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COUNTY & PROBATE COURT CLERK

MISC. ORDER NO. 2021-42

In the County Court of Craighead County, Arkansas

In the matter of evaluating and selecting the most qualified Security Screener Services for two Courthouses, Single Entrances, Located in Jonesboro, AR

ORDER

Comes before the County Court of Craighead County, Arkansas, the matter of evaluating vendors and awarding a contract to the best qualified and overall best value firm to provide uniformed, unarmed security screening services to the Craighead County Courthouses located at 511 S. Main St, and 511 Union street, Jonesboro, AR 72401.

Requests for Qualifications (RFQ) and Proposals (RFP) for security screening services were advertised in the local newspaper and the County Web site for two consecutive weeks as required. Craighead County received RFQ and RFP responses from three security businesses that provide such services. A committee consisting of the Craighead County Sheriff and Chief Deputy reviewed in detail the qualifications and proposals of each business that provide such services. All three proposed vendors were also interviewed in detail and received specific information referencing qualifications, services, pricing, and other relative information.

Upon extensive review of documents and information received from each business, the committee made their decision to contract with the local firm, AMRK Security Services.

It is therefore, considered, ordered, and adjudged that the contract for the best qualified proposal submitted to meet the needs of the Craighead County Courthouse Security Uniformed, Unarmed Screening Services be awarded to AMRK Security Inc, 2503 Sunny Meadow Drive Suite A, Jonesboro, Arkansas 72404.

Dated this 1st Day of June, 2021

Approved: _____

Marvin Day
Craighead County Judge

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VENDOR'S COPY

FROM:

PURCHASE ORDER

Craighead County Purchasing Department
c/o County Judge's Office
511 Union, Room 119
Jonesboro, AR 72401
Phone 870-933-4500
Fax 870-933-4504

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CRAIGHEAD COUNTY
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COUNTY & PROBATE COURT CLERK

TO:

AMRK Security
2503 Sunup Meadow Dr. Ste A
Jonesboro, AR 72404

SHOW THIS NO. ON ALL INVOICES, DELIVERY SLIPS, CASES, BOXES, ETC	
PURCHASE ORDER	54153

DATE 5-28-21
 Req. by: Judge Orr
 Req. No.:
 Bid No.: 2021-20
 Charge to Account No.: 100.0422.3009

Please furnish the following to Craighead County and be governed by the instructions hereon.

ITEM	QUANTITY	BRAND, CATALOG NO. AND DESCRIPTION	UNIT PRICE	TOTAL
		Accepting RFB + RFP for Security Services at two Court Houses in Jonesboro, AR located at 511 S. Main St + 511 Union Street. Proposal includes 90 hrs per week. County holidays included in. Vendor billing rate to County - standard 16.88/hr Vendor billing rate to County - overtime 25.37/hr TOTAL AMOUNT 83,900.09 Amount to be provided from State of Service thru December 31, 2021		

TOTAL ▶

SHIP TO: Court Court	DEL. PROMISED: F.O.B.:	DEL. REQUIRED:	TERMS: PRICING:
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I certify that all the above articles or services have been received in good order except as noted.
 Dated _____ 20____
 Signed _____

CRAIGHEAD COUNTY
 By *[Signature]*
 Purchasing Agent

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BID TABULATION SHEET

RFP Court Security Screeners, Courthouse & Courthouse Annex, Jonesboro, AR

Bid 2021-20

Craighead County

DATE: April 20, 2021

Craighead County
511 Union St, Suite 119
Jonesboro, AR 72401

ITEM BID

BIDDER NAME

Contract professional services through vendor for courthouse security screeners at single point entry for both courthouses in Jonesboro, AR 72401. Unarmed uniformed Security Officers as Security Screeners.

AMRK Security
2503 Sunny Meadow Dr, Ste A
Jonesboro, AR 72404

G4S Secure Solutions/USA Inc
Lyons Building 401 W Capitol Ave #450
North Little Rock, AR 72114

Securitas Security Services USA, Inc
4508 Stadium Blvd Hwy 1 S Suite C
Jonesboro, AR 72404

Kurt Kennedy, Pres, Sharon Anderson VP Oper
870.340.0646 Fax 870.340.0647
sanderson@amrksecurity.com

Bernie Tobin Business Div. Mgr.
402.541.2757
bernard_tobin@usa.g4s.com

Leslie Bates District Manager
501.404.2115 Cell 870.530.0473
Leslie.Bates@securitasinc.com

Vendor Client standard hourly billing rate

\$16.88

\$20.33

\$24.38

Vendor Client overtime hourly billing rate

\$25.32

80

80

Proposing hrs/week

90

80

80

Annual Cost to County(Actual payout prorated from start date)

\$83,900.09

\$84,573.00

\$101,421.00

Actual cost to County will be prorated from June 14 thru December 31, 2021 based two security officers at 90 hours per week with county holidays incorporated into cost.

Vendor proposes to furnish to Craighead County two unarmed uniformed security screeners

Vendor will be responsible for wages, ASP registrations, payroll, taxes, general liability, FICA, unemployment insurance, background investigations, local and state taxes, workers compensation, uniform expenses and other expenses associated with position.

After reviewing proposals received and extensive discussions with vendors, it has been determined that the best proposal and best value for Craighead County is AMRK Security, 2503 Sunny Meadow Drive, Suite A, Jonesboro, AR 72404

COUNTY PROBATE COURT CLERK

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AMRK SECURITY INC
2503 SUNNY MEADOW DRIVE SUITE A
JONESBORO, AR 72404

Quote

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Bill To:
CRAIGHEAD COUNTY COURTHOUSE

Invoice #:
Invoice Date:
Due Date:
Project:
P.O. Number:

Terms

Description	Hours/Qty	U/M	Rate	Amount
Security Guards for 52 weeks at 90 hours per week	4,680	hr	16.88	78,998.40T
Less 11 Observed Holidays at 9 hrs per day	-99	hr	16.88	-1,671.12T
PLEASE NOTE THIS IS BASED ON 2021 CALENDAR				

Sales Tax (8.5%) \$6,572.81

Total \$83,900.09

Payments/Credits \$0.00

Balance Due \$83,900.09

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LESLI PENNY 870-340-0646 OFFICE
COUNTY & PROBATE COURT CLERK 870-340-0647 FAX

2503 Sunny Meadow Drive, Suite A
Jonesboro, AR 72404

April 14, 2021

**County Judge Marvin Day
Craighead County Courthouse Annex
511 Union Street, Suite 119
Jonesboro, AR 72401**

Judge Day,

Thank you for your consideration for the security guard service contract with the Craighead County Courthouse and Annex.

AMRK Security, Inc. is a Jonesboro based company. We bring to the table many years of experience in the security and law enforcement industry both in management and employees.

We look forward to providing your security guard services.

Sincerely,

**Kurt Kennedy
President**

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COUNTY & PROBATE COURT CLERK

PROPOSAL FOR SECURITY GUARD SERVICES

THIS AGREEMENT presented this day by and between AMRK Security, Inc., an Arkansas corporation, hereafter referred to as "AMRK," and Craighead County, hereafter referred to as "Client," for and in consideration of the mutual covenants and agreements herein set forth, WITNESSETH:

1. SERVICE, TERM OF SERVICE, AND LOCATION. AMRK agrees to provide Client with licensed, unarmed, uniformed security guard service for 90 hours per week starting at agreed upon date at the following location(s):

**Craighead Count Courthouse & Annex
Jonesboro, AR 72401**

2. SERVICE RATE. Client shall pay to AMRK, as consideration for security guard service, the following rates:

- a. Starting Rate of \$16.88 per hour; and**
- b. Requested Overtime, if applicable, for each post guard will be \$25.32 per hour.**

The parties further agree that any change due to minimum wage laws, social security and federal or state unemployment laws and state sales tax will be made to the above rates and new rates will be agreed upon between Client and AMRK. If Client has an Arkansas state sales tax exemption number, sales tax will not be added to the above rate.

3. SERVICES. AMRK will provide Client with unarmed security guard services described in Post Order Book produced after consultation with Client, Operations Manager and Director of Sales.

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Post Order Book will be completed before start of services. Requested Overtime and adjustments in scheduled hours need to be requested as soon as possible preferably two weeks in advance.

4. BILLING CYCLE AND PAYMENT. The billing cycle shall begin at 12:00 (midnight) on the first day of each month and end at 12:00 (midnight) on the last day of the month. Invoices for services will be submitted to Client by the first business day of the month following the service month duties were performed via requested means (mail, email, fax). Invoices for services are due upon receipt. Direct deposit information available upon request.

Any dispute regarding an invoice or the underlying services shall be made in writing to AMRK within seven (7) days of the date of the invoice. The notice of dispute or objection shall specifically state the nature of the dispute or objection and shall be delivered to AMRK at the address, email or fax provided herein with confirmation of receipt to AMRK. Failure of Client to give written notice to AMRK within seven (7) days from the date of the invoice shall constitute a waiver of such dispute or objection.

5. INDEPENDENT CONTRACTOR. AMRK is an independent contractor with all Arkansas State Police required licensing. The security guards placed on the premises of Client are the employees of AMRK. AMRK shall be responsible for wages, ASP registrations, payroll taxes, general liability, FICA, unemployment insurance, background investigations, local and state taxes, workers compensation, uniform expenses and other expenses associated with position. Client will be responsible for "Metal Detectors" and other screening or surveillance equipment used by security guards.

AMRK will comply with and observe Federal and State of Arkansas laws, local laws, ordinances, orders and regulations existing at the time of, or enacted subsequent to, the execution of a resulting contract which in any manner affect the completion of services. AMRK will indemnify and hold harmless the agency and its officers, representatives, agents and employees against any claim or liability arising from or based upon the violation of any such law, ordinance, regulation, order or decree by an employee, representative or sub-contractor of the vendor.

6. TERMINATION. This Agreement may be terminated at the option of either party after thirty- (30) days' notice in writing to the other party of the intent to terminate. In the event Client fails to pay any invoice when due and the failure to pay continues for a period of 60 days, AMRK may terminate this Agreement after giving Client forty-eight (48) hours notice in writing of the intent to terminate for such failure to pay. This Agreement may be terminated at the option of either party

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PROBATION DEPARTMENT CLERK

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after forty-eight (48) hours notice in writing to the other party of the intent to terminate, for the following events; (a) the insolvency or bankruptcy of a party, (b) the making by a party of an assignment for the benefit of creditors, (c) the consent of a party to the appointment of a trustee or receiver, or the appointment without its consent of a trustee or receiver for a party or for a substantial part of its property, or (d) the institution by or against a party of bankruptcy, reorganization, arrangement, or insolvency proceedings.

7. ENTIRE AGREEMENT. This Agreement contains the entire agreement of both parties hereto, and no other oral or written agreement shall be binding on the parties hereto. This Agreement supersedes all prior agreements, contracts and understandings of any kind between the parties relating to the subject matter hereof. No amendment or variation of the terms of this Agreement shall be valid unless made in writing and signed by the duly authorized representative of the Client and the duly authorized representative of AMRK. This Agreement may be executed in all or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

Information contained in this contract is confidential with officials of parties concerned.

8. INTERPRETATION. This Agreement shall be interpreted according to and enforced under the laws of the State of Arkansas.

9. WAIVER OF DEFAULT. The waiving of any one or more of the Covenants herein contained on the part of either party shall be limited to the particular instance and shall not be deemed a waiver of any other breach of covenants.

10. NOTICE. All notices, requests, demands and other communications required by or permitted hereunder shall be in writing and shall be deemed to have been duly given when received by the party to whom directed with confirmation.

AMRK designates its mailing address as:

**AMRK Security Inc.
2503 Sunny Meadow Drive Suite A
Jonesboro, Arkansas, 72404.**

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Client hereby designates its mailing address as:

**Craighead County Court Annex
Attn: County Judge Marvin Day
511 Union Street Suite 119
Jonesboro, AR 72401**

Designations of address may be changed by written notice via mail, email or fax with confirmation from receiving party to the other.

Thank you for your consideration.

**Kurt Kennedy
President**

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SECTION 7 PRICING

Summary of Investment

The purpose of a security program is to increase an organization's total value through the strategic application of available resources to specific dangers. Helping to strike this balance by supplying the right services and technology is a challenge G4S has helped organizations such as County of Craighead meet for decades.

We propose the following pricing based upon our assessment of County of Craighead's security needs and our experience servicing other facilities in your industry:

POSITION	HOURS PER WEEK	WAGE RATE	BILLING RATE	HOLIDAY / OVERTIME RATE
Upscale Security Officers- Unarmed	80	14.50	20.33	28.46

Annual Cost: \$ 84,573

Pricing Notes

Based on our review and our knowledge of providing security to similar customers in like environments, G4S has proposed a security solution which combines our quality security officer program with the utilization of our proprietary Secure Trax® platform to ensure the scope of work and Post Orders are adhered to above and beyond the expectations of County of Craighead.

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

Validity and Taxes

The proposed pricing is valid for 90 days and does not include sales or use taxes where applicable.

The rates quoted will remain in effect for 1 year and shall be automatically adjusted to fully recover any change in costs mandated by law, including but not limited to licensing fees, Federal Insurance Contribution Act (FICA), Federal Unemployment Tax Act (FUTA), State Unemployment Insurance (SUI), Worker's Compensation, Collective Bargaining Agreements, Union Activities, regulatory costs associated with compliance with the Patient Protection and Affordable Care Act (PPACA), and/or Federal or State minimum wage laws. In addition, these rates may be adjusted each November 1 for any increased costs for medical insurance premiums, participation rates or both.

Any changes to hours, scope of work, qualifications, requirements or equipment shall be mutually agreed to in writing by both parties and may necessitate a change in fee structure. In addition, the parties may negotiate annual rate increases.

Pre-employment Screening

Quoted rates include the following background investigation and screening elements:

- Identity verification: Social Security trace report
- Criminal searches (based on 7-10 years of address history or in accordance with state law)

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Securing Your World

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Bernie Tobin
Business Dev. Mgr.
G4S Secure Solutions (USA) Inc.
402 541 2757
bernard.tobin@usa.g4s.com
Lyons Building, 401 W Capitol Ave
#450, North Little Rock, AR
72114

Al Haines - Purchasing Agent
County of Craighead
511 Main St.,
Jonesboro, Arkansas

April 20, 2021

Dear Al:

On behalf of G4S Secure Solutions (USA) Inc. (G4S), we thank County of Craighead for this opportunity to propose a customized security solution for the County of Craighead Government Office Building. Our goal is to help County of Craighead achieve its security goals, supplying officers and technology through proven management and operations processes.

In this proposal, we outline what County of Craighead will gain by choosing G4S. We recommend an officer program and implementation plan, detailing our account transition and quality assurance processes. Finally, we provide pricing information that illustrates the value your proposed security solution will provide.

We look forward to the chance to earn your business. Please contact us if you have questions about this proposal or require further information.

Sincerely,

A handwritten signature in cursive that reads "Bernie Tobin".

Bernie Tobin
Business Dev. Mgr.
402 541 2757
bernard.tobin@usa.g4s.com

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SECURITY PROGRAM IMPLEMENTATION

SECTION 1 COMPANY HISTORY AND ORGANIZATION

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CORPORATE INFORMATION

- **Company Legal Name:** G4S Secure Solutions (USA) Inc.
- **Parent Company:** G4S plc

G4S Secure Solutions (USA) Inc. is a wholly-owned subsidiary of G4S plc, based in the United Kingdom. G4S plc is traded on the London Stock Exchange (stock symbol GFS) with a secondary listing in Copenhagen.

PARENT COMPANY HEADQUARTERS	U.S. HEADQUARTERS
G4S plc Fifth Floor, Southside 105 Victoria Street London SW1E 6QT United Kingdom Phone: +44 (0) 20 8722 2000 URL: www.g4s.com	G4S Secure Solutions (USA) Inc. 1395 University Boulevard Jupiter, FL 33458 Phone: 561-622-5656 Toll-Free: 800-922-6488 Fax: 561-691-6727 URL: [G4S_USA_URL]

- **Year(s) Established**
 - **G4S plc:** 2004 (history dates back to 1901)
 - **G4S Secure Solutions (USA) Inc.:** 1954 in U.S.
- **Brief Company Overview:** G4S is the world's leading global integrated security company, specializing in the delivery of security and related services to customers across six continents. G4S secures your people, property and assets by understanding and mitigating your security risks within your environment. We offer a suite of products and services, including armed and unarmed security personnel, risk consulting and investigations, systems integration, and security software and technology that align to deliver innovative, essential and scalable solutions that span your entire operation.
- **Business Units:** Security Services and Systems (78%); Cash Solutions (17%); Care and Justice Services (5%)
- **G4S Secure Solutions (USA) Inc. Incorporation Date:** December 4, 1958; Florida
- **Licensed (U.S.):** G4S Secure Solutions (USA) Inc. is licensed to conduct business in all 50 U.S. states.

Financial Stability

With a century-long history, service in 90 countries, G4S is one of the most recognized and stable security organizations in the world today. Our 570,000 employees make us one of the largest companies listed on the London Stock Exchange (LSE:GFS) and one of the largest private

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SECURITY PROGRAM IMPLEMENTATION

employers worldwide. Few other security companies have the financial assets, industry expertise and staying power to effectively transition, manage and grow security programs of virtually any size and complexity like we do.

Our stability is underpinned by continued revenue and earnings growth. G4S earned revenue of \$10,587m in 2018. Of our six global regions, North America accounted for \$3,245m, or 27% of total revenue.

Further indicators of our financial stability include:

- Operating cash flow: \$660m
- Net debt to EBITDA ratio: 2.7
- Annual compound annual growth rate (CAGR) growth outlook: +4 to 6%

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Steven Willis Branch Manager	Local Oversight	Steve.Willis@usa.g4s.com (501) 375-3700
James Medlin Trainer/Area Supervisor	Operations	James.Medlin@usa.g4s.com (501) 375-3700
Tasha S Pankey Human Resources Manager	Recruiting & Hiring	Tasha.Pankey@usa.g4s.com (501) 375-3700

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SECTION 3 PERSONNEL DEVELOPMENT

PERSONNEL SELECTION PROCESS

We recognize that our security personnel are the backbone of our organization. That's why we are committed to sourcing and hiring the best available candidates, then providing each employee with the training and tools to be successful in assignment at County of Craighead. This recruiting and screening strategy ensures a steady, continual source of qualified officer candidates for your locations, whether you need security personnel for your permanent sites, unplanned events, or seasonal coverage.

Recruitment

Our combination of recruiting expertise and technology provides clients like County of Craighead with:

- Search engine optimized job postings that maximize qualified candidates
- Client-specific landing pages in G4S' Career Center to prioritize candidates for your assignments during account transitions or hiring surges
- Pre-qualification screeners that evaluate candidate's experience, computer skills, and geographic range
- Increased employee satisfaction and engagement as candidate's skills and interests are matched with current openings
- Automated reporting functions that produce diversity and inclusion data, including federal requirements

G4S Career Center and Applicant Tracking System

The *G4S Career Center and Applicant Tracking System (ATS)* offers candidates a seamless application experience while streamlining the ongoing officer recruiting, vetting and selection process.

A centralized platform hosting millions of visitors each year, the G4S Career Center continuously attracts qualified applicants, providing interactive application tools and learning modules across multiple job portals and social media outlets. Once registered with the Career Center, users gain access to a personalized dashboard from where they can view their application profile at a glance and access the many features of the website, which include the following:

- **Candidate profile:** Users can create a unique profile, upload their CV and link to their social media.
- **Jobs search:** Users can search for G4S positions, create watch lists and apply for jobs.
- **Groups and community forum:** Q&A and group discussions between users and G4S personnel.
- **Learning tools and resources:** Documents and videos about G4S and how to apply.
- **Referrals and connections:** Users can refer individuals and display their G4S network connections.

Employee Background Check Process

Security personnel candidates undergo a comprehensive background investigation. G4S Corporate Risk Services—a separate business unit independent of G4S Secure Solutions (USA) Inc.—conducts our background investigations.

G4S is fully compliant with the Uniform Guidelines on Employee Selection Procedures (UGESP) and is proud to have achieved 111 consecutive successful Department of Labor, Office of Contract Compliance Programs (OFCCP) Compliance Reviews. Successful OFCCP Compliance Reviews are the result of years of examining and improving our selection and placement processes, ensuring equality in our hiring and promotion activity, combined with highly detailed documentation of our processes.

SECURITY PERSONNEL

G4S will support County of Craighead's security program through our Upscale Security Officer program. We propose our USO program to support the County as this is our highest level of officer, featuring officers who are specifically trained to support our education and government clients, and are an effective alternative to off-duty law enforcement.

BACKGROUND AND SCREENING

USO Qualifications and Vetting

USOs possess higher qualifications than standard officers. The USO program must offer a high degree of skill and flexibility, and so we seek well-educated personnel as well as those with past security experience.

Each candidate must have achieved at least one of the following to qualify:

- One year's verified security experience
- A college degree
- Successful and verifiable experience relevant to their intended position

OFFICER TRAINING AND DEVELOPMENT

Property, safety and lives depend upon how well officers understand instructions and apply training. Through a combination of pre-assignment coursework, tailored on-site instruction and continuing education, G4S will prepare officers to join County of Craighead's security program while further honing their skills and effectiveness.

Our training community seeks to continually improve officer learning, which fosters greater engagement, lower turnover and better performance. Ongoing refinement of our instructor development programs and teaching methods keeps our officer training among the best-taught, most comprehensive and up-to-date in the security industry year after year.

G4S' training program is designed for the experienced-based officers assigned to your account and includes the following:

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SECURITY PROGRAM IMPLEMENTATION

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Summary of Training		Description
Pre-assignment Training	USO: 24	<ul style="list-style-type: none"> Security preparedness, documentation, communication, patrolling techniques and other security competencies Legal authority and powers of arrest; law enforcement interactions Customer service; safety and first aid; public relations
On-the-Job Training (OJT)	USO: 8	<ul style="list-style-type: none"> On post, application of classroom-taught lessons Learning site-specific security per post orders Supported by our <i>Focus on Security</i> training publications
In-Service / Refresher Training	USO: 8	<ul style="list-style-type: none"> Refresher training of site-specific security per post orders Critical topics from G4S North America Training Institute's library

Training Process

Prior to their first day on County of Craighead's facilities, all new security officers will complete *pre-assignment training* covering the duties, physical requirements, technologies and other demands they will face as security officers. Courses will be taught by the local Arkansas certified security training instructor who will take questions and lead participants in a security-focused curriculum.

Because each security site is different and every post is unique, *on-the-job training* (OJT) is a critical component of ensuring lessons from training are applied in the field. Once on site, officers will begin a customized training program, hands-on and supervised, that relates their preparation to County of Craighead-specific challenges.

Learning does not end after pre-assignment and on-the-job training. *In-service* or *refresher training* will update officers on the direction County of Craighead security program is taking, communicate changes to policies and procedures, and ensure they understand how new policies will affect how they perform their job. Refresher training is delivered by G4S site supervisors or the local Kansas City trainer, who will work with County of Craighead to determine the required subject matter. This training will occur quarterly, as is preferred by County of Craighead.

Dale Carnegie Security Service Training

We have joined with Dale Carnegie Training, a learning institution specializing in leadership and communications, to develop a customer service training curriculum for the security industry. This course teaches security officers to better engage with visitors and patrons of your security sites so that they will make better first impressions, build loyalty for your brand, and make your security presence as welcoming and helpful as it can be. All officers receive at least two hours of this instruction during pre-assignment training, with advanced customer service training available.

The Dale Carnegie training course fosters positive customer relationships and improves the communications skills of our security force, emphasizing attentiveness, assertiveness and courteousness on duty. The training teaches how to break through the misconception of security officers as unfriendly "rule enforcers" by elevating the level of service provided to guests and

SECURITY PROGRAM IMPLEMENTATION

customers. Participants demonstrate their learning to instructors by engaging in scenario-based interactive activities.

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DALE CARNEGIE®
TRAINING

Risk Management

Effective risk management strategies require vigilance throughout an organization, an effort G4S helps lead by providing highly competent security officers. We prioritize the hiring of personnel who have demonstrated diligence, prudence and professionalism and further train them to perform important risk management functions, which include:

- **Identification of new risks:** Conducting patrols and inspections, recording field observations, filing reports and adhering to procedures; discovering dangerous circumstances or out-of-place behavior and taking steps to prevent incidents before they occur
- **Management of crisis situations:** Following established protocols when incidents occur and directing non-security personnel in an emergency
- **Customized security procedures:** How an officer should control a security threat or incident often varies by organization. G4S personnel are trained in site-specific behaviors and security procedures so that risks are addressed in the manner most advantageous to County of Craighead

Officer Screening Process

G4S uses a rigid background screening process for all officers that includes a comprehensive criminal check based on 10 years of residential history; social security trace; 10-panel drug test; and verifications of identity, work authorization, employment history, and highest degree completed.

The following steps are included in our officer background screening:

- Identity Verification: Social Security Trace Report
- Criminal Check (7–10 years)
- National Criminal, Sex Offender, and Global Sanctions Check
- 7 Years of Activity (Employment, Unemployment, Education)
- Military Service (DD214)
- Driver's License (DMV) Check
- I-9 Verification
- Drug Screen
- Physical Examination
- Psychological Examination

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COUNTY & PROBATE COURT CLERK**SECTION 5 OFFICER UNIFORM****Officer Uniform Policy and Procedures**

A security officer's uniform creates a presence of authority and a sense of confidence in the security staff, visitors and the organization. G4S will work with County of Craighead to select appropriate styles and colors to ensure our officers uphold your standards and image.

We will provide uniforms, including appropriate foul weather gear, at no cost to the security officer and encourage the security officer to maintain a professional appearance. During pre-assignment training, officers are taught to how project a professional demeanor, including proper dress, grooming and uniform care.

Our *Security Officer Handbook* outlines G4S' policy on maintaining a professional image and appearance as summarized below:

- You must be neat and clean while on duty. You must wear only the complete uniform as prescribed by your supervisor. Any uniformed security personnel who become pregnant will be provided with appropriate uniform clothing to maintain a professional appearance. The area or branch office will be responsible for acquiring maternity pants and larger shirts through the Purchasing Department.
- If issued a hat, it is part of the official uniform and must be worn. Hair must be neatly combed and cut to accommodate wearing of the cap. Men's hair length should not extend beyond the shirt collar. Women should wear their hair in a neat fashion. Regarding male facial hair, a neatly trimmed mustache that does not extend beyond the width of the mouth and the lower lip is permitted. Neatly trimmed side-burns that do not extend beyond the lower part of the ear lobe are also permitted. Uniforms must be clean and presentable at all times. Badges must be worn with appropriate uniforms. If lockers are provided, the badge and uniform may be kept on the client's premises. Leather and brass must be polished.
- No insignias, emblems, buttons, or items other than those issued by the company may be worn on the uniform without expressed permission.
- Shoes must be made of black leather or comparable material. They must be polished. The shoe style must allow for safe and free movement as determined by your supervisor.
- Facial jewelry such as eyebrow/nose/lip rings, tongue studs, etc., are not professionally appropriate and must not be worn during working hours or anytime when in uniform. Earrings on men or oversized earrings on women are not permitted. Visible tattoos are not permitted.

Formal inspections by shift and area supervisors identify uniforms needing replacement, repair or new issue. Newly issued and replacement uniforms are provided at no cost or deposit to the security officer. Below we have provided some uniform options available to County of Craighead.

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Officers assigned to County of Craighead will be provided with the following equipment, including Secure Trax-enable devices (per client's request). Equipment described in the uniform components represent the law enforcement-style uniforms.

SHIRTS (LONG SLEEVE AND SHORT SLEEVE)
Tie
Pants w/Strips
Windbreaker
Rain Coat
Hat Badge
Belt Keepers
Silver Badge
Whistle, Hook, Chain
Base Belt

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SECURITY SERVICES QUOTE

CRAIGHEAD COUNTY COURTHOUSE – 511 UNION STREET JONESBORO, AR 72401 COUNTY & PROBATE COURT CLERK

Service	Bill & Wage Rate
Unarmed Uniformed Security Screener (Mon-Fri 0800-1700 @ 80 hpw)	Bill Rate: \$24.38 an hour Wage Rate: \$15.50 an hour

Spend (Excluding Holidays & Taxes)	
Weekly Spend	\$1,950.40
Monthly Spend	\$8,451.73
Annual Spend	\$101,420.80

Bill rate includes the following:

Two unarmed uniformed Security Officers as Security Screeners for the Craighead County Courthouse located in Jonesboro, AR from Monday-Friday 8:00am-5:00pm.

A signed Securitas Services Agreement (SSA) is required prior to start of service between client and company.

- Sales tax and holiday rates are not included in the above rate and will be added where applicable.
- Rates do include the following items:
 - * Security Officer wages
 - * Arkansas State Police licensing
 - * Payroll taxes
 - * General Liability
 - * Medical / Dental Insurance
 - * Vacations
 - * FICA – Federal Insurance Contributions Act
 - * FUI/SUI – Federal & State Unemployment Insurance
 - * Background investigations
 - * Local/State taxes
 - * Workers Compensation
 - * Cost of Risk
 - * Life Insurance
 - * Uniform expenses
 - * Vision 2.0 Smartphone

Leslie Bates
 Securitas Security Services USA
 District Manager
 4508 Stadium Blvd Suite C
 Jonesboro, AR 72404
 (cell) 870-530-0473
 (fax) 501-404-2118

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Investment Proposal – Rate Summary

JUN 02 2021

Securitas proposes the following rates for **Craighead County Courthouse, Jonesboro, AR**. These rates are all-inclusive as defined below and will remain in effect for a minimum of 60 days from 4/20/2021.

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COUNTY & PROBATE COURT CLERK

Note: Securitas bid is subject to our enclosed Exceptions. Securitas generally approves our Security Services Agreement (SSA) contract; however, any other modified agreement will be sent to Securitas Contracts Department for review prior to execution.

Position	HPW	Wage Rate	Bill Rate	Estimated Monthly	Estimated Annual
Security Officer	80	\$15.50	\$24.38	\$8,452	\$101,421

- **State Sales tax is not included in the rates above and will be added where applicable.**
- **Premium Rate: is 1.5 times the Standard Rate and is applicable for the following:**
 - Excess hours specified over contract with less than 72-hour notice.
 - All hours over forty hours worked by a specific security officer, as requested by client.
 - Recognized 9 major holidays (New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving, Christmas Day)
- **Rates include the following Client Benefits to provide superior customer service and support:**
 - SecuritasVision Mobile Device and SecuritasConnect Client Portal, all required components, software, and licenses
 - Dedicated District Manager for 24/7 support
 - Recruitment, background screening and hiring costs
 - Computer-based post orders, including client emergency response procedures
 - Monthly service review and planning meetings with local District Manager
 - 24-hour National Communications Center
 - General liability insurance coverage
 - Site-specific written test based on post orders and client policies
 - Learning Management System to track completed courses and test scores
- **Rates include the following Officer Benefits to be the top employer of choice:**
 - Free Complete uniforms for each season, including replacements as needed
 - Competitive employee wages, plus all payroll taxes and insurance
 - Healthcare, 401(k), dental, and vision benefits
 - Free life insurance and paid vacations
 - Enhanced health benefits including Livongo, Omada, and a new Employee Assistance Program
 - Financial benefits including Smart Dollar and our employee purchase/discount program
 - Qualification for the Securitas Lead Program through Purdue University Global
 - Introductory, pre-assignment and paid on-site training
 - Learning Management System to for ongoing education and career advancement
 - Excellence In Service performance recognition program

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*** See attached Exceptions ***

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EXCEPTIONS

We appreciate the generally fair and common sense approach in the Request for Proposal, but we do have a few concerns, especially with the allocation of risk. Accordingly, we would like to clarify the following items in connection with our bid. Our bid is submitted with the understanding that these items will be incorporated into any agreement (the "Agreement") between Craighead County Courthouses ("Client") and Securitas Security Services USA, Inc. ("Vendor") and be controlling. ***Please note these items are important but negotiable.***

Thank you. We look forward to working with you towards a mutually-acceptable contract.

1. Vendor will defend, controlling such defense, and indemnify Client, and others to be defended or indemnified under the Agreement, against any claim or loss only to the extent the claim or loss is caused by the negligence of Vendor while acting within the scope of its specified duties. However, Vendor's liability will in no event exceed \$1 million. Further, Vendor will not be liable for any (a) punitive or consequential damages, (b) damages arising from events beyond the Vendor's reasonable control, or (c) injuries or deaths arising from any conditions of Client's premises. Additional insureds will only be covered by Vendor's insurance for liability assumed by Vendor in these Exceptions, subject to the terms of Vendor's insurance.
2. Notwithstanding anything to the contrary, in connection with the US Safety Act, each party waives all claims against the other for damages arising from or related to an act of terrorism, and the parties intend for this waiver to flow down to their respective contractors and sub-contractors.
3. Vendor may raise its rates on 30 days' written notice to account for any increases in (a) health care, benefit, or insurance costs, (b) costs arising from changes to laws, regulations, or insurance premiums, (c) SUI or similar taxes, or (d) any other imposed taxes, fees, costs or charges related to Vendor's services.
4. Any equipment/software provided by Vendor in connection with Vendor's services is for Vendor's use and will always be Vendor property. Vendor is not selling or leasing any of the equipment/software to Client, and Vendor will remove its equipment/software upon termination of the Agreement.
5. Vendor may terminate the Agreement, in whole or in part, without cause or penalty upon thirty days' written notice.

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COUNTY & PROBATE COURT CLERK

April 19, 2021

Al Haines
511 Union St. Suite 119
Jonesboro, AR 72401

RE: Security Solutions Proposal for Craighead County Courthouses

Mr. Haines,

On behalf of the entire Securitas Security Services team, thank you for providing us the opportunity to present our qualifications in response to your security program request. We are extremely confident our depth of resources and desire for service excellence will meet and exceed your expectations. Based on our discussions, we believe the following items will allow Securitas to provide Craighead County Courthouses with the most value for its security investment:

- **Market Expertise:** Securitas is the most locally focused national provider of security services in North America and has the policies, procedures, and knowledge base to provide outstanding service and support to Craighead County Courthouses. We are currently the trusted advisors and providers to over 350 organizations and associations throughout Central Florida alone. Through this experience we have developed property specific security best practices which will be implemented at Craighead County Courthouses through transition and ongoing.
- **Account Management:** A critical piece of any successful program is ensuring the on-site team receives leadership and support from local, area level management. Although Securitas is a large company, we aim to provide our customers with local, customized support. To that end, your property will be serviced by a dedicated District Manager and Operations/Human Resources team from our local area office. Each branch team handles a small portfolio of approximately 15 clients, versus the industry average of 50+ to ensure overall quality of service and provide close support for on-site staff.
- **On-Site Officer Team & Staffing:** Although all security companies hire from the same labor pool, our most recent statistics show we select less than 12% of applicants who apply. Our selectiveness allows us to provide our customers with higher caliber officers. The on-site officer team undergoes a rigorous hiring process and we look to find officers who will be the right fit specifically for Craighead County Courthouses. Officers receive extensive training prior to site assignment, on-the-job training prior to working alone, as well as ongoing training. In addition, Securitas offers an industry-leading benefits package and retention tools to minimize turnover. Additional information regarding each of these items can be found in our full proposal.

Experience with Account Startups & Transitions: Securitas managers are experts in transitions. In 2020, they transitioned over \$400 million in services from in-house private security and other contract security providers using our Excellence in Service process. This was accomplished without any major issues or disruption to our clients' operations. We have the processes and procedures in place including checklists, timelines, and responsibilities. Furthermore, all tasks are carefully detailed and specifically designed for each client to ensure the security program is effectively transitioned. The transition process continues beyond the start date to ensure ongoing deliverables and that expectations are fully met.

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Benefits and Incentive Programs

Securitas offers its security officers benefits/incentive programs that are unmatched in the security services industry. The benefits/incentives offered by Securitas to all eligible employees include the following:

Medical Plans

Securitas offers a medical plan to all full-time security officers that is compliant with the minimum value and affordability provisions of the Affordable Care Act (ACA) and applicable state/local laws. Our self-insured plans are administered by Anthem™. We also provide access to many regional HMOs where required. Detailed comparative information regarding coverage and premium costs for all plans is available.

Health Information and Assistance

Active participants in our self-insured health plans have 24-hour online and telephone access to a variety of information resources to help them manage their health care, including:

- Anthem Member Website www.anthem.com/ca.
- Find a Doctor.
- 24/7 NurseLine™.
- Estimate your Cost.
- Anthem ConditionCare™ disease management program.



Dental Plans

Securitas offers a choice of two dental plans through Aetna™. Both the Dental PPO and the DMO provide excellent coverage and are available to Securitas employees through payroll deduction. The DMO is not available in all areas.

Vision Care

All of our officers and their families are eligible for a full service vision program offering flat co-pays for eye exams, frames, lenses and contact lenses, as well as a variety of other vision related services. Plan participants have access to over 22,000 providers nationwide. This program is available to employees through payroll deduction.

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COUNTY & PROBATE COURT CLERK



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- Child and elder care assistance.
- Financial issues.
- Legal services.

Holiday Pay

Our officers receive premium wages for all work performed on specified holidays.

Paid Time Off / Vacations

Our most prevalent time off policy for full-time officers provides one week (40 hours) after one year, two weeks (80 hours) after five years, and three weeks (120 hours) after ten years of service. This policy may be amended to comply with the time off and/or vacation policy of the client, or with applicable state or local laws.

Uniforms

As standard company policy, all uniforms and equipment are furnished without charge or deposit to our security officers. Our uniforms are issued to employees at the local branch office designated to provide services to our clients. Each branch office maintains an appropriate supply of uniforms to satisfy the needs of security officers and clients. Employees do not pay for the cost of uniforms, but are responsible for the care and cleaning of the uniforms they receive. Any portion of the uniform that needs to be replaced is available at the local branch.

Payroll Choices

The Securitas Payroll Choices Program gives employees the option to receive their pay either by Direct Deposit or on a personalized Visa® Payroll Card, provided by Citi® Prepaid Services.

The benefits of the EPAY Card include:

- A better payroll payment alternative to employees over paper checks.
- Faster, safer and more flexible access to funds.
- Tools to manage their funds.
- Accommodating employees who may not have a bank account.
- Supporting the organization's green initiatives with a more eco-friendly payment method.

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- Financial issues.
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Level Two Training

Level Two focuses on career development and includes site-specific training as well as Securitas' premier Advanced Certification Training (ACT) Program and specialized industry-specific programs. A site-specific training program focusing directly on your requirements will be developed for Craighead County Courthouses upon our selection as your security partner. On-the-job training, conducted mostly on-site, is designed to instruct the officer on the specific requirements of the job. Specific training such as First Aid/CPR, AED, Fire Guard and Securitas Safe Driving Program (for those required to operate a vehicle as part of the job) will also be conducted at this time. Additional Level Two training programs include:

Site Orientation	AED/CPR/First Aid
Post Orders	Vertical Market Certification
Safe Driving Program	Metal Detectors/Wanding
Advanced Certification Training (ACT) 1	Firearms Instruction (if applicable)
Advanced Certification Training (ACT) 2	Work Stoppage Security
Advanced Certification Training (ACT) 3	In-Service Training
Customer Service	

Level Three Training

Level Three offers rigorous, specialized training for officers who seek professional development beyond Level Two. Working with their managers to select appropriate courses, officers may choose advanced study in topics such as homeland security, workplace violence, risk assessment, emergency management and more. Additional Level Three training programs include:

Workplace Violence	Professional Ethics
Loss Prevention	Harassment and Discrimination
Security Surveys and Risk Assessments	Teamwork and Leadership
Advanced Customer Service	Hazmat Awareness Level
Homeland Security Issues	Advanced Guarding Technology
Emergency Response	

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Advanced Certification Training (ACT)

Securitas has developed a three-part course of study known as our Advanced Certification Training Program (ACT 1, 2 and 3), which is designed to provide advanced training for each security officer. The ACT certification program is designed as three distinct curriculums, each with six to seven focused micro-learns. We will make these curricula available to all security officers at Craighead County Courthouses. We encourage our security officers to participate as an opportunity to further their security knowledge and to prepare them for advancement, both at Craighead County Courthouses and within Securitas.

Each ACT curriculum provides details of the security profession. Using the latest technology and solid learning theory, ACT e-Learning courses can be delivered anytime and anywhere a computer is available. It allows officers to progress at their own pace to learn the materials while receiving immediate feedback on their understanding and application of the lessons. The state-of-the-art ACT e-Learning courses are fully interactive and based on the "tell, show, do" approach to learning that lets officers apply the principles they are learning in computer-simulated situations. Lessons are reinforced with online quizzes and a final exam that gives instant feedback.

Upon receiving a satisfactory passing grade on each micro-learn in for the ACT 1 curriculum, the security officer is awarded a certificate. Upon completing the ACT 2 curriculum, a certificate and engraved "ACT Certified" nameplate is awarded. Successful completion of the ACT 3 curriculum earns the officer a certificate and uniform pin with the designation of "Professional Security Officer."

Our ACT Program includes the following micro-learns in each curriculum:

ACT 1	ACT 2	ACT 3
About Securitas	Report writing	Workplace violence
The professional security officer	Access control	Traffic Control & Parking Lot Security
Professional image & teamwork	Telephone & radio communications	Crowd control
Customer Service (three micro-learns)	Patrol techniques	Bomb threats
Post orders	Perimeter control	Law & Order
Limits to authority	Vehicle access control	Fire safety
Emergency Response	Introduction to Remote Guarding (Security Technology)	Information & Data Security (Security Technology)
SecuritasVision (Security Technology)		

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Annual Refresher Training

Securitas recognizes that a core base of security officer knowledge and critical skills is established as the foundation for success through basic, on-the-job and advanced training. Further, we recognize that certain critical skills require periodic re-certification to help ensure our security officers maintain consistently high levels of proficiency.

We are committed to working closely with Craighead County Courthouses to determine specific critical skills and knowledge that should be periodically reinforced and re-tested through annual training. In addition to standard refresher training (e.g. "Anti-Terrorism Awareness"), through the professional judgment of both of our organizations, we will determine those critical skills and tasks our personnel must be able to perform.

This will, in turn, suggest the subject matter appropriate to reinforce, such as first aid, CPR, legal restrictions, and responsibility and authority of security officers. Of course, emergency procedures and plans, as well as any new or changing information, laws, client relations, corporate policies and case law applicable to the performance or duties of our security officers are also appropriate and should be included.

The value to Craighead County Courthouses is that each officer will possess the necessary tools to provide excellent service at your facilities immediately upon assignment and as part of an on-going program.

Additional Value-Added Training Solutions

■ ■ Our training capabilities extend well beyond basic and on-the-job training.

In addition to our ACT and e-learning programs, Securitas has a wealth of training resources, from industry-specific specialized programs to our Professional Development Series – almost fifty courses designed to enhance general business skills. Hundreds of courses, videos and resource materials addressing terrorism awareness and homeland security are available from Securitas and America's front-line agencies, including guidelines and courses from ASIS International, FEMA, American Red Cross, Department of Homeland Security, FBI, Department of Justice and CiNet (Critical Information Network, formerly PSTN). We have access to additional innovative training materials to further enhance the skills and knowledge of our security officers, supervisors and managers. We can work closely with you to implement these additional, exciting, high-quality training resources at each Craighead County Courthouses site.

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COUNTY & PROBATE COURT CLERK

NOTICE TO BIDDERS

Craighead County is now accepting RFQ/RFP until 2:00 PM, April 20, 2021, local time, at the Craighead County Judge's office for the following:

Security Services Company to furnish Vendor Qualifications and Proposals for two qualified unarmed uniformed personnel to perform security screening tasks at the Craighead County Courthouse, 511 S. Main St and Craighead County Courthouse Annex, 511 Union St, Jonesboro, AR 72401 Monday thru Friday, 8:00AM to 5:00PM.

RFQ/RFP may be picked up at the County Judge's office, Craighead County Courthouse Annex, 511 Union St, Suite 119, Jonesboro, Arkansas, Monday through Friday, from 8:00 A.M until 5:00 P.M.

Proposals will be opened at 2:00 PM, April 20, 2021, local time, in the County Judge's office.

The County reserves the right to reject any or all bids/RFP or any part of any specific bid/RFP.

Bid/RFP specifications are available on the County Web Site at <https://www.craigheadcounty.org/businesses/bids-and-auctions>.

Al Haines
Purchasing Agent
Craighead County

Please run April 7 and 14, 2021.

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COURT CLERK

REQUEST RFQ and RFP FOR SECURITY SERVICES FOR CRAIGHEAD COUNTY COURTHOUSES

PROFESSIONAL QUALIFIED SECURITY SERVICES FOR CRAIGHEAD COUNTY COURTHOUSES

The County Craighead, State of Arkansas is requesting submissions of a list of Qualifications and Proposals for security service positions for the Craighead County Courthouse and the Craighead County Courthouse Annex located in Jonesboro, AR 72401.

All requests must be received by April 20, 2021, 2:00 PM local time and shall be sent to the following address.

Attention: County Judge Marvin Day
Craighead County Courthouse Annex
511 Union St. Suite 119.
Jonesboro, AR 72401

County of Craighead is seeking proposals for two qualified, unarmed, and uniformed Security Officers as Security Screeners for the Craighead County Courthouses, located at 511 South Main Street and 511 Union Street, Jonesboro AR 72401, Monday thru Friday 8:00 am to 5:00pm. A signed agreement will be required prior to start of service between client and vendor. Vendor will be responsible for all costs of personnel including, but not limited to; wages, Arkansas State Police licensing, payroll taxes, general liability, medical insurance, vacations, FICA, unemployment insurance, background investigations, local and state taxes, workers compensation, uniform expenses and all other costs associated with supplying and equipping qualified, unarmed, and uniformed security personnel. Craighead County will contract with the vendor and will not be responsible for any actions or costs of the security personnel assigned to the security screening services. Costs of security service to the county should be clearly documented.

The vendor shall at all times observe and comply with federal and State of Arkansas laws, local laws, ordinances, orders, and regulations existing at the time of, or enacted subsequent to, the execution of a resulting contract which in any manner affect the completion of the work. The vendor shall indemnify and save harmless the agency and all its officers, representatives, agents, and employees against any claim or liability arising from or based upon the violation of any such law, ordinance, regulation, order, or decree by an employee, representative, or sub-contractor of the vendor. The provider agrees to the Performance Based Contracting standards.

All questions regarding the qualifications and bid proposal security services request should be directed to Al Haines, Purchasing Agent, at ahaines@craigheadcounty.org or by telephone at 870.933.4500. Submitting firms shall be in good standing and licensed to do business within the State of Arkansas to provide requested services pursuant to Arkansas Code Annotated Section 19-11-802. Craighead County reserves the right to reject any or all RFQs and RFP's security services, and to waive irregularities therein, and all parties submitting shall agree that such rejection shall be without liability on the part of Craighead County for any damage or claim brought by any submitting party because of such rejections, nor shall the party submitting seek any recourse of any kind against Craighead County because of such rejections.

RFQ and RFP requested security services is available to view on the Craighead County website at <https://www.craigheadcounty.org/businesses/bids-and-auctions>.

Al Haines
Purchasing Agent
Craighead County

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2021

Jonesboro Sun
 Jonesboro Sun, Daily Press, Evening Times
 PO Box 1200
 Paducah, KY 42002-1200

1-00000359

ADVERTISING INVOICE / STATEMENT

FILED

JUN 02 2021

BILLING DATE	TERMS OF PAYMENT
05/02/2021	Standard Terms

*****AUTO**ALL FOR AADC 380
 CRAIGHEAD COUNTY JUDGES OFFICE
 511 Union St Ste 119
 Jonesboro, AR 72401-2863

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COUNTY & PROBATE COURT CLERK

BILLED ACCOUNT NO	AGENCY/CLIENT
00013658	00013658
NAME OF AGENCY/CLIENT	
CRAIGHEAD COUNTY JUDGES OFFICE	

DATE	AD #	TRANS #	DESCRIPTION	INS	UNITS	AMOUNT	TOTAL
04/07/2021	70025678	300059481	Balance Forward			404.30	404.30
04/14/2021	70025678	300070325	NOTICE TO BIDDERS Craighead Co - 124JSD1 Jonesboro Sun - NOTICE TO	1	4.94 in	100.10	504.40
04/27/2021	70043696	300094173	NOTICE TO BIDDERS Craighead Co - 124JSD1 Jonesboro Sun - NOTICE TO	1	4.94 in	100.10	604.50
04/29/2021		400072305	NOTICE TO BIDDERS Craighead Co - 124JSD1 Jonesboro Sun - NOTICE TO	1	4.11 in	78.65	683.15
			Payment Check 084986 Lockbox Import			-404.30	278.85

RECEIVED

MAY 07 2021

FROM
 CRAIGHEAD COUNTY
 JUDGE'S OFFICE

APRIL 2021	AGING			
	March 2021	February 2021	January 2021	
\$ 278.85	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00

TOTAL NET AMOUNT DUE
\$ 278.85

PLEASE RETURN THIS PORTION
 WITH YOUR REMITTANCE

If you desire to charge this amount to your credit card, please complete the following information and return to the address below: [] Visa [] Mastercard [] Discover [] American Express
 Acct# _____ Exp Date: _____
 Signature _____

PMG underwent a system upgrade on March 24. You will see your balance transferred from the old system on that date.

BILLED ACCOUNT NO	BILLED ACCOUNT NAME	AMOUNT DUE
124 00013658	CRAIGHEAD COUNTY JUDGES OFFICE	\$ 278.85

REMIT TO
 Jonesboro Sun
 c/o Paxton Media Group
 PO Box 1200
 Paducah, KY 42002-1200
 Phone: 270-575-8731
 Fax: 270-575-8726

Payment in full is due upon receipt of the statement. A service charge on all balances over 30 days will be computed by a 'Periodic Rate' of 1-1/2% per month, which is an ANNUAL PERCENTAGE RATE OF 18%, this applies to the previous balance after deducting current payments and credits appearing on your statement. Refunds less than \$10.00 will be refunded electronically, donated to NIE, or collected in cash at the newspaper.

Remittance Advice

000136580000000000027885

Billing Date
 05/03/2021

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JUN 02 2021

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COUNTY & PROBATE COURT CLERK

The Jonesboro Sun

DAILY AND SUNDAY

Proof of Publication

STATE OF ARKANSAS
COUNTY OF CRAIGHEAD

I, Matthew Smith solemnly swear that I am-classified director of the JONESBORO SUN daily newspaper of general circulation printed in the Western District of Craighead County and I was such classified advertising manager at the date of publication hereinafter stated, and that said newspaper had a bonafide circulation in such county at said dates, and had been regularly published in said county for the period of one month next before the date of the first publication of the advertisement hereto affixed, and that said advertisement was published in said

newspaper 1 times once a-week for 2

weeks consecutively, the first insertion therein having been made on the

7 day of April, 2020

2nd insertion 14 day of April, 2020

3rd insertion _____ day of _____

4th insertion _____ day of _____

5th insertion _____ day of _____

6th insertion _____ day of _____

7th insertion _____ day of _____

Matthew Smith *Matthew Smith*

Sworn to and subscribed before me this 14 day of April, 2020

Janet Melton

1000-0100-3040

My commission expires 9-6-22

Fee for print, \$ _____

Cost of Proof \$ 200.20

Rec'd Payment \$ _____

Total --- \$ 200.20



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COUNTY & PROBATE COURT CLERK

Paxton Media Group
201 South 4th Street Paducah, KY 42003

CRAIGHEAD COUNTY JUDGES OFFICE
511 UNION STE 119
JONESBORO, AR 72401

Class Liner Ad #70025678 Summary:

Slug Line: NOTICE TO BIDDERS Craighead Co
Size: 1.00 x 4.94

Publication Cost	\$200.20
Adjustments	\$0.00
Net Cost	\$200.20
Prepaid Amount	\$0.00
Amount Due	\$200.20

Order Detail:

Publication	Start	Stop	Insertions	Cost	Adjustments	Total
124JSD1 Jonesboro Sun	4/7/21	4/14/21	2	200.20	0.00	200.20

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NOTICE TO BIDDERS

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Al Haines
Purchasing Agent
Craighead County

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NOTICE TO BIDDERS

Craighead County is now accepting RFQ/RFP until 2:00 PM, April 20, 2021, local time, at the Craighead County Judge's office for the following:

Security Services Company to furnish Vendor Qualifications and Proposals for two qualified un-armed uniformed personnel to perform security screening tasks at the Craighead County Courthouse, 511 S. Main St. and Craighead County Courthouse Annex, 511 Union St., Jonesboro, AR 72401 Monday thru Friday, 8:00AM to 5:00PM

RFQ/RFP may be picked up at the County Judge's office, Craighead County Courthouse Annex, 511 Union St, Suite 119, Jonesboro, Arkansas, Monday through Friday, from 8:00 A.M. until 5:00 P.M.

Proposals will be opened at 2:00 PM, April 20, 2021, local time, in the County Judge's office.

The County reserves the right to reject any or all bids/RFP or any part of any specific bid/RFP

Bid/RFP specifications are available on the County Web Site at <https://www.craigheadcounty.org/businesses/bids-and-auctions>.

Al Haines
Purchasing Agent
Craighead County

AA12
2/1

AFFP
NOTICE TO BIDDERS Craighead Co

FILED

JUN 02 2021

LESLI PENNY

COUNTY & PROBATE COURT CLERK

RECEIVED

MAY 03 2021

FROM
CRAIGHEAD COUNTY
JUDGE'S OFFICE

Affidavit of Publication

STATE OF AR }
COUNTY OF CRAIGHEAD } SS

Matthew Smith, being duly sworn, says:

That he is Classified Director of the Jonesboro Sun, a daily newspaper of general circulation, printed and published in Jonesboro, Craighead County, AR; that the publication, a copy of which is attached hereto, was published in the said newspaper on the following dates:

April 27, 2021

NOTICE TO BIDDERS
Craighead County is now accepting bids until 2:00 PM, May 11, 2021, local time, at the Craighead County Judge's office for the following:

Asphalt paving and patching overlay of various roads in Craighead County, Arkansas.

Bid specifications may be picked up at the County Judge's office, Craighead County Courthouse Annex, 511 Union St, Suite 119, Jonesboro, Arkansas, Monday through Friday, from 8:00 A.M until 5:00 P.M.

Bids will be opened at 2:00 PM, May 11, 2021, local time, in the County Judge's office.

The County reserves the right to reject any or all bids or any part of any specific bid.

Bid specifications are available on the County Web Site at www.craigheadcounty.org

Al Haines
Purchasing Agent Craighead County

Publisher's Fee: \$ 78.65

That said newspaper was regularly issued and circulated on those dates.

SIGNED:

Matthew Smith

Subscribed to and sworn to me this 27th day of April 2021.

Janet Melton
Janet Melton, Notary Public 9/6/2022

00013656 70043696



CRAIGHEAD COUNTY JUDGES OFFICE
511 UNION STE 119
JONESBORO, AR 72401

AA/12
2/2

Fund 1000 + 2000

Department 0100 + 0200

Line Item 2040

Claim No. _____

Jonesboro San
CRAIGHEAD COUNTY
SPECIAL FUNDS

Examined and Allowed in the

Sum of 27885 Dollars

and ordered paid out of
SPECIAL FUNDS

this _____ day of _____, 20____

County Judge

278
2/13