement, the terms and provisions of this Third Renewal shall control to the extent of any such conflict or ambiguity.

**SECTION 4.** Each Exhibit referred to in the Original Agreement, except as repealed herein, forms an essential part of this Agreement. The exhibits if not physically attached should be treated as part of this Agreement and are incorporated herein by reference.

**IN WITNESS OF THE FOREGOING,** the parties have set their hands and seals the day and year first written above.

ATTEST:

CITY:

CITY OF PEMBROKE PINES

*JAN* *J. A. Neugent* 7/23/14  
JUDITH A. NEUGENT,  
CITY CLERK

BY: *Charles F. Dodge*  
CHARLES F. DODGE  
CITY MANAGER

APPROVED AS TO FORM

*[Signature]*  
OFFICE OF THE CITY ATTORNEY



City of Pembroke Pines

**CONTRACTOR:**

BAYUS SECURITY SERVICES, INC.

WITNESSES

Rameem Afolabi

BY: [Signature]

Print Name: OLALEKAN SHOKUNBI

RAHEEM AFOLABI  
Print Name

Title: PRESIDENT

OLALEKAN SHOKUNBI  
Print Name

STATE OF FLORIDA )

) ss:

COUNTY OF MIAMI-DADE

BEFORE ME, an officer duly authorized by law to administer oaths and take acknowledgments, personally appeared OLALEKAN SHOKUNBI as PRESIDENT of **BAYUS SECURITY SERVICES, INC.**, a company authorized to conduct business in the State of Florida, and acknowledged execution of the foregoing Agreement as the proper official of **BAYUS SECURITY SERVICES, INC.** for the use and purposes mentioned in it and affixed the official seal of the corporation, and that the instrument is the act and deed of that corporation.

IN WITNESS OF THE FOREGOING, I have set my hand and official seal at in the State and County aforesaid on this 8<sup>th</sup> day of JULY, 2014

[Signature]

NOTARY PUBLIC



OLUWATOYIN LADITAN  
(Name of Notary Typed, Printed or Stamped)