

MINNEAPOLIS IMPOUND LOT WORK BREAKDOWN STRUCTURE

1. Annual Increase

Each Post Position that is subject to change in Security Personnel with replacement Security Personnel shall be payable at the lower of the collective bargaining agreement pay rate for a “Step One” employee or the City’s Living Wage and the percentage increase for the difference between the Wage Rate and Bill Rate shall not exceed 37%.

Holiday and Overtime is paid at 1.5% the regular Wage Rate and 1.45% the Bill Rate. Service Provider will list all Holidays where Holiday rates apply.

2. Impound Lot Security Positions

| Category Rates | Number of Employees at Rate Level | Wage Rate | Bill Rate | Holiday/OT Rate |
|-------------------------------------|-----------------------------------|-----------|-----------|-----------------|
| Account Manager /On Site Supervisor | 1 | | | |
| Security Officer - 1 | 1 | | | |
| Security Officer – 2 | 2.5 | | | |
| Security Officer – 3 | 0 | | | |
| Security Officer - 4 | 0 | | | |
| Security Officer - 5 | 7 | | | |

3. Impound Lot Security Patrol/Escort vehicle

| Type of Vehicle | Monthly Charge |
|-----------------|----------------|
| | |

Vehicles may display the Company name/logo, but also must prominently display the name/logo of the site to which that vehicle has been assigned. The vehicle must have seating capacity for 6 passengers, plus a driver. This unit shall be no more than three model years old and be in good condition, both mechanically and in appearance. The company shall provide all gas, oil, regular interior and exterior cleaning, and repairs.

4. Work Rules

Service Provider will list any work rules which may have an effect on the hourly compensation rates. Please include supervisor to reporting personnel ratio, hourly shift minimum, break schedules, etc.

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5. Medical Insurance Benefits

The medical insurance benefit will not be included in the Service Provider Bill Rate(s). Impound Lot will be billed by the Service Provider and the City will pay for the monthly premium of the employer portion of the medical insurance benefit ONLY based upon the dollar amount included in the collective bargaining agreement for only those Security Personnel who elect medical insurance benefit coverage.

| Insurance Plan | Monthly Premium |
|---------------------|-----------------|
| Employee Only | |
| Employee + children | |

6. Invoicing

Invoices must be presented to the Site Contract Manager within ten (10) business days after the month of being invoiced:

- Invoices will be audited by Impound Lot for billing accuracy and approval to submit for payment;
- Travel expenses cannot be billed to the City; and

Indicate if a percentage discount will be applied for invoices paid within 20 days or less.

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| Percentage Discount |
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