

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt payment discount of .5% 20, Net 30 Days

Alaska Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2017 Rev 15 Dated 06-13-2011 Statewide	Wage Level:	\$15.91	\$18.14	\$26.28	\$15.59	\$18.64	\$20.14	\$24.04
	Billing Rate:	\$30.38	\$33.94	\$46.31	\$26.80	\$31.59	\$33.62	\$38.89
	Overtime Rate:	\$42.53	\$47.52	\$64.83	\$37.52	\$44.23	\$47.07	\$54.45

Note: All figures are hourly or hourly equivalent for salaried employees.
 This Wage Determination uses \$3.59 Health & Welfare Rate.

Note: Wage Determination includes 11 holidays

GSA Rates for Alaska Statewide that incorporates the current prevailing CBA and Wage Determination Items and allows for consolidation of overhead and management expenses per FPS standards while the rates shown above do not allow for the current CBA, expense consolidation, and FPS standards for federal buildings.

FPS SPECIFICATIONS ONLY		Comb.	Unarmed	Armed(Secret)	Supervisory	TAS Armed	TAS Unarmed	Emergency	Vehicle SUV
		Basic	N/A	N/A			N/A		
CBA -2009-2725 Rev 0 Effective 04-24-2009 Per FPS facilities May 2009	Wage Level:	\$23.39	N/A	N/A	\$25.11	\$23.36	N/A	\$23.36	
	Billing Rate:	\$42.75	N/A	N/A	\$39.54	\$54.51	N/A	\$40.76	\$1,500/month
	Overtime Rate:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL UPDATE ACCORDINGLY									

Rates assume exemption from State Tax, but may allow for local municipal taxes
 Figures use CBA Health & Welfare Rate of \$3.66 per hour, plus pension and other benefits.
 Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption.

Prompt Payment Discount of .5% 20, Net 30 days
Colorado Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2079 Rev #12 Dated 6/13/2011 Colorado Springs Area	Wage Level:	\$12.99	\$15.25	\$20.70	\$12.60	\$15.75	\$17.25	\$21.63
	Billing Rate:	\$23.38	\$26.52	\$33.86	\$22.69	\$27.20	\$29.22	\$34.74
	Overtime Rate:	\$32.73	\$37.13	\$47.40	\$31.77	\$38.08	\$40.91	\$48.64
#2005-2081 Rev #11 Dated 6/13/2011 Denver Metro Area	Wage Level:	\$13.19	\$21.32	\$27.27	\$13.39	\$21.82	\$23.32	\$24.04
	Billing Rate:	\$23.65	\$34.70	\$42.71	\$23.75	\$32.76	\$34.78	\$37.99
	Overtime Rate:	\$33.11	\$48.58	\$59.79	\$33.25	\$45.86	\$48.69	\$53.19
#2005-2083 Rev #13 Dated 09/09/2011 South and West Rural	Wage Level:	\$13.69	\$15.31	\$20.47	\$10.64	\$15.81	\$17.31	\$19.23
	Billing Rate:	\$24.32	\$26.61	\$33.55	\$20.00	\$26.42	\$28.44	\$31.51
	Overtime Rate:	\$34.05	\$37.25	\$46.97	\$28.00	\$36.99	\$39.82	\$44.11
#2005-3009 Rev #13 Dated 6/13/2011 Fort Collins/Larimer Cty	Wage Level:	\$11.67	\$17.87	\$24.11	\$14.35	\$18.37	\$19.87	\$24.04
	Billing Rate:	\$21.60	\$30.05	\$38.45	\$25.04	\$30.73	\$32.75	\$37.99
	Overtime Rate:	\$30.24	\$42.07	\$53.83	\$35.06	\$43.02	\$45.85	\$53.19

Note: All figures are hourly or hourly equivalent for salaried employees.

H&W Rate is \$3.59 per hour

Wage Determination includes 10 holidays

GSA Rates for Department of Commerce Site that allows for current Wage Determinations and allows for consolidation of overhead and management expenses and training per Department of Commerce standards for the Boulder NOAA Site specifications while the rates shown above do not reflect consolidation and DOC specifications.

DOC/NOAA Specifications Only		Guard I	Guard II	Alarm Monitor (Dispatch)	Combined
#2005-2081 Rev #10 Dated 09/01/2010 Boulder County	Wage Level:	\$13.19	\$21.32	\$20.94	\$21.32
	Billing Rate:	N/A	\$38.29	\$37.10	\$38.40
	Overtime Rate:	N/A	\$57.44	\$55.65	\$57.60

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Prompt Payment Discount of .5% 20, Net 30 days

Connecticut Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2087 Rev 14 Dated 06/13/2011 Hartford Area	Wage Level:	\$13.99	\$19.25	\$27.33	\$16.86	\$19.75	\$21.25	\$28.85
	Billing Rate:	\$26.87	\$34.72	\$46.62	\$30.93	\$35.45	\$37.66	\$48.59
	Overtime Rate:	\$38.96	\$50.34	\$67.60	\$44.85	\$51.40	\$54.61	\$70.46
#2005-2089 Rev 17 Dated 06/13/2011 Statewide (-)	Wage Level:	\$13.83	\$19.88	\$27.19	\$13.69	\$20.38	\$21.88	\$28.85
	Billing Rate:	\$26.63	\$35.65	\$46.41	\$26.26	\$36.38	\$38.59	\$48.59
	Overtime Rate:	\$38.61	\$51.69	\$67.29	\$38.08	\$52.75	\$55.96	\$70.46
#2005-3027 Rev 10 Dated 06/13/2011 New Haven Area	Wage Level:	\$17.98	\$20.36	\$30.66	\$14.82	\$20.86	\$22.36	\$28.85
	Billing Rate:	\$32.75	\$36.33	\$51.50	\$27.92	\$37.07	\$39.28	\$48.59
	Overtime Rate:	\$47.49	\$52.68	\$74.68	\$40.48	\$53.75	\$56.96	\$70.46

Note: All figures are hourly or hourly equivalent for salaried employees.
 These Wage Determinations use \$3.59 per hour Health and Welfare Rates

All Wage Determinations have 11 Holidays

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Prompt Payment Discount of .5% 20, Net 30 days

Washington D.C. Captial Region Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2103 Rev 11	Wage Level:	\$12.71	\$20.57	\$24.72	\$14.88	\$21.07	\$22.57	\$28.85
Dated 06/13/2011	Billing Rate:	\$22.71	\$33.14	\$38.75	\$25.42	\$33.91	\$35.90	\$43.97
Capital Region	Overtime Rate:	\$32.93	\$48.05	\$56.19	\$36.86	\$49.17	\$52.06	\$63.76

Note: Wage Determination includes 10 Holidays

Note: All figures are hourly or hourly equivalent for salaried employees.

\$3.59 as the H & W Rate.

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Prompt Payment Discount of .5% 20, Net 30 days
Idaho Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2159 Rev 12	Wage Level:	\$13.20	\$15.80	\$19.91	\$11.17	\$16.30	\$17.80	\$24.04
Dated 06/13/2011	Billing Rate:	\$26.06	\$30.19	\$36.45	\$22.97	\$31.30	\$33.59	\$39.63
Statewide	Overtime Rate:	\$37.79	\$43.78	\$52.85	\$33.31	\$45.39	\$48.71	\$57.46

Note: All figures above are hourly or hourly equivalent for salaried employees. **Wage Determination includes at least 10 holidays**
 \$3.59 as the H & W Rate.

These GSA Rates below for Idaho - Eastern Washington State incorporate appropriate CBA's and current Wage Det and allow for specific locations and consolidation of overhead and management expenses per Federal Protective Service (FPS) standards and RFP's while the other rates shown above do not allow consolidation and FPS standards.

FPS Specifications ONLY RFP dated June 25 09	SITES>> Union/CBA's>> Type Position Armed?>>	Local #5 SPFPA PSO II Armed	Local #11 SPFPA PSO II Armed	Local #14 SPFPA PSO II Armed	Statewide Suprvisor Armed	Statewide TAS Services	Statewide Emergency Services	PM	Vehicle SUV Billed Per Month
Statewide Locations FPS Sites only	Ave Wage Lvl.:	\$21.60	\$20.10	\$20.10	\$23.03	\$21.60	\$21.60	\$28.85	Separate
	Billing Rate:	\$41.74	\$41.74	\$41.74	\$41.74	\$55.22	\$48.24	\$44.72	\$1,500/month
	Overtime Rate:	\$60.52	\$60.52	\$60.52	\$60.52	N/A	N/A	\$64.84	N/A

WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL UPDATE ACCORDINGLY

Note: The figures above incorporate 3 CBA's with the locals of each Union. Each CBA has its own wage and benefit scales, and the wage are the average with seniority dates as of 2009.

Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption. Assumes providing a vehicle with complete responsibility for acquisition, maintenance, fuel, and insurance. Driver hours will be paid and billed separately using the shown rates at the appropriate location.

Wage determination includes 10 Holidays

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Prompt Payment Discount of .5% 20, Net 30 days

Indiana Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr	
#2005-2183 Rev 11	Wage Level:	\$10.53	\$13.28	\$16.60	\$11.65	\$13.78	\$15.28	\$16.83	
Dated 06/13/2011	Billing Rate:	\$19.86	\$23.63	\$28.05	\$21.19	\$24.49	\$26.29	\$34.48	
South-Central Area	Overtime Rate:	\$28.80	\$34.26	\$40.67	\$30.73	\$35.51	\$38.12	\$50.00	
#2005-2185 Rev 11	Wage Level:	\$10.34	\$12.23	\$17.91	\$11.16	\$12.73	\$14.23	\$16.83	
Dated 6/13/2011	Billing Rate:	\$19.61	\$22.23	\$29.79	\$20.54	\$22.89	\$24.89	\$34.48	
North-Central,Elkhart,Kosciusko	Overtime Rate:	\$28.43	\$32.23	\$43.20	\$29.78	\$33.19	\$36.09	\$50.00	
#2005-2187 Rev 11	Wage Level:	\$11.06	\$13.60	\$16.68	\$10.83	\$14.10	\$15.60	\$16.83	
Dated 06/13/2011	Billing Rate:	\$20.57	\$24.05	\$28.15	\$20.10	\$24.72	\$26.72	\$34.48	
Southwest, Evansville,	Overtime Rate:	\$29.83	\$34.87	\$40.82	\$29.15	\$35.84	\$38.74	\$50.00	
#2005-2189 Rev 11	Wage Level:	\$12.10	\$16.13	\$17.57	\$11.78	\$16.63	\$18.13	\$19.23	
Dated 06/13/2011	Billing Rate:	\$21.95	\$27.42	\$29.34	\$21.36	\$28.09	\$30.08	\$31.28	
NE - Fort Wayne Area	Overtime Rate:	\$31.83	\$39.76	\$42.54	\$30.97	\$40.73	\$43.62	\$45.36	
#2005-2191 Rev 11	Wage Level:	\$12.10	\$15.44	\$28.70	\$12.73	\$15.94	\$17.44	\$19.23	
Dated 06/13/2011	Billing Rate:	\$21.95	\$26.45	\$44.16	\$22.63	\$27.12	\$29.11	\$31.28	
NW - Gary/Chicago Lake Co.	Overtime Rate:	\$31.83	\$38.35	\$64.03	\$32.81	\$39.32	\$42.21	\$45.36	
#2005-2193 Rev 12	Wage Level:	\$12.58	\$17.22	\$19.65	\$13.22	\$17.72	\$19.22	\$21.63	
Dated 06/13/2011	Billing Rate:	\$22.59	\$28.87	\$32.11	\$23.28	\$29.54	\$31.54	\$34.48	
Central Area - Indianapolis	Overtime Rate:	\$32.76	\$41.86	\$46.56	\$33.76	\$42.83	\$45.73	\$50.00	
**** 12 Hol	#2005-2195 Rev 12	Wage Level:	\$14.89	\$16.66	\$16.71	\$10.95	\$17.16	\$18.66	\$19.23
Dated 06/13/2011	Billing Rate:	\$25.80	\$28.27	\$28.34	\$20.35	\$28.94	\$30.96	\$31.45	
North Central Area - Kokomo	Overtime Rate:	\$37.41	\$40.99	\$41.09	\$29.51	\$41.96	\$44.89	\$45.60	
#2005-2197 Rev 11	Wage Level:	\$10.96	\$13.10	\$16.73	\$10.82	\$13.60	\$15.10	\$16.83	
Dated 06/13/2011	Billing Rate:	\$20.44	\$23.39	\$28.22	\$20.08	\$24.05	\$26.05	\$34.48	
North Central - South Bend	Overtime Rate:	\$29.64	\$33.92	\$40.92	\$29.12	\$34.87	\$37.77	\$50.00	
**** 11 Hol	#2005-2223 Rev 13	Wage Level:	\$12.83	\$16.01	\$17.26	\$12.25	\$16.51	\$18.01	\$19.23
Dated 06/13/2011	Billing Rate:	\$22.98	\$27.33	\$29.00	\$22.04	\$28.00	\$30.00	\$31.36	
S-Central Jeffersonville area	Overtime Rate:	\$33.32	\$39.63	\$42.05	\$31.96	\$40.60	\$43.50	\$45.47	
#2005-2413 Rev 11	Wage Level:	\$12.02	\$18.00	\$24.65	\$11.98	\$18.50	\$20.00	\$21.63	
Dated 06/13/2011	Billing Rate:	\$21.85	\$29.91	\$38.77	\$21.63	\$30.58	\$32.57	\$34.48	
SE Corner - Franklin,Ohio	Overtime Rate:	\$31.68	\$43.37	\$56.22	\$31.36	\$44.34	\$47.23	\$50.00	
**** 11 Hol	#2005-2419 Rev 15	Wage Level:	\$13.11	\$17.82	\$21.92	\$12.86	\$18.32	\$19.82	\$21.63
Dated 06/13/2011	Billing Rate:	\$23.36	\$29.75	\$35.23	\$22.86	\$30.42	\$32.42	\$34.48	
East Central - Richmond	Overtime Rate:	\$33.87	\$43.14	\$51.08	\$33.15	\$44.11	\$47.01	\$50.00	

Wages and Rates Summary

SIN 246-54 Guard Services
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Note: All figures are hourly or hourly equivalent for salaried employees.
 These Wage Determinations use a \$3.59 Health & Welfare Rate.

*** Wage Determinations for 2005-2223 and 2005-2419 include 11 Holidays WD 2005-2195 Includes 12 Holidays**

GSA Rates for one specific contract below that allows for a current CBA and allows for consolidation of overhead and management expenses and training per GSA/DOC standards for specific site specifications. The rates shown above do not reflect consolidation and do not include overhead management and expenses such as vehicles.

Census Bureau Uses below CBA		Combined DOC/Census	
**** 11 Ho	IGUA Local #143	Wage Level:	\$18.78
	Dated 10/01/2010	Billing Rate:	\$29.80
	Jeffersonville IN	Overtime Rate:	\$43.21

Federal Supply Schedule
Contract # GS-07F-0690N

Wages and Rates Summary
SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

C and D Enterprises, Inc.
Effective Jan 01 2012

Federal Supply Schedule
Contract # GS-07F-0690N

Wages and Rates Summary
SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

C and D Enterprises, Inc.
Effective Jan 01 2012

Prompt Payment Discount of .5% 20, Net 30 days

Louisiana Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2229 Rev 11 Dated 6/13/2011 Central Parishes Louisiana	Wage Level:	\$10.44	\$13.86	\$15.65	\$10.13	\$14.36	\$15.86	\$19.23
	Billing Rate:	\$23.33	\$29.08	\$31.99	\$22.83	\$30.26	\$32.70	\$35.23
	Overtime Rate:	\$33.83	\$42.17	\$46.39	\$33.10	\$43.88	\$47.42	\$51.08
#2005-2231 Rev 12 Dated 06/13/2011 Baton Rouge Area - SE	Wage Level:	\$11.47	\$13.12	\$15.40	\$10.56	\$13.62	\$15.12	\$24.04
	Billing Rate:	\$25.01	\$27.88	\$31.59	\$23.52	\$29.06	\$31.50	\$42.31
	Overtime Rate:	\$36.26	\$40.43	\$45.81	\$34.10	\$42.14	\$45.68	\$61.35
#2005-2233 Rev 14 Dated 06/13/2011 New Orleans Area - SE	Wage Level:	\$10.51	\$13.71	\$14.99	\$11.35	\$14.21	\$15.71	\$24.04
	Billing Rate:	\$23.33	\$28.72	\$30.81	\$24.70	\$29.90	\$32.46	\$42.31
	Overtime Rate:	\$33.83	\$41.64	\$44.67	\$35.82	\$43.36	\$47.07	\$61.35
#2005-2235 Rev 13 Dated 06/13/2011 Shreveport-Northern Parishes	Wage Level:	\$10.52	\$12.94	\$17.74	\$9.82	\$13.44	\$14.94	\$19.23
	Billing Rate:	\$23.46	\$27.59	\$25.39	\$22.32	\$28.77	\$31.21	\$35.23
	Overtime Rate:	\$34.02	\$40.01	\$36.82	\$32.36	\$41.72	\$45.25	\$51.08
#2005-2505 Rev 13 Dated 06/13/2011 Lake Charles Area - SW	Wage Level:	\$11.28	\$13.94	\$21.58	\$10.93	\$14.44	\$15.94	\$19.23
	Billing Rate:	\$24.70	\$29.21	\$41.64	\$24.13	\$30.39	\$32.83	\$35.23
	Overtime Rate:	\$35.82	\$42.35	\$60.38	\$34.99	\$44.07	\$47.60	\$31.75

GSA Rates for Louisian Statewide that incorporates 3 CBA's and Wage Determinations Statewide and allows for consolidation of overhead and management expenses per FPS Standards while the other rates shown above do not.

FPS SPECIFICATIONS ONLY		CBA	CBA	CBA	Wage Det	Wage Det	Supervisor	Project Mgr
		09-2611	07-0248	07-1370	2005-2231 R6	2005-2505 R7		
3 CBA's and 2 Wage Determinations Per FPS facilities May 2009	Wage Level:	\$16.75	\$15.50	\$17.50	\$13.12	\$12.69	\$18.50	\$31.25
	Billing Rate:	\$35.64	\$35.64	\$35.64	\$35.64	\$35.64	\$35.64	\$35.64
	Overtime Rate:	\$53.46	\$53.46	\$53.46	\$53.46	\$53.46	\$53.46	\$53.46
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY								

Note: All figures are hourly or hourly equivalent for salaried employees.
These Wage Determinations (Except Union/FPS) use \$3.59 Health & Welfare Rate

All rates assum 5.5% Parish Sales Tax, and assum Federal Exemption from State Sales Tax

Wage Determination includes at least 10 paid holidays/year

Wages and Rates Summary

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Prompt Payment Discount of .5% 20, Net 30 days

Massachusetts Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2253 Rev 12 Dated 06/13/2011 Central Area	Wage Level:	\$12.39	\$15.92	\$23.06	\$12.83	\$16.42	\$17.92	\$24.03
	Billing Rate:	\$24.04	\$29.23	\$39.53	\$24.51	\$29.95	\$32.12	\$40.54
	Overtime Rate:	\$34.86	\$42.38	\$57.32	\$35.54	\$43.43	\$46.57	\$58.78
#2005-2255 Rev 13 Dated 06/13/2011 Boston Area	Wage Level:	\$15.85	\$18.95	\$25.91	\$14.66	\$19.45	\$20.95	\$26.44
	Billing Rate:	\$28.95	\$33.51	\$43.52	\$27.08	\$34.23	\$36.39	\$44.01
	Overtime Rate:	\$41.98	\$48.59	\$63.10	\$39.27	\$49.63	\$52.77	\$63.81
#2005-2257 Rev 15 Dated 06/13/2011 Essex Cty- NE Area	Wage Level:	\$15.85	\$18.95	\$25.91	\$14.66	\$19.45	\$20.95	\$26.44
	Billing Rate:	\$28.95	\$33.51	\$43.52	\$27.08	\$34.23	\$36.39	\$44.01
	Overtime Rate:	\$41.98	\$48.59	\$63.10	\$39.27	\$49.63	\$52.77	\$63.81
#2005-2259 Rev 12 Dated 06/13/2011 Cape Cod/SE Area	Wage Level:	\$15.85	\$18.95	\$25.91	\$14.66	\$19.45	\$20.95	\$26.44
	Billing Rate:	\$28.41	\$32.94	\$42.95	\$26.57	\$33.66	\$35.82	\$44.01
	Overtime Rate:	\$41.19	\$47.76	\$62.28	\$38.53	\$48.81	\$51.94	\$63.81
#2005-2261 Rev 13 Dated 06/13/2011 Springfield/West Area	Wage Level:	\$13.41	\$18.61	\$21.81	\$14.46	\$19.11	\$20.61	\$24.03
	Billing Rate:	\$25.51	\$33.11	\$37.73	\$26.86	\$33.83	\$36.00	\$39.16
	Overtime Rate:	\$36.99	\$48.01	\$54.71	\$38.95	\$49.05	\$52.20	\$56.78
#2005-2263 Rev 15 Dated 06/13/2011 Worcester County	Wage Level:	\$15.85	\$18.95	\$25.91	\$14.66	\$19.45	\$20.95	\$26.44
	Billing Rate:	\$28.95	\$33.51	\$43.52	\$27.08	\$34.23	\$36.39	\$44.01
	Overtime Rate:	\$41.98	\$48.59	\$63.10	\$39.27	\$49.63	\$52.77	\$63.81

Note: All figures are hourly or hourly equivalent for salaried employees.
 These Wage Determinations us \$3.59 as Health & Welfare Rate

Wage Det 2005-2253 & 2005-2261 have 11 Holidays

Wages and Rates Summary

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Prompt Payment Discount of .5% 20, Net 30 days

Maryland Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2095 Rev 11 Dated 06/13/2011 Salisbury/SE Shore	Wage Level:	\$13.43	\$15.02	\$16.99	\$11.91	\$15.52	\$17.02	\$24.04
	Billing Rate:	\$25.16	\$27.51	\$30.31	\$22.83	\$28.22	\$30.35	\$40.04
	Overtime Rate:	\$36.48	\$39.89	\$43.95	\$33.10	\$40.92	\$44.01	\$58.06
#2005-2097 Rev 13 Dated 06/13/2011 NE Shore(ex Qn Anne)	Wage Level:	\$13.48	\$19.14	\$27.70	\$13.45	\$19.64	\$21.14	\$26.44
	Billing Rate:	\$25.29	\$33.45	\$45.62	\$25.08	\$34.16	\$36.29	\$43.44
	Overtime Rate:	\$36.67	\$48.50	\$66.15	\$36.37	\$49.53	\$52.62	\$62.99
#2005-2103 Rev 11 Dated 06/13/2011 Washington DC/Capital	Wage Level:	\$12.71	\$20.57	\$24.72	\$14.88	\$21.07	\$22.57	\$28.85
	Billing Rate:	\$24.14	\$35.38	\$41.27	\$27.05	\$36.09	\$38.22	\$46.86
	Overtime Rate:	\$35.00	\$51.30	\$59.84	\$39.22	\$52.33	\$55.42	\$67.95
#2005-2247 Rev 12 Dated 06/13/2011 Baltimore Area	Wage Level:	\$12.71	\$17.85	\$24.72	\$14.88	\$18.35	\$19.85	\$28.85
	Billing Rate:	\$24.14	\$31.53	\$41.27	\$27.05	\$32.24	\$34.36	\$46.86
	Overtime Rate:	\$35.00	\$45.72	\$59.84	\$39.22	\$46.75	\$49.82	\$67.95
#2005-2249 Rev 11 Dated 06/13/2011 West/Hagerstown Area	Wage Level:	\$12.71	\$15.60	\$24.72	\$14.88	\$16.10	\$17.60	\$26.44
	Billing Rate:	\$24.14	\$28.34	\$41.27	\$27.05	\$29.04	\$31.17	\$43.44
	Overtime Rate:	\$35.00	\$41.09	\$59.84	\$39.22	\$42.11	\$45.20	\$62.99
#2005-3015 Rev 11 Dated 06/13/2011 Queen Anne County	Wage Level:	\$12.71	\$17.83	\$24.72	\$14.88	\$18.33	\$19.83	\$26.44
	Billing Rate:	\$24.14	\$31.50	\$41.27	\$27.05	\$32.21	\$34.33	\$43.44
	Overtime Rate:	\$35.00	\$45.68	\$59.84	\$39.22	\$46.70	\$49.78	\$62.99

Note: All figures above are hourly or hourly equivalent for salaried employees.
 These Wage Determinations use \$3.59 as the Health & Welfare rate

Wage Determination 2005-2097 has 11 Holidays

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

GSA Rates for Maryland Statewide that incorporates the most current prevailing CBA and Wage Determination Items and allows for consolidation of overhead and management expenses per FPS standards while the rates shown above do not allow for the any CBA, expense consolidation, and FPS standards for federal buildings. These rates below are subject to CBA revision.

FPS SPECIFICATIONS ONLY		Armed	TAS Armed	Court Security	Security Clerk	Supervisor	Assistant PM N/A	Project Mgr	Vehicle SUV
CBA -2010 UUSG	Wage Level:	\$21.18	N/A	\$24.72	\$14.88	\$21.68	\$23.18	\$28.85	
Effective 04-01-2010	Billing Rate:	\$38.26	N/A	\$41.20	\$26.96	\$36.02	\$38.15	\$46.79	\$2,000/month
Per FPS facilities Apr 2010	Overtime Rate:	\$55.48	N/A	\$59.74	\$39.09	\$52.23	\$55.32	\$67.85	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL UPDATE ACCORDINGLY									

Rates assume exemption from State Tax, but may allow for local municipal taxes
 Figures use CBA Health & Welfare Rate of \$3.59 per hour, plus pension and other benefits.
 Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption.

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Montana Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2317 Rev 11	Wage Level:	\$11.20	\$13.28	\$19.14	\$10.43	\$13.78	\$15.28	\$19.23
Dated 06/13/2011	Billing Rate:	\$21.60	\$24.57	\$32.74	\$20.40	\$22.37	\$27.36	\$32.66
Statewide	Overtime Rate:	\$30.24	\$34.40	\$45.84	\$28.56	\$31.32	\$38.30	\$45.72

Note: All figures are hourly or hourly equivalent for salaried employees.

THIS Wage Determination USES \$3.59 per hour for Health & Welfare rates

Wage Determination includes 10 holidays

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

New Mexico Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2361 Rev 12 Dated 6/13/2011 Northern New Mexico	Wage Level:	\$11.23	\$12.56	\$16.86	\$11.35	\$13.06	\$14.56	\$24.04
	Billing Rate:	\$23.34	\$25.44	\$31.91	\$23.34	\$26.20	\$28.45	\$42.42
	Overtime Rate:	\$33.84	\$36.89	\$46.27	\$33.84	\$37.99	\$41.25	\$61.51
#2005-2511 Rev 15 Dated 6/13/2011 Southern New Mexico	Wage Level:	\$10.38	\$14.84	\$18.66	\$9.61	\$15.34	\$16.84	\$21.63
	Billing Rate:	\$22.02	\$28.80	\$34.55	\$20.73	\$29.56	\$31.81	\$38.79
	Overtime Rate:	\$31.93	\$41.76	\$50.10	\$30.06	\$42.86	\$46.12	\$31.75
#2005-2517 Rev 15 Dated 6/13/2011 Far Eastern New Mexico	Wage Level:	\$12.58	\$15.74	\$19.36	\$11.75	\$16.24	\$17.74	\$21.63
	Billing Rate:	\$25.37	\$30.22	\$35.67	\$23.94	\$30.98	\$33.23	\$38.79
	Overtime Rate:	\$36.79	\$43.82	\$51.72	\$34.71	\$44.92	\$48.18	\$56.25

Note: All figures are hourly or hourly equivalent for salaried employees.
 These Wage Determinations use \$3.59 per hour Health & Welfare
 Wage Determinations include 10 Holidays per year
 All rates include 5% New Mexico Gross Receipts Tax

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Nevada Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2231 Rev 11 Dated 06/13/2011 Statewide except South	Wage Level:	\$12.46	\$20.45	\$28.63	\$12.93	\$20.95	\$22.45	\$26.44
	Billing Rate:	\$29.49	\$34.77	\$46.24	\$24.02	\$35.47	\$37.58	\$42.97
	Overtime Rate:	\$41.29	\$48.68	\$64.74	\$33.63	\$49.66	\$52.61	\$60.16
#2005-2233 Rev 11 Dated 06/13/2011 Southern 4 Counties	Wage Level:	\$11.95	\$18.18	\$25.60	\$14.06	\$18.68	\$20.18	\$24.04
	Billing Rate:	\$22.78	\$31.59	\$41.99	\$25.61	\$32.29	\$34.39	\$39.60
	Overtime Rate:	\$31.89	\$44.23	\$58.79	\$35.85	\$45.21	\$48.15	\$55.44

Note: All figures are hourly or hourly equivalent for salaried employees.

Wage determinations use 3.59 per hour for Health & Welfare Rates

Wage Determination includes 10 Holidays per year

Prompt Payment Discount of .5% 20, Net 30 days

New York Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2367 Rev 11 Dated 06/13/2011 East NY, Albany Area	Wage Level:	\$12.63	\$16.99	\$22.02	\$12.34	\$17.49	\$18.99	\$33.65
	Billing Rate:	\$25.63	\$32.58	\$40.39	\$25.18	\$33.71	\$36.03	\$53.87
	Overtime Rate:	\$37.16	\$47.24	\$58.57	\$36.51	\$48.88	\$52.24	\$78.11
#2005-2371 Rev 13 Dated 06/13/2011 West NY, Buffalo Area	Wage Level:	\$11.54	\$15.49	\$26.74	\$12.37	\$15.99	\$17.49	\$31.25
	Billing Rate:	\$23.94	\$30.25	\$47.72	\$25.23	\$31.38	\$33.71	\$50.49
	Overtime Rate:	\$34.71	\$43.86	\$69.19	\$36.58	\$45.50	\$48.88	\$73.21
#2005-2373 Rev 11 Dated 06/13/2011 Long Island Area	Wage Level:	\$17.98	\$20.36	\$30.66	\$14.82	\$20.86	\$22.36	\$36.06
	Billing Rate:	\$33.94	\$37.81	\$53.80	\$29.03	\$38.94	\$41.27	\$57.26
	Overtime Rate:	\$49.21	\$54.82	\$78.01	\$42.09	\$56.46	\$59.84	\$83.03
#2005-2375 Rev 11 Dated 06/13/2011 NYC Area	Wage Level:	\$17.98	\$20.36	\$30.66	\$14.82	\$20.86	\$22.36	\$36.06
	Billing Rate:	\$33.86	\$37.72	\$53.66	\$28.97	\$38.84	\$41.16	\$57.26
	Overtime Rate:	\$49.10	\$54.69	\$77.81	\$42.01	\$56.32	\$59.68	\$83.03
#2005-2377 Rev 10 Dated 06/13/2011 NE State, Plattsburgh Area	Wage Level:	\$12.92	\$14.57	\$22.91	\$11.64	\$15.07	\$16.57	\$28.85
	Billing Rate:	\$26.08	\$28.82	\$41.77	\$24.10	\$29.95	\$32.28	\$47.12
	Overtime Rate:	\$37.82	\$41.79	\$60.57	\$34.95	\$43.43	\$46.81	\$68.32
#2005-2379 Rev 11 Dated 06/13/2011 SE NY, Newburgh Area	Wage Level:	\$17.16	\$20.36	\$30.66	\$14.80	\$20.86	\$22.36	\$33.65
	Billing Rate:	\$32.67	\$37.81	\$53.80	\$29.00	\$38.94	\$41.27	\$53.87
	Overtime Rate:	\$47.37	\$54.82	\$78.01	\$42.05	\$56.46	\$59.84	\$78.11
#2005-2381 Rev 11 Dated 06/13/2011 West NY, Rochester Area	Wage Level:	\$15.59	\$18.54	\$25.40	\$13.57	\$19.04	\$20.54	\$31.25
	Billing Rate:	\$30.16	\$34.90	\$45.52	\$27.03	\$36.02	\$38.34	\$50.49
	Overtime Rate:	\$43.73	\$50.61	\$66.00	\$39.19	\$52.23	\$55.59	\$73.21
#2005-2383 Rev 12 Dated 06/13/2011 S-Central Ithica Area	Wage Level:	\$13.35	\$16.29	\$21.74	\$11.53	\$16.79	\$18.29	\$31.25
	Billing Rate:	\$26.75	\$31.49	\$39.95	\$23.93	\$32.62	\$34.95	\$50.49
	Overtime Rate:	\$38.79	\$45.66	\$57.93	\$34.70	\$47.30	\$50.68	\$73.21

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

GSA Rates for New York Statewide (upstate except for New York City Area) that incorporates current prevailing CBA and Wage Determinations and allows for consolidation of overhead and management expenses per FPS standards while the other rates shown above do not allow consolidation and FPS standards.

FPS SPECIFICATIONS ONLY		Armed	Unarmed	Armed(Secret)	Supervisory	TAS Armed	TAS Unarmed	Emergency	Vehicle SUV
		09-2657	09-2657	09-2657	09-2657	09-2657	09-2657	09-2657	
CBA 2009-2657	Wage Level:	\$18.82	\$18.82	\$18.82	\$20.32	\$18.82	\$18.82	\$18.82	
Effective 1 Oct 2009	Billing Rate:	\$37.79	\$35.12	\$41.47	\$42.96	\$48.36	\$47.71	\$48.36	\$1,500/month
Per FPS facilities May 2009	Overtime Rate:	\$56.69	\$52.68	\$62.21	\$64.44	\$72.54	\$71.57	\$72.54	
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY									

Note: All figures are hourly or hourly equivalent for salaried employees.

These Wage Determinations use \$3.50 Health & Welfare Rates, effective July 22nd, 2010

Wage Determination includes 11 Holidays for 2005-2371; 2005-2373; 2005-2377; 2005-2379; 2005-2383

Rates assume exemption from State Tax, but may allow for local municipal taxes

Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption.

Prompt Payment Discount of .5% 20, Net 30 days

Oklahoma Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2431 Rev 15 Dated 06/13/2011 Central OK-OK City	Wage Level:	\$12.57	\$15.03	\$20.62	\$13.10	\$15.53	\$17.03	\$24.04
	Billing Rate:	\$25.51	\$29.50	\$38.16	\$26.33	\$30.62	\$32.94	\$40.28
	Overtime Rate:	\$36.99	\$42.78	\$55.33	\$38.18	\$44.40	\$47.76	\$58.41
#2005-2433 Rev 11 Dated 06/13/2011 East OK - Tulsa Area	Wage Level:	\$11.40	\$13.80	\$16.43	\$11.08	\$14.30	\$15.80	\$24.04
	Billing Rate:	\$23.69	\$27.59	\$31.67	\$23.20	\$28.71	\$31.04	\$40.28
	Overtime Rate:	\$34.35	\$40.01	\$45.92	\$33.64	\$41.63	\$45.01	\$58.41
#2005-2517 Rev 15 Dated 06/13/2011 West OK Panhandle Area	Wage Level:	\$12.58	\$15.74	\$16.49	\$11.75	\$16.24	\$17.74	\$21.63
	Billing Rate:	\$25.49	\$30.56	\$36.17	\$24.20	\$31.68	\$34.01	\$36.90
	Overtime Rate:	\$36.96	\$44.31	\$52.45	\$35.09	\$45.94	\$49.31	\$53.51
#2005-2525 Rev 13 Dated 06/13/2011 Southwest OK/Lawton Area	Wage Level:	\$10.80	\$12.44	\$16.41	\$9.97	\$12.94	\$14.44	\$21.63
	Billing Rate:	\$22.74	\$25.48	\$31.63	\$21.42	\$26.61	\$28.93	\$36.90
	Overtime Rate:	\$32.97	\$36.95	\$45.86	\$31.06	\$38.58	\$41.95	\$53.51

Note: All figures are hourly or hourly equivalent for salaried employees.
 These Wage Determinations use \$3.59 per hour Health and Welfare Rate.

Wage Determination includes 10 Holidays

The following rates apply for Federal Protective Service (FPS) specifications for Oklahoma statewide, and incorporate two specific Union CBA's and their wage and benefit levels that supercede those non-Union Wage Determinations shown above. They also allow for consolidation of overhead and management expenses specified by the FPS contracts. The preceding rates above are based solely on the wage determinations and position titles and don't allow for overhead items.

FPS Oklahoma Statewide Only - IAW Specifications HSCEC7-09-Q-0003

FPS Oklahoma Only		Basic Armed Hourly Rate	TAS Hourly Rate	Emergency Hourly Rate
FPS Consolidated Rates incorporating FPS Specifications and two Union CBA's with Union Wage scales and benefits	Ave Wage Level	\$18.68	\$18.68	\$19.22
	Billing Rate:	\$38.28	\$38.28	\$47.73
	Overtime Rate:	N/A	N/A	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL UPDATE ACCORDINGLY				

Federal Supply Schedule
Contract # GS-07F-0690N

Wages and Rates Summary
SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

C and D Enterprises, Inc.
Jan 1, 2012

Wages and Rates Summary

SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Pennsylvania Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2249 Rev 11 Dated 06/13/2011 Franklin County	Wage Level:	\$12.71	\$15.60	\$24.72	\$14.88	\$16.10	\$17.60	\$19.23
	Billing Rate:	\$23.87	\$28.03	\$40.81	\$26.75	\$28.73	\$30.83	\$33.02
	Overtime Rate:	\$34.61	\$40.64	\$59.17	\$38.79	\$41.66	\$44.70	\$47.88
#2005-2447 Rev 12 Dated 06/13/2011 Harrisburg/Central Area	Wage Level:	\$12.52	\$16.29	\$22.18	\$11.55	\$16.79	\$18.29	\$26.44
	Billing Rate:	\$23.73	\$29.14	\$37.44	\$22.19	\$29.85	\$31.96	\$43.18
	Overtime Rate:	\$34.41	\$42.25	\$54.29	\$32.18	\$43.28	\$46.34	\$62.61
#2005-2449 Rev 11 Dated 06/13/2011 Philadelphia Area	Wage Level:	\$13.48	\$18.81	\$27.70	\$13.45	\$19.31	\$20.81	\$36.06
	Billing Rate:	\$25.08	\$32.69	\$45.22	\$24.87	\$33.40	\$35.51	\$56.73
	Overtime Rate:	\$36.37	\$47.40	\$65.57	\$36.06	\$48.43	\$51.49	\$82.26
#2005-2451 Rev 14 Dated 06/13/2011 Pittsburgh/West Area	Wage Level:	\$10.28	\$14.84	\$22.91	\$11.61	\$15.34	\$16.84	\$26.44
	Billing Rate:	\$20.57	\$27.10	\$38.47	\$22.28	\$27.80	\$29.92	\$43.18
	Overtime Rate:	\$29.83	\$39.30	\$55.78	\$32.31	\$40.31	\$43.38	\$62.61
#2005-2453 Rev 11 Dated 06/13/2011 Scranton/NE Area	Wage Level:	\$11.94	\$15.71	\$20.72	\$11.13	\$16.21	\$17.71	\$19.23
	Billing Rate:	\$22.97	\$28.40	\$35.48	\$21.61	\$29.10	\$31.23	\$33.11
	Overtime Rate:	\$33.31	\$41.18	\$51.45	\$31.33	\$42.20	\$45.28	\$48.01
#2005-2455 Rev 12 Dated 06/13/2011 Adams, York Counties	Wage Level:	\$10.74	\$12.06	\$23.51	\$12.66	\$12.56	\$14.06	\$19.23
	Billing Rate:	\$21.22	\$23.18	\$39.32	\$23.76	\$23.89	\$26.00	\$33.02
	Overtime Rate:	\$30.77	\$33.61	\$57.01	\$34.45	\$34.64	\$37.70	\$47.88

Note: All figures are hourly or hourly equivalent for salaried employees.

These Wage Determinations use a \$3.59 Health & Welfare Rate.

Wage Determination for 2005-2453 includes 11 Holidays

GSA Rates for two specific contracts that allows for current Wage Determinations and CBA's and allows for consolidation of overhead and mangement expenses and training per IRS and FPS standards for specific site specifications. The rates shown above do not reflect consolidation and do not include overhead management and expenses such as vehicles.

IRS USES below Wage Det while FPS uses a CBA instead	Combined IRS	Unarmed Gd II FPS	Armed Gd II FPS	U/A TAS FPS	Armed TAS FPS
#2005-2449 Rev 8 Dated 07/01/2009 Philadelphia Area	Wage Level:	\$18.81	\$13.27	\$20.72	\$20.72
	Billing Rate:	\$32.25	\$25.53	\$37.44	N/A
	Overtime Rate:	\$48.38	N/A	N/A	\$34.15

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Rhode Island Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2253 Rev 12 Dated 06/13/2011 Providence Area	Wage Level:	\$12.39	\$15.92	\$23.06	\$12.83	\$16.42	\$17.92	\$24.03
	Billing Rate:	\$23.06	\$28.04	\$37.89	\$23.50	\$28.73	\$30.80	\$45.61
	Overtime Rate:	\$33.44	\$40.66	\$54.94	\$34.08	\$41.66	\$44.66	\$66.13
#2005-2467 Rev 11 Dated 06/13/2011 Statewide (-) Providence	Wage Level:	\$12.39	\$16.33	\$23.19	\$12.91	\$16.83	\$18.33	\$24.03
	Billing Rate:	\$23.03	\$28.57	\$38.03	\$23.62	\$29.26	\$31.33	\$45.61
	Overtime Rate:	\$33.39	\$41.43	\$55.14	\$34.25	\$42.43	\$45.43	\$66.13

Note: All figures are hourly or hourly equivalent for salaried employees.

Wage Determination includes 11 Holidays

These rates are current as of January 2012 and use \$3.59 as the Health and Welfare Rate.

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Texas Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2235 Rev 13 Dated 06/13/2011 East Texas	Wage Level:	\$10.52	\$12.94	\$17.74	\$9.82	\$13.44	\$14.94	\$21.63
	Billing Rate:	\$22.48	\$26.46	\$33.96	\$21.41	\$27.59	\$29.93	\$37.19
	Overtime Rate:	\$32.60	\$38.37	\$49.24	\$31.04	\$40.01	\$43.40	\$53.93
#2005-2503 Rev 12 Dated 06/13/2011 Austin Area	Wage Level:	\$11.56	\$16.19	\$21.19	\$13.30	\$16.69	\$18.19	\$24.04
	Billing Rate:	\$24.13	\$31.54	\$39.35	\$26.85	\$32.67	\$35.01	\$40.60
	Overtime Rate:	\$34.99	\$45.73	\$57.06	\$38.93	\$47.37	\$50.76	\$58.87
#2005-2505 Rev 13 Dated 06/13/2011 East Texas-Tyler Area	Wage Level:	\$11.28	\$13.94	\$21.58	\$10.93	\$14.44	\$15.94	\$21.63
	Billing Rate:	\$23.67	\$28.02	\$39.96	\$23.14	\$29.15	\$31.50	\$37.19
	Overtime Rate:	\$34.32	\$40.63	\$57.94	\$33.55	\$42.27	\$45.68	\$53.93
#2005-2507 Rev 12 Dated 06/13/2011 Southeast Texas	Wage Level:	\$10.84	\$13.78	\$19.97	\$11.40	\$14.28	\$15.78	\$24.04
	Billing Rate:	\$23.00	\$27.77	\$37.44	\$23.88	\$28.90	\$31.25	\$40.60
	Overtime Rate:	\$33.35	\$40.27	\$54.29	\$34.63	\$41.91	\$45.31	\$58.87
#2005-2509 Rev 12 Dated 06/13/2011 Dallas/North Texas	Wage Level:	\$14.10	\$16.92	\$23.50	\$11.32	\$17.42	\$18.92	\$28.85
	Billing Rate:	\$28.10	\$32.68	\$42.96	\$23.75	\$33.81	\$36.15	\$47.40
	Overtime Rate:	\$40.75	\$47.39	\$62.29	\$34.44	\$49.02	\$52.42	\$68.73
#2005-2511-Rev 15 Dated 06/13/2011 El Paso Area	Wage Level:	\$10.38	\$14.84	\$18.66	\$9.61	\$15.34	\$16.84	\$26.44
	Billing Rate:	\$22.25	\$29.43	\$35.40	\$21.04	\$30.56	\$32.90	\$43.99
	Overtime Rate:	\$32.26	\$42.67	\$51.33	\$30.51	\$44.31	\$47.71	\$63.79
#2005-2513 Rev 11 Dated 06/13/2011 Fort Worth Area	Wage Level:	\$14.10	\$16.92	\$23.50	\$11.32	\$17.42	\$18.92	\$28.85
	Billing Rate:	\$28.10	\$32.68	\$42.96	\$23.75	\$33.81	\$36.15	\$47.40
	Overtime Rate:	\$40.75	\$47.39	\$62.29	\$34.44	\$49.02	\$52.42	\$68.73
#2005-2515 Rev 13 Dated 06/13/2011 Houston Area	Wage Level:	\$11.56	\$17.90	\$21.18	\$11.88	\$18.40	\$19.90	\$31.25
	Billing Rate:	\$24.13	\$34.21	\$39.33	\$24.63	\$35.34	\$37.68	\$50.80
	Overtime Rate:	\$34.99	\$49.60	\$57.03	\$35.71	\$51.24	\$54.64	\$73.66

Wages and Rates Summary
SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

Texas Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2517 Rev 15 Dated 06/13/2011 North Texas Panhandle Area	Wage Level:	\$12.58	\$15.74	\$19.36	\$11.75	\$16.24	\$17.74	\$26.44
	Billing Rate:	\$25.72	\$30.84	\$36.49	\$24.42	\$31.97	\$34.31	\$43.99
	Overtime Rate:	\$37.29	\$44.72	\$52.91	\$35.41	\$46.36	\$49.75	\$63.79
#2005-2519 Rev 13 Dated 06/13/2011 South Texas/Brownsville	Wage Level:	\$10.02	\$14.63	\$17.35	\$10.21	\$15.13	\$16.63	\$26.44
	Billing Rate:	\$21.72	\$29.10	\$33.35	\$22.02	\$30.23	\$32.57	\$43.99
	Overtime Rate:	\$31.49	\$42.20	\$48.36	\$31.93	\$43.83	\$47.23	\$63.79
#2005-2521 Rev 12 Dated 06/13/2011 San Antonio Area	Wage Level:	\$11.24	\$14.20	\$21.15	\$11.26	\$14.70	\$16.20	\$28.85
	Billing Rate:	\$23.63	\$28.43	\$39.29	\$23.66	\$29.56	\$31.90	\$47.40
	Overtime Rate:	\$34.26	\$41.22	\$56.97	\$34.31	\$42.86	\$46.26	\$68.73
#2005-2523 Rev 11 Dated 06/13/2011 Waco Area	Wage Level:	\$10.98	\$14.19	\$16.80	\$10.46	\$14.69	\$16.19	\$28.85
	Billing Rate:	\$23.22	\$28.41	\$32.49	\$22.40	\$29.54	\$31.89	\$47.40
	Overtime Rate:	\$33.67	\$41.19	\$47.11	\$32.48	\$42.83	\$46.24	\$68.73
#2005-2525 Rev 13 Dated 06/13/2011 Wichita Falls Area	Wage Level:	\$10.80	\$12.44	\$16.41	\$9.97	\$12.94	\$14.44	\$28.85
	Billing Rate:	\$22.92	\$25.68	\$31.88	\$21.58	\$26.81	\$29.15	\$47.40
	Overtime Rate:	\$33.23	\$37.24	\$46.23	\$31.29	\$38.87	\$42.27	\$68.73

Note: All figures are hourly or hourly equivalent for salaried employees.
These Wage Determinations use \$3.59 per hour Health and Welfare Rate.

Wage Determinations include 10 Holidays

The following rates apply for Federal Protective Service (FPS) specifications for Texas Statewide, and incorporate specific Union CBA's and their wage and benefit levels that supercede those non-union Wage Determinations shown above. They also allow for consolidation of overhead and management expenses specified by the FPS contracts. The preceding rates above are based solely on the wage determinations and position titles and don't allow for overhead items. Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption.

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Texas Price List

FPS South Texas Only - IAW Specifications for RFP HSCEC7-09-Q-00022

FPS South Texas Only		Basic Armed Hourly Rate	TAS Hourly Rate	Emergency Hourly Rate
FPS Consolidated Rates incorporating FPS Specifications and seven(7) Union CBA's and two (2) non-Union Wage Determinations	Wage Level:	\$16.87	\$16.87	\$16.87
	Billing Rate:	\$33.32	\$40.88	\$35.11
	Overtime Rate:	N/A	N/A	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY				

FPS Fort Worth Area Only - IAW Specifications for RFP HSCEC7-08-Q-00023

FPS Fort Worth Area Only		Basic Armed Hourly Rate	TAS Hourly Rate	Emergency Hourly Rate
FPS Consolidated Rates incorporating FPS Specifications and CBA for UGSOA Local 203 and three (3) non-Union Wage Determinations	Wage Level:	\$19.75	\$21.93	N/A
	Billing Rate:	\$37.91	\$39.61	N/A
	Overtime Rate:	N/A	N/A	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY				

FPS West Texas Area Only - IAW Specifications for HSCEC7-09-Q-00024

FPS West Texas/EI Paso Area Only		Basic Armed Hourly Rate	TAS Hourly Rate	Emergency Hourly Rate
FPS Consolidated Rates incorporating FPS Specifications and three (3) Union CBA's and one (1) non-Union Wage Determinations	Wage Level:	\$15.85	\$16.00	\$16.00
	Billing Rate:	\$32.12	\$39.70	\$33.17
	Overtime Rate:	N/A	N/A	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY				

FPS Dallas / East Texas Area Only - IAW Specifications for HSCEC7-09-Q-00007

FPS Dallas and East Texas Only		Basic Armed Hourly Rate	TAS Hourly Rate	Emergency Hourly Rate
FPS Consolidated Rates incorporating FPS Specifications and four (4) Union CBA's	Wage Level:	\$21.71	\$21.73	\$21.73
	Billing Rate:	\$41.68	\$50.93	\$41.83

Federal Supply Schedule
Contract # GS-07F-0690N

Wages and Rates Summary

C and D Enterprises, Inc.

SIN 246-54 Guard Services

Jan 1, 2012

Attachment 12

Overnight	\$10.58	N/A	N/A	N/A
Overnight	\$10.58	N/A	N/A	N/A

WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days

Utah Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005 2531 Rev 11	Wage Level:	\$12.47	\$18.83	\$19.30	\$11.54	\$19.33	\$20.83	\$24.04
Dated 06/13/2011	Billing Rate:	\$22.16	\$30.62	\$31.24	\$20.75	\$31.28	\$33.25	\$37.20
Statewide	Overtime Rate:	\$31.02	\$42.87	\$43.74	\$29.05	\$43.79	\$46.55	\$52.08

Note: All figures are hourly or hourly equivalent for salaried employees.

Uses \$3.59 Health & Welfare Rates

Wage Determination includes 11 Holidays (including Good Friday)

Wages and Rates Summary
SIN 246-54 Guard Services
Attachment 12
SIC 7381; NAICS 561612;

Prompt Payment Discount of .5% 20, Net 30 days
Virginia Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2095 Rev 12 Dated 06/13/2011 SE Chesapeake Bay Area	Wage Level:	\$13.43	\$15.02	\$16.99	\$11.92	\$15.52	\$17.02	\$28.85
	Billing Rate:	\$23.23	\$25.41	\$27.97	\$21.08	\$26.06	\$28.01	\$43.14
	Overtime Rate:	\$33.68	\$36.84	\$40.56	\$30.57	\$37.79	\$40.61	\$62.55
#2005-2103 Rev 11 Dated 06/13/2011 Washington DC/Capital	Wage Level:	\$12.71	\$20.57	\$24.72	\$14.88	\$21.07	\$22.57	\$28.85
	Billing Rate:	\$22.30	\$32.63	\$38.03	\$24.95	\$33.28	\$35.23	\$43.14
	Overtime Rate:	\$32.34	\$47.31	\$55.14	\$36.18	\$48.26	\$51.08	\$62.55
#2005-2249 Rev 11 Dated 06/13/2011 North/Shenandoah Valley	Wage Level:	\$12.71	\$15.60	\$24.72	\$14.88	\$16.10	\$17.60	\$24.04
	Billing Rate:	\$22.30	\$26.16	\$38.03	\$24.95	\$26.81	\$28.76	\$36.88
	Overtime Rate:	\$32.34	\$37.93	\$55.14	\$36.18	\$38.87	\$41.70	\$53.48
#2005-2499 Rev 12 Dated 06/13/2011 West/Bristol Area	Wage Level:	\$11.17	\$12.49	\$16.09	\$10.40	\$12.99	\$14.49	\$21.63
	Billing Rate:	\$20.22	\$22.09	\$26.80	\$19.06	\$22.76	\$24.72	\$33.74
	Overtime Rate:	\$29.32	\$32.03	\$38.86	\$27.64	\$33.00	\$35.84	\$48.92
#2005-2543 Rev 13 Dated 06/13/2011 Norfolk/SE Area	Wage Level:	\$12.01	\$15.31	\$20.29	\$12.08	\$15.81	\$17.31	\$24.04
	Billing Rate:	\$21.36	\$25.78	\$32.01	\$21.27	\$26.43	\$28.39	\$36.88
	Overtime Rate:	\$30.97	\$37.38	\$46.41	\$30.84	\$38.32	\$41.17	\$53.48
#2005-2545 Rev 15 Dated 06/13/2011 Richmond Area	Wage Level:	\$12.22	\$13.67	\$21.30	\$12.06	\$14.17	\$15.67	\$24.04
	Billing Rate:	\$21.64	\$23.65	\$33.58	\$21.26	\$24.30	\$26.25	\$36.88
	Overtime Rate:	\$31.38	\$34.29	\$48.69	\$30.83	\$35.24	\$38.06	\$53.48
#2005-2547 Rev 12 Dated 06/13/2011 SW/Central Roanoke Area	Wage Level:	\$10.54	\$11.78	\$17.00	\$10.51	\$12.28	\$13.78	\$21.63
	Billing Rate:	\$19.42	\$21.19	\$27.98	\$19.21	\$21.84	\$23.79	\$33.74
	Overtime Rate:	\$28.16	\$30.73	\$40.57	\$27.85	\$31.67	\$34.50	\$48.92
#2005-3019 Rev 11 Dated 06/13/2011 Fredericksburg/Spotsylvania	Wage Level:	\$12.71	\$19.44	\$24.72	\$14.88	\$19.94	\$21.44	\$24.04
	Billing Rate:	\$22.30	\$31.16	\$38.03	\$24.95	\$31.81	\$33.76	\$36.88
	Overtime Rate:	\$32.34	\$45.18	\$55.14	\$36.18	\$46.12	\$48.95	\$53.48

Note: All figures are hourly or hourly equivalent for salaried employees.
All Wage Determinations use \$3.59 Health & Welfare Rate

Wage Determination includes 10 Holidays

Federal Supply Schedule
Contract # GS-07F-0690N

Wages and Rates Summary

SIN 246-54 Guard Services

Attachment 12

SIC 7381; NAICS 561612;

C and D Enterprises, Inc.
Effective January 1 2012

Prompt Payment Discount of .5% 20, Net 30 days

Washington State Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2441 Rev 11 Dated 06/13/2011 South West Area	Wage Level:	\$12.19	\$16.79	\$25.47	\$12.67	\$17.29	\$18.79	\$24.04
	Billing Rate:	\$24.59	\$31.79	\$45.03	\$25.32	\$32.91	\$35.19	\$39.74
	Overtime Rate:	\$35.66	\$46.10	\$65.29	\$36.71	\$47.72	\$51.03	\$57.62
#2005-2559 Rev 14 Dated 06/13/2011 Olympic Peninsula Area	Wage Level:	\$13.73	\$22.54	\$29.45	\$12.68	\$23.04	\$24.54	\$28.85
	Billing Rate:	\$26.94	\$40.56	\$51.06	\$25.34	\$41.68	\$43.97	\$46.38
	Overtime Rate:	\$39.06	\$58.81	\$74.04	\$36.74	\$60.44	\$63.76	\$67.25
#2005-2561 Rev 16 Dated 06/13/2011 NW Islands Area	Wage Level:	\$13.73	\$22.54	\$29.42	\$12.68	\$23.04	\$24.54	\$28.85
	Billing Rate:	\$26.94	\$40.56	\$51.06	\$25.34	\$41.68	\$43.97	\$46.38
	Overtime Rate:	\$39.06	\$58.81	\$74.04	\$36.74	\$60.44	\$63.76	\$67.25
#2005-2563 Rev 13 Dated 06/13/2011 Seattle Area	Wage Level:	\$13.73	\$22.54	\$29.41	\$12.68	\$23.04	\$24.54	\$28.85
	Billing Rate:	\$26.94	\$40.56	\$51.04	\$25.34	\$41.68	\$43.97	\$46.38
	Overtime Rate:	\$39.06	\$58.81	\$74.01	\$36.74	\$60.44	\$63.76	\$67.25
#2005-2565 Rev 11 Dated 06/13/2011 Eastern State - Spokane Area	Wage Level:	\$12.22	\$15.98	\$25.50	\$11.77	\$16.48	\$17.98	\$24.04
	Billing Rate:	\$24.64	\$30.55	\$45.08	\$23.95	\$31.38	\$33.96	\$39.74
	Overtime Rate:	\$35.73	\$44.30	\$10.00	\$34.73	\$45.50	\$49.24	\$57.62
#2005-2567 Rev 15 Dated 06/13/2011 Mid West Area - Olympia	Wage Level:	\$13.73	\$22.54	\$29.42	\$12.68	\$23.04	\$24.54	\$28.85
	Billing Rate:	\$26.94	\$40.56	\$51.06	\$25.34	\$41.68	\$43.97	\$46.38
	Overtime Rate:	\$39.06	\$58.81	\$74.04	\$36.74	\$60.44	\$63.76	\$67.25
#2005-2569 Rev 13 Dated 06/13/2011 Southern Area - Walla Walla	Wage Level:	\$17.55	\$22.01	\$25.24	\$13.10	\$22.51	\$24.01	\$28.85
	Billing Rate:	\$32.77	\$39.75	\$44.68	\$25.98	\$40.87	\$43.16	\$46.38
	Overtime Rate:	\$47.52	\$57.64	\$64.79	\$37.67	\$59.26	\$62.58	\$67.25

Note: All Rates above include provision for 1.5% Washington State Gross Receipts Tax

Wage Determinations include 10 Holidays

Note: All figures above are hourly or hourly equivalent for salaried employees. These Wage Determinations use \$3.59 for Health and Welfare Rate.

Wages and Rates Summary
 SIN 246-54 Guard Services
 Attachment 12
 SIC 7381; NAICS 561612;

These GSA Rates below for Idaho - Eastern Washington State incorporate appropriate CBA's and current Wage Det and allow for specific locations and consolidation of overhead and management expenses per Federal Protective Service (FPS) standards and RFP's while the other rates shown above do not allow consolidation and FPS standards.

FPS Specifications ONLY RFP dated June 25 09	SITES>> Union/CBA's>>	Local #5 SPFPA	Local #11 SPFPA	Local #14 SPFPA	Statewide	Statewide	Statewide	PM	Vehicle SUV
	Type Position Armed?>>	PSO II Armed	PSO II Armed	PSO II Armed	Suprvisor Armed	TAS Services	Emergency Services		Billed Per Month
Statewide Locations FPS Sites only	Ave Wage Lvl.:	\$21.60	\$20.10	\$20.10	\$23.03	\$21.60	\$21.60	\$28.85	Separate
	Billing Rate:	\$41.74	\$41.74	\$41.74	\$41.74	\$55.22	\$48.24	\$44.72	\$1,500/month
	Overtime Rate:	\$60.52	\$60.52	\$60.52	\$60.52	N/A	N/A	\$64.84	N/A
WHEN AN UPDATED CBA BECOMES AVAILABLE WE WILL ADJUST ACCORDINGLY									

Note: The figures above incorporate 3 CBA's with the locals of each Union. Each CBA has its own wage and benefit scales, and the wage are the average with seniority dates as of 2009.

Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption. Assumes providing a vehicle with complete responsibility for acquisition, maintenance, fuel, and insurance. Driver hours will be paid and billed separately using the shown rates at the appropriate location.

Prompt Payment Discount of .5% 20, Net 30 days

West Virginia Price List

Wage Determination		Guard I	Guard II	Court Security	Security Clerk	Supervisor	Assistant PM	Project Mgr
#2005-2573 Rev 14 Dated 06/13/2011 Statewide (- Berkeley,Jeff)	Wage Level:	\$9.90	\$11.31	\$15.70	\$11.33	\$11.81	\$13.31	\$24.04
	Billing Rate:	\$21.62	\$23.93	\$30.82	\$23.80	\$25.08	\$27.43	\$40.66
	Overtime Rate:	\$31.35	\$34.70	\$44.69	\$34.51	\$36.37	\$39.77	\$58.96
#2005-3017 Rev 11 Dated 06/13/2011 Berkeley,Jefferson,Morgan	Wage Level:	\$12.71	\$17.77	\$24.72	\$14.88	\$18.27	\$19.77	\$28.85
	Billing Rate:	\$25.88	\$34.03	\$44.93	\$29.35	\$35.19	\$37.53	\$47.47
	Overtime Rate:	\$37.53	\$49.34	\$65.15	\$42.56	\$51.03	\$54.42	\$68.83

Note: All figures above are hourly or hourly equivalent for salaried employees. These Wage Determinations use \$3.59 for Health and Welfare Rate.

Wage Determination includes 10 Holidays

These GSA Rates below for West Virginia incorporate appropriate CBA's and current Wage Determinations and allow for specific locations and consolidation of overhead and management expenses per Federal Protective Service (FPS) standards and RFP's while the other rates shown above do not allow consolidation and FPS standards.

FPS Specifications ONLY RFP dated June 25 09	SITES>> Union/CBA's>>	BPD ITPEU	Statewide SPFPA	BSO Sites UGSOA	BPD ITPEU	Statewide SPFPA	BSO Sites UGSOA	Vehicle SUV	Vehicle SUV
	Type Position Armed?>>	Guard II Armed	Guard II Armed	Police I Armed	Emergency Services	Emergency Services	Emergency Services	Billed Per Mile	Billed Per Month
	Statewide locations FPS Sites Only Except Berkeley,Jefferson,Morgan Counties	Ave Wage Lvl.:	\$18.20	\$15.20	\$22.61	\$16.85	\$14.20	\$19.98	Separate
	Billing Rate:	\$31.93	\$27.28	\$41.32	N/A	N/A	N/A	\$2.00 /Mile	\$1,500/month
	Overtime Rate:	N/A	N/A	N/A	\$40.16	\$34.15	\$45.48	N/A	N/A

Note: The figures above incorporate 3 CBA's with the locals of each Union. Each CBA has its own wage and benefit scales, and the wage are the average with seniority dates as of 2009.

Vehicle assumes the need for 4x4 SUV type vehicle with in excess of 100 miles per day fuel consumption. Assumes providing a vehicle with complete responsibility for acquisition, maintenance, fuel, and insurance. Driver hours will be paid and billed separately using the shown rates at the appropriate location.

Rates assume exemption from State Tax.