

Date : 8/29/2022 12:32:00 PM
From : "Louis Bordi"
To : "lbordi@berlintwppd.com" lbordi@berlintwppd.com
Subject : FW: Extra Duty Solutions
Attachment : Off duty management system RFP Extra Duty Solutions.pdf;Extra Duty resolution.pdf;image001.png;image002.jpg;image003.png;

Chief Louis J. Bordi #3434

Voorhees Police Department
Director of Fire & Emergency Services
1180 White Horse Road
Voorhees, New Jersey 08043
Office: 856-882-1113
Cell: 609-352-7148



215th Session

"No one wins, unless everyone wins!"

~Unknown~

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From: Dee Ober <dober@voorheesnj.com>
Sent: Tuesday, May 24, 2022 9:18 AM
To: Louis Bordi <lbordi@vtpd.com>
Subject: RE: Extra Duty Solutions

Lou,

Attached are the resolution and bid submission from Extra Duty Solutions, who was the winning responder to the RFP. The RFP is the contract. Below is a section of the fee schedule that references outside police services.

B. OUTSIDE POLICE SERVICES

\$90.00 per hour/per officer for
traffic detail

A minimum of 4 hours will be charged to a contractor who forgets to cancel a previously scheduled traffic detail or fails to show up for the assigned job.

\$55.00 per hour/per officer for
security detail

Please let me know if there is anything else you need.

Thanks,

Dee

From: Louis Bordi <lbordi@vtpd.com>
Sent: Monday, May 23, 2022 4:35 PM
To: Dee Ober <dober@voorheesnj.com>
Subject: Extra Duty Solutions

Dee:

Can you send me the resolution awarding extra duty solutions the contact and if there is an the ordinance outlining extra duty pay.

Chief Louis J. Bordi #3434

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1 Waterview Drive
Suite 101
Shelton CT 06484

December 9, 2020

Ms. Dee Ober, RMC
Municipal Clerk
Township of Voorhees
2400 Voorhees Town Center
Voorhees, NJ 08043

Dear Ms. Ober:

Thank you for the opportunity to submit the enclosed response to the Police Extra Duty Management System RFP.

The specific questions asked in the RFP we have answered directly section 1: Answers to Specific RFP Questions.

Per our Qualifications (section 2) and Program Description (section 3), we are confident of our ability to provide a seamless and hassle-free solution for the administration of the law enforcement off duty program. Our solution will encompass client interaction, communicating and scheduling extra duty details among the officers, client invoicing and collections, and officer payment through the Township. All aspects of our solution will be consistent with the rules and approach the Township, and the Voorhees Police Department (VPD) require we take. Our approach will also alleviate all financial risk from the Township. Additionally we offer fully integrated on-duty scheduling software if that should be of interest.

I will be your single point of contact during the solicitation process. Please do not hesitate to reach out to me directly at 203-216-9742 or RMilliman@ExtraDutySolutions.com.

Thank you in advance for your time and consideration.

Sincerely,

Rich Milliman
CEO
Extra Duty Solutions

Contents

Section 1: Answers to RFP Submission Requirements Questions	3
Section 2: Qualifications	5
Section 3: Program Description and Method of Approach	10
Section 4: Pricing	30
Section 5: SOC Audit final report	32
Appendix A: Example Reports	36
Appendix B: Client / Reference List	41
Appendix C: Conflict of Interest Statement	42
Appendix D: Resumes	44
Appendix E: Township Required Documents	62

Section 1: Answers to Specific RFP Questions in RFP

Submission Requirements Questions

1. Respondent shall submit a description of its overall experience in providing the type of services sought in the RFP. At a minimum, the following information on past experience should be included as appropriate to the RFP:

- a. Description and scope of work by Respondent*
- b. Name, address and contact information of references*
- c. Explanation of perceived relevance of the experience to the RFP*

Please see Section 2 and 3 for a description of the scope of work, our approach and the relevance of our experience.

Please see Appendix B for references.

2. Describe the services that Respondent would perform directly and those portions, if any, that are sub-contracted out. Identify all subcontractors the Respondent anticipates using in connection with this project.

All work is performed by Extra Duty Solutions, including call handling 24/7/365. No functions are outsourced.

3. Brief description of Respondent's largest, smallest and a mid-sized project during the last three (3) years.

Our largest client is Greensboro NC (750 sworn).

Our smallest client is Allenhurst NJ (9 sworn).

Our average sworn office number across our 94 agency clients is 125.

4. Resumes of key employees.

Please see Appendix D for resumes.

5. A narrative statement of the Respondent's understanding of the Township's needs and goals.

We understand you are seeking full administration of our extra duty program. The administrator will handle all vendor interaction, officer scheduling, officer payment and invoicing and collections. All financial

risk will be assumed by the administrator. The rules and rates will be decided by the Township.

We provide this exact style of extra duty program administration for nearly 50 agencies in New Jersey.

6. List all immediate relatives of Principal(s) of Respondent who are Township of Voorhees employees or elected officials of the Township. For purposes of the above, "immediate relative" means a spouse, parent, stepparent, brother, sister, child, stepchild, direct-line aunt or uncle, grandparent, grandchild, and in-laws by reason of relation.

None.

7. Any judgments, claims or suits pending or outstanding against company. If yes, please explain.

None.

8. Whether the business organization is now or has been involved in any bankruptcy or re-organization proceedings in the last ten (10) years. If yes, please explain.

No.

9. Confirm appropriate federal and state licenses to perform activities.

We have all required licensing.

10. Software requirements, if any, and mapping format.

None; all of our software is cloud-based.

Section 2: Qualifications

Extra Duty Solutions administers extra duty programs for law enforcement agencies. We currently administer the extra duty programs for ninety-four (94) agencies in 17 U.S. states. Another four (4) agencies will be starting with us on or before 1/2/21.

Before serving law enforcement agencies, we managed extra duty programs for large, corporate clients including Marriott, Starwood, Ryder, Aon, MasterCard among others. It was through serving the corporate client needs we realized the administrative need in the law enforcement world. Once we initiated service for law enforcement agencies, we exited the corporate side of the business to avoid the conflicts of (see Appendix C for more details).

Our capabilities, uniqueness, and resources include the following:

- **Track Record.** There is no other company which administers more extra duty programs (94 currently) than Extra Duty Solutions. “Administering” extra duty programs meaning exactly what is being asked for in this RFP – not just hiring officers from departments to work on security details, but administering the entire extra duty program as an agent of and partner of the police department.

We have been administering extra duty programs for nearly 5 years. Our first client was Delray Beach, FL who started with us in January, 2016.

- **On-Duty Software and Integration.** In June 2019, we purchased Texas-based staff-scheduling software firm, Jivasoft. Their software is widely considered the highest quality scheduling platform (active duty and extra duty) and we’ve been using a customized version of their extra duty software since our 2015 inception. Some of Jivasoft’s software clients include the Charlotte-Mecklenburg County Police Department (2000 sworn officers) and the United Nations. This purchase enables us to offer active duty scheduling software which integrates real-time with our service and software.
- **Capitalization.** We are very well funded and will have no difficulty paying the Voorhees for the officer pay, Township admin fees, and cruiser fees before we collect from Voorhees extra duty vendors. In the past 12 months, we paid a total of over \$50M in officer pay to municipalities and directly to officers. We have never been late on a payroll. We encourage you to speak with our client CFOs (provided in Appendix B) to verify our payroll payments come on the exact day they are due 100.0% of the time.
- **Operational Sophistication.** We understand what it takes to administer a complex extra duty program: calls from vendors today for service tomorrow, a high percentage of jobs ending early or going late, emergency jobs at 3am, vendors wanting to speak with the same person they already spoke with to change job specifics, 6am back-to-back calls on rainy and snowy days to change dates, crews being moved across locations, split-jobs, utility vouchers required, vendors not wanting to enter information online as they are calling from pick-up trucks on route to job sites, vendors not showing up on time or at all, having to call vendors at night to inform them their job is not filled or only partially filled – the list goes on. We are very familiar with this world and experienced and staffed properly to handle the workload. We are not a security firm only accustomed to ensuring an officer shows up each Saturday night at the local Walmart.

- **Customer Service.** We do not use a “call center” approach to fielding incoming vendor calls. We will attain a unique 856-phone number which is the only number vendors, and Voorhees officers have to call for any extra duty reason. That number is answered by the Voorhees account manager or back-up account representatives only. At night and on weekends that number is answered by our internal night/weekend coordinator teams. All of these people are our W2 employees working in one of our operations centers. If a power outage were to affect any of our operations centers, calls are transferred to other centers within 3 seconds. Our operations centers are located in Shelton CT, Wall NJ, Tampa FL and San Antonio TX. We do not outsource call handling to external call centers or other third parties. Moreover the Voorhees account team will be split across two of our operations centers so a hurricane or other disaster in one location does not effect our ability to respond to calls.

Additionally we provide a second number for major accounts. Major accounts work with us across multiple agency footprints and are invoiced over \$500k per year. Our major accounts team provides a higher level of service to such accounts by enabling them to call in details across geographies in one sitting.

- **Reliability.** If we make a mistake, we pay. If we fail to notify an officer his detail has been canceled, we pay the minimum. If we assign the wrong officer to a detail based on a rotation list or point system, we pay the officer who should have received the detail. We have never had a union grievance against us.
- **Operational Controls.** We have successfully passed two SOC audits (see Section 5) indicating our operational controls and operational risk mitigation processes are more than sufficient and adhered to.
- **Adequately Staffed.** Fully staffed account management teams. We will assign a full-time account manager to Voorhees as well as an appropriate number of assistant account representatives based on vendor interaction volume and call timing patterns. Also, we have 24/7/365 coverage for night, weekend and last-minute calls. All calls are answered by our W2 employees working on our operation centers. 94% of our calls are answered by ring three.
- **Insurance.** Officers working details are covered under our liability insurance (\$7M annual limit) as well as our insurance riders for data breach, privacy security and employee theft (including third party).
- **Operational Flexibility.** Highly flexible scheduling and communication software which enables us to offer a customized solution to Voorhees. No two of our clients have the same rules and procedures, yet we handle each client’s needs without issue. We can handle a wide variety of communication and scheduling algorithms. Whether you wish to communicate details to officers once a week, once a day, as they come in, via email/text, or online without individual notifications – we can accommodate. Likewise with scheduling officers for details – whether you wish to use a first-come-first-served approach, a point system, a system based on extra duty hours worked or number of extra duty jobs worked in a specified time period, or by tenure, a combination of these a static or live rotation list or some other way entirely – we can typically mimic what you do exactly or very closely. Similarly for reporting, feedback and other aspects of the program – we administer your

rules, rates and desired operational procedures.

- **Infrastructure Reliability.** Our software is cloud-based and hosted at Rackspace, the nation's leading hosting provider. Our uptime is 4-9s (99.99%); we are typically only "down" when we are upgrading software enhancements and do so around 1am for 5 minutes as needed (typically once a month at most). Incoming phone calls are answered as usual during such downtimes.

Our call routing software is the same software used by Apple computer support. Our incoming calls are immediately routed to the correct account teams. In the last 18 months, the total downtime of our phone lines has been 76 minutes. 94% of our incoming calls are answered by ring three. Moreover, our operational controls, disaster recovery, and business continuity processes and infrastructure are air-tight across our four operations centers.

Our core operations center in Connecticut houses the following infrastructure:

- Three independent communications services technologies with four different providers for data and voice circuits.
- Enterprise fiber, business-class coaxial, and dual-provider LTE cellular data connections provide triple redundant internet with automatic real-time failover.
- The operations center has transitional uninterruptable battery power (UPS) and full backup power provided by a dedicated 250KW generator.
- Building environmental controls are 100% supplemented by our own 10-ton cooling system, which is also redundantly powered by the backup generator.
- Operations center maximizes high availability IT resiliency solutions throughout.

For simultaneous access to critical business systems from our CT, NJ, FL and TX operations centers, we have built a cloud-based architecture. All software is hosted on geographically-diverse servers and with world-class cloud hosting providers.

- **Invoicing Flexibility.** We can accommodate a wide variety of customer interaction and payment methods. Customers can call (24/7) to schedule/modify/cancel details. Customers can pay us in accordance with your wishes. We can handle pre-payment only for all or for certain customers. Such customers can pay via an escrow account, over night check, credit card, wire transfer or e-check – even via Walmart electronic transfers. We typically invoice all publicly traded and Voorhees long-term customers, however, and finance the float and accept the credit risk. In so doing, we eliminate the program financial risk for the Voorhees.

Key team members who will engage with Voorhees during and beyond the on-boarding process include:

Rich Milliman. The CEO of Extra Duty Solutions will be the single point of escalation and relationship management with Voorhees. Rich will be the lead point of contact during the solicitation process, as well as through the on-boarding process should we move forward together.

Wayne Scott. The Head of Organization Development, until January 2020, Wayne was the Chief of Police in Greensboro, NC. In that role he led a 725-sworn officer department. Wayne will be available to the Voorhees leadership team to assist with on-boarding and internal communications. Wayne onboarded Extra Duty Solutions in Greensboro in 2017 and therefore can share “lessons learned” and offer guidance to ensure a smooth transition within the Voorhees Police Department.

Adam Bryan, COO. Adam will oversee the Voorhees account management team along with Adam Bogdan. He will engage during the on-boarding process to ensure Voorhees’s rule, rates and processes are properly reflected in our administration of the program. After on-boarding is complete, Adam will ensure the account management team is providing a high level of customer service to the officers and customers.

Keith McTigue, Director of Operations. Keith overs all technology and infrastructure at Extra Duty Solutions and will be integral in the on-boarding and infrastructure creation/ support for Voorhees.

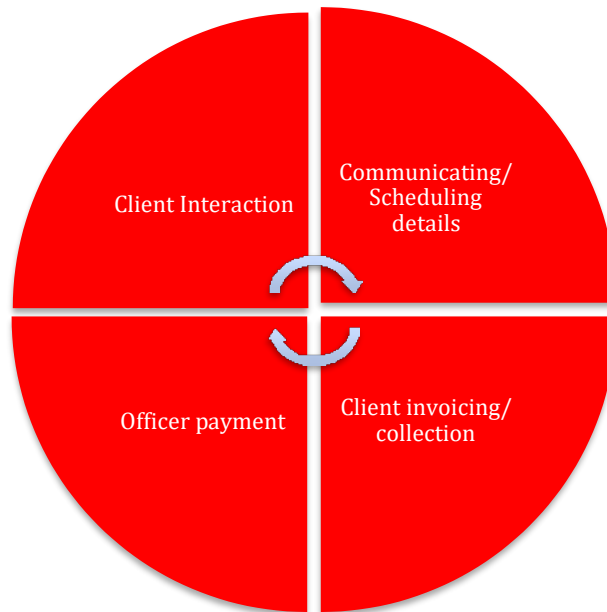
Adam Bogdan, Director of Account Management. Adam will manage and support the Voorhees Account Management team. Adam will handle all escalations involving billing, officer issues, and scheduling matters. Adam will update and maintain the officer rules and policies for Voorhees, making sure the Account Management team is properly trained to handle any and all issues. Adam will be the one point-of-contact faceoff with our Voorhees liaison.

Complete resumes of each are available in Appendix D.

Section 3: Program Description and Method of Approach

Program Design

Our program template is divided into four quadrants:



- ***Client Interaction***

We will assign a local Voorhees phone number to be the single number both extra duty customers of the Voorhees Police Department (VPD) and Voorhees officers to utilize. We can also use a local number you already have in place. This number will be answered by a live person who is a W2 employee of EDS and is located in one of our offices in the United States 24/7/365.

When a client calls the Voorhees extra duty phone number, they are immediately connected with the Voorhees account manager, or assistant account manager, if the primary manager is on another client call. Before the call is answered, the VPD rates and rules automatically appear on the computer screen of the manager receiving the call.

Since the account managers have VPD rates and rules as well as the VPD extra duty schedule on their screens during all calls, most client requests are handled on one call. If a situation arises on a client call in which the account manager feels the need to engage the VPD directly, the account manager will reach out to our VPD liaison. The liaison acts as our main point-of-contact into the VPD for any questions regarding extra duty requests. Examples of when our account managers have reached out to our existing liaisons include:

- To determine the number of officers required for a 5K race a charity is planning
- To determine if it was permissible for an officer to work an extra duty detail in a hotel lobby which contained an open doorway to an adjacent pub/restaurant which serves liquor.
- To determine if a client's request for two officers for a traffic control detail was sufficient given the detail location was within a school zone.

The liaison also keeps us informed of which officers can work extra duty. For example, new officers completing a probationary period, officers entering or exiting the light duty list, officers subject to disciplinary action, etc.

VPD can define how much day-to-day oversight they would like in terms of reviewing and approving extra duty details. We have a couple of departments in which we have the traffic sergeant approve every traffic control request before we communicate and schedule the detail. We have others which only certain vendors, or new vendors, or vendors working on certain routes require internal department approval and others which don't have any pre-approval process. We can accommodate any of these approaches.

Recurring clients can have direct access to our software which will enable them to request new details, modify existing details, or cancel details without needing to call. They would simply logon to their client portal and make the request. The Voorhees account manager is then automatically informed of the request. In many cases, clients get to know and form a first-name-basis working relationship with their account manager. Thus, many requests transpire between clients and account management via direct email.

Embedded below are example screenshots from our client portal:

ENDOR POLICE DEPT.

DASHBOARD

PROFILE

Cincinnati Historical Society is signed in

EXTRA DUTY SOLUTIONS

Welcome, Cincinnati Historical Society

DASHBOARD

CONTACT US

HISTORY

JOB SCHEDULE

INVOICES

ACCOUNT

SIGN OUT

JOB HISTORY

Jan. 1, 2016 - Dec. 31, 2016

JANUARY

16

2016

SATURDAY

STARTS: 0800

ENDS: 1200

TOTAL HOURS:

4.00

AMOUNT INVOICED:

\$0.00

INVOICE NUMBER:

30

JOB NAME:

Saturday Mornings

LOCATION:

1 Civic Lane

VIEW DETAILS

ENDOR POLICE DEPT.

DASHBOARD

PROFILE

Cincinnati Historical Society is signed in

EXTRA DUTY SOLUTIONS

Welcome, Cincinnati Historical Society

DASHBOARD

CONTACT US

HISTORY

JOB SCHEDULE

INVOICES

ACCOUNT

SIGN OUT

INVOICES

JUNE

19

2017

INVOICE NUMBER: 32

INVOICE TOTAL:

\$96.10

LABOR TOTAL:

\$96.00

ADMIN FEE TOTAL:

\$0.10

VIEW DETAILS

JUNE

16

2017

INVOICE NUMBER: 30

INVOICE TOTAL:

\$128.13

LABOR TOTAL:

\$128.00

ADMIN FEE TOTAL:

\$0.13

VIEW DETAILS

13

Contained within our infrastructure is a document management system. If VPD requires all active clients to sign an agreement stating rates, rules, and expectations, and/or provide a COI or other documentation, we can seamlessly manage that process. New clients will be guided to a portal in our website within which they can access any needed documents to review, sign, and save. All such agreements can then be transferred to VPD on rolling or batch cadence consistent with your preference. The same document management process can be enacted each year if client agreements need to be executed on an annual basis.

Communicating/ Scheduling Details: The Officer Portal

The scheduling aspect of the extra duty program entails the communication of the details to the officers and the actual assignment (scheduling) of officers into their chosen details. Both of these activities involve the usage of the officer portal.

Each officer will receive access to our officer portal – an area within our software which shows which details officers have previously worked, details which officers are scheduled to work, and details which are available to officers. Officers receive a logon and set their own password to access the officer portal. The portal can be accessed from any online device including laptops, android phones, iphones, ipads, etc. Access to the portal is also available through our app which can be downloaded at no cost to iPhones and android phones. Officers can use the portal and app interchangeably.

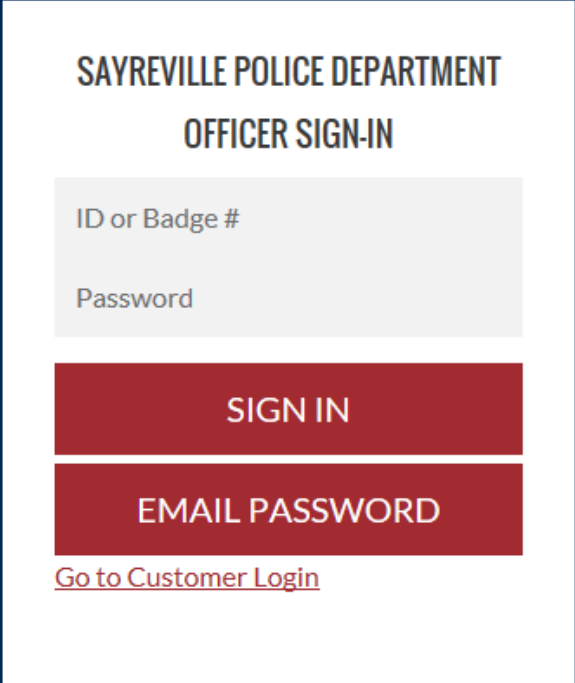
In addition to information regarding details, the officer portal enables officers to:

- Create a profile which includes how they wish to be communicated with (email, text, or both), their mailing address (if needed), and any other pertinent information which is relevant for scheduling or payment purposes. The fields within the profile will be customized to VPDs specific needs. Fields which should be defined not by the officer, but by department-provided information will be populated by us. For example, an officer's tenure, whether or not an officer is K9 certified, whether or not an officer has been certified to work extra duty at a local hospital, etc.
- Verify extra duty hours worked. Officers can logon to their portals to verify they have arrived at an extra duty detail and that they have departed a detail. We can customize this feature, so officers verify their hours after working details, or real-time. If the real-time option is desired by VPD, officers not verifying they have arrived at an extra duty detail site within 15 minutes of the scheduled start time can receive automated emails/texts to verify they are working the detail. Likewise, our account team will receive real-time notifications of a potential no-show to trigger them into calling the scheduled officer (if desired by VPD) and, if need be, attempt to attain another officer to work the detail. The same process can be followed upon completion of an extra duty detail. The officer "signs out" of the detail on his or her portal to verify completion of the detail. If an officer states the start and/or end time of the detail was different from the scheduled time, he or she is required to explain the difference within the portal.
- Transfer extra duty details. If VPD allows transfers, officers can transfer details they

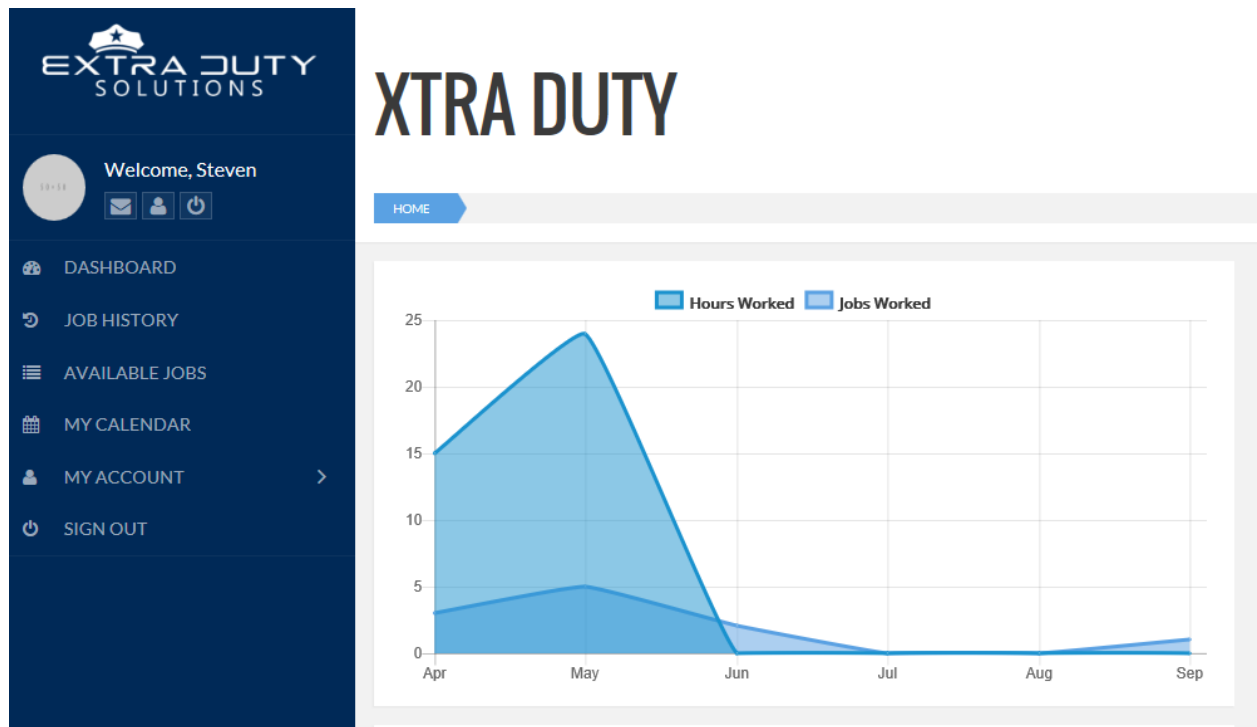
have previously signed-up for either to other individual officers (by name) or to any other officer available and interested in accepting the detail. Again, the transfer feature is customizable and can be enacted or disabled in accordance with VPDs wishes.

- Communicate available and unavailable times which they can work extra duty details. An officer can “opt-in” or “opt-out” of specific times on individual days, or on a recurring basis. Details can then be assigned to officers based on their availability.
- Review their extra duty calendars. Officers can view all details worked, scheduled and available via an easy-to-use calendar. Officers can quickly review the last month, current month, next four weeks, year-to-date, or any custom date-range they define.

Below are select screen shots of the officer portal:



The screenshot displays the 'SAYREVILLE POLICE DEPARTMENT OFFICER SIGN-IN' portal. It features a white background with a dark blue border. At the top, the text 'SAYREVILLE POLICE DEPARTMENT' is centered in a bold, dark blue font, followed by 'OFFICER SIGN-IN' in a slightly smaller, bold, dark blue font. Below this, there are two input fields: 'ID or Badge #' and 'Password', both in a light gray font. Underneath the input fields are two red buttons with white text: 'SIGN IN' and 'EMAIL PASSWORD'. At the bottom, there is a link that reads 'Go to Customer Login' in a dark blue font.



AVAILABLE JOBS

HOME

AVAILABLE JOBS

 September 30, 2016 - October 6, 2016

APPROVED EMPLOYERS

OCTOBER
3
2016

MONDAY
STARTS: 0730
ENDS: 1130

EMPLOYER:
B&W Construction Co
JOB NAME:
53 Pulaski Ave
LOCATION:
53 Pulaski Ave

JOB TYPE:
Detail
AVAILABLE UNTIL:
10/1/16 10:30

NOTE:
Cruiser Needed

REQUEST

VIEW DETAILS

MY CALENDAR

[HOME](#)[MY CALENDAR](#)

September 30, 2016 - September 30, 2016

NEW AVAILABLE TIME

NEW UNAVAILABLE TIME

Today

09/30/2016

09/30/2016

Tomorrow

Next Week

Next 4 Weeks

This Month

Next Month

Custom Range

APPLY

CANCEL

Sep 2016

Oct 2016

Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
28	29	30	31	1	2	3	25	26	27	28	29	30	1
4	5	6	7	8	9	10	2	3	4	5	6	7	8
11	12	13	14	15	16	17	9	10	11	12	13	14	15
18	19	20	21	22	23	24	16	17	18	19	20	21	22
25	26	27	28	29	30	1	23	24	25	26	27	28	29
2	3	4	5	6	7	8	30	31	1	2	3	4	5

MAY

5

2016

THURSDAY

STARTS: 0800

ENDS: 1600

TOTAL HOURS:

8.00

PAID ON:

AMOUNT PAID:

\$256.00

EMPLOYER:

National Grid

JOB NAME:

Work Crew on Plantation Drive

LOCATION:

Corner of Plantation & Palm St.

NOTES:

VIEW DETAILS

MAY

3

2016

TUESDAY

STARTS: 1800

ENDS: 2300

TOTAL HOURS:

5.00

PAID ON:

AMOUNT PAID:

\$160.00

EMPLOYER:

Cincinnati Reds

JOB NAME:

Reds Game 5/3/2016

LOCATION:

Great American Ballpark - Gate C

NOTES:

VIEW DETAILS

Check In

Your job on Thursday, July 30 for Walmart at 12 Main St. Ft Lauderdale, FL starts at 1000

☐ I did not work this job

TIME:

10:00

Please provide information on any vehicles used

☐ Cruiser #
 Starting Mileage

☐ Boat #
 Starting Engine Hours

☐ Tow Truck #
 Starting Mileage

☐ Private Vehicle #
 Starting Mileage

Change Time if needed and Click below

NOTE:

CHECK IN

JOB CALENDAR

[HOME](#)
[CALENDAR](#)


Available



Assigned



My Jobs



Requested By Me

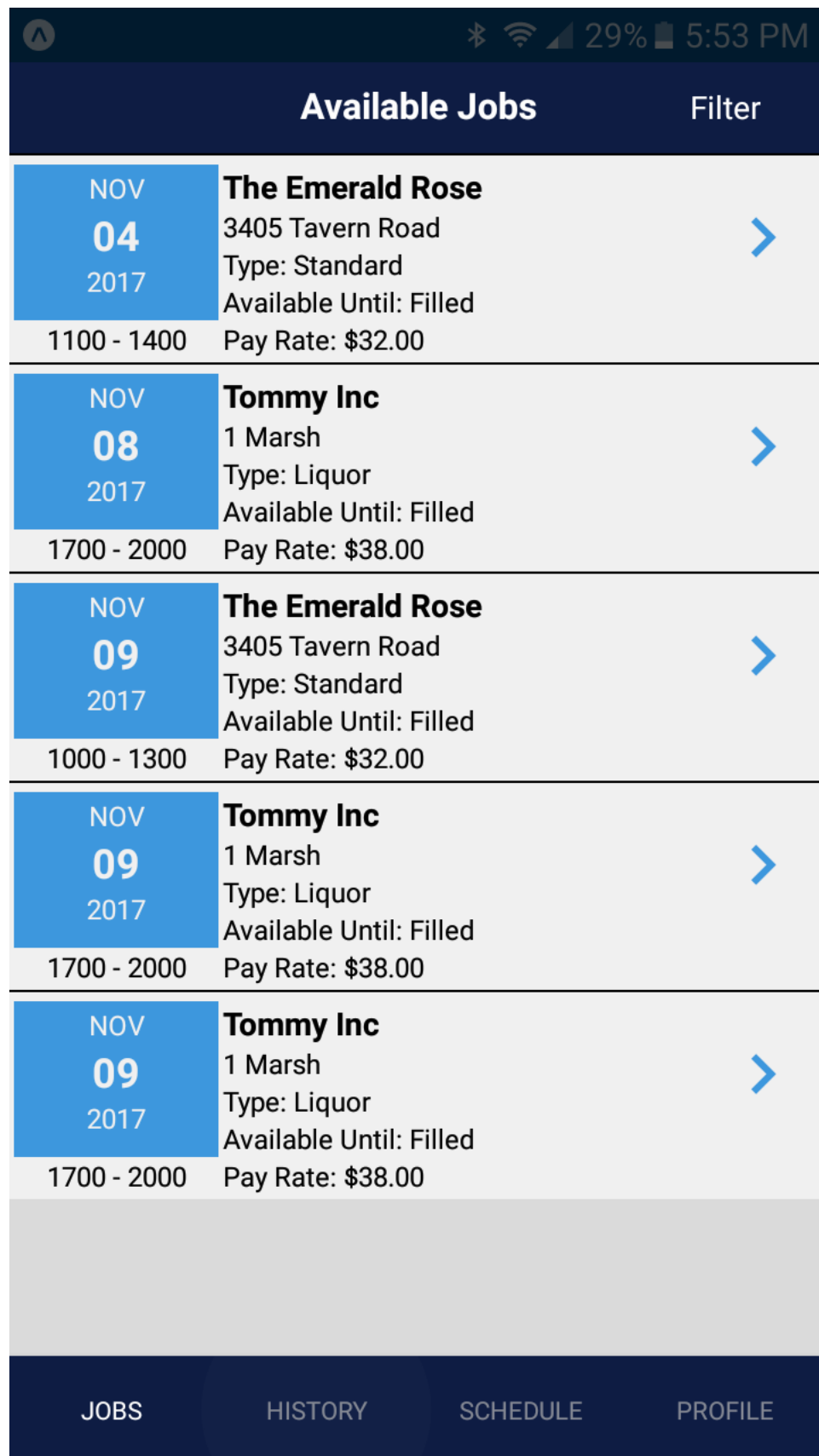
☐ Work Day

☐ Off Day

February 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 0700 Bob's Bar 0800 Ricks Rac 0800 Construct 0900 Adam Bry
2 0800 Construct	3 0800 Construct 1200 abc tree	4 0800 PSEG Ele 0800 Construct 1000 Manny Tr	5 0800 Manny Tr 1600 ABC Stud 0700 Manny Tr 0800 Construct 0800 Construct 1100 Manny Tr 1200 abc tree	6 0700 Manny Tr 0800 Manny Tr 1130 Adam Bry 1130 abc tree C 1400 Construct	7 0800 Construct 1200 abc tree	8 0700 Bob's Bar 0800 Construct 11245 Barfly tes
9 0800 Construct	10 0800 Construct	11 0800 Construct	12 0730 Arizona P	13 0800 Construct	14	15 0000 ABC Stud

Below are select screen shots of the officer phone app:



History		Filter
OCT 20 2017	Cincinnati Historical Society 1 Civic Lane Type: Standard Amount Paid: \$96.00 2359 - 0259 Paid On: 12/0/0000	>
OCT 20 2017	Bob's Bar 3808 W Gate City Type: Liquor Amount Paid: \$152.00 2359 - 0259 Paid On: 12/0/0000	>
OCT 19 2017	Tommy Inc 1 Marsh Type: Liquor Amount Paid: \$152.00 2300 - 0200 Paid On: 12/0/1899	>
OCT 13 2017	The Emerald Rose 3405 Tavern Road Type: Standard Amount Paid: \$96.00 1100 - 1400 Paid On: 12/0/0000	>
OCT 04 2017	Tommy Inc 1 Marsh Type: Liquor Amount Paid: \$152.00 1800 - 2100 Paid On: 12/0/0000	>
SEP 30 2017	The Emerald Rose 3405 Tavern Road Type: Standard Amount Paid: \$96.00	>
JOBS HISTORY SCHEDULE PROFILE		







28%
5:58 PM

Schedule

Filter

NOV

04

2017

1730 - 2300

Requested

Cincinnati Historical Society

1 Civic Lane

Type: Standard

>

NOV

04

2017

1800 - 2100

Requested

Tommy Inc

1 Marsh

Type: Liquor

>

NOV

04

2017

1800 - 2100

Requested

Tommy Inc

1 Marsh

Type: Liquor

>

NOV

05

2017

0700 - 1500

Available for Job

>

SET AVAILABILITY

JOBS

HISTORY

SCHEDULE

PROFILE



Back

Available Job

Job Name

3405 Tavern Road

Employer

The Emerald Rose

Location

3405 Tavern Road

Date

November 9, 2017

Times

1000 - 1300

Job Type

Standard

Pay Rate

Success

Your request has been submitted
successfully



Cancel

Set Availability

I will be



Available



Unavailable

during this time:

Start Date

11/07/2017



End Date

11/07/2017



Night Shift

Start Time

23:00



End Time

07:00



SAVE

Communicating Details

We will communicate new details in a manner consistent with VPD desires. The various ways we communicate details for our existing clients include:

- Email/ texting details to officers on a rolling basis as clients request them. Here again, only officers who are able and qualified to work on specific details will receive such notifications. An officer not certified to work at the hospital, or on vacation next week, will not receive notification for any hospital details or any details occurring next week. Details will also appear in officer portals in conjunction with being emailed/texted out.
- Email/text details to officers in a batch mode – the same time each day or the same time each week.
- Populate the details in officer portals but do not send out email/text notifications.
- In the event of an emergency and last-minute details or last-minute cancelations by officers scheduled to work details, we have the ability to “blast out” details. In this situation, all officers will receive emails/texts of an immediate need. Officers who have noted in their portals they are unavailable to work at the time of the need can be exempt from the notification.
- Finally, if you prefer we assign details based on availability, we would not communicate the details or populate them in the officer portals at all.

Scheduling Details

We will schedule or “award” details in a manner consistent with VPD desires. Each law enforcement agency we serve has a unique way of awarding details. There are many ways we can distribute details; here are some common examples of our scheduling algorithms:

- First-come-first-serve. Whichever officer signs up for a detail first, gets the detail.
- By tenure: Details are offered to higher tenured officers initially, those that remain unfilled after some pre-determined amount of time are then made available to a less tenured group – and so on down the tenure line.
- By a static or live rotation list.
- By a point system. Officers are assigned points in some determined fashion. For example, one point for each extra duty hour worked since January 1, or one point for each extra duty dollar earned this quarter, etc.

Details are then “open” for some amount of time while officers can indicate, via their portals, which details they are interested in. The officer with the lowest points indicating interest in a detail is awarded the detail. For example, a detail available for next week may be “open” for three days in officers’ portals. During that three-day period, 12 officers might indicate interest. The detail is awarded to the officer with the lowest points among those 12.

We can also employ more than one scheduling methodology simultaneously. For example, a given month's recurring security details might be awarded on the 10th day of the prior month in a first come first served basis, but road jobs requested on an on-going basis might be awarded nightly using a pointsystem.

Regardless of the scheduling algorithm chosen by VPD, we can override it in the event of emergency or last-minute officer cancelation situations. In such situations, we can use the "blast out" method of communication with either a first-come-first-served or short timeframe (15 or 30 minutes typically) open-period award process.

Client Invoicing / Collection

We will invoice and collect payments from all clients. We will finance the associated float and accept all credit risk. For clients which the VPD requires pre-payment or clients who we deem not credit-worthy, we can accept hard or e-checks in advance of details, credit card payments, or set up escrow accounts for recurring clients.

Publicly traded companies and clients which Voorhees has a strong relationship with, we will invoice. They can pay with checks, money orders, ACH payments or wire transfers.

If a customer wished to pay for details via a credit card we charge a 3% fee if they are paying before the invoice reaches 35 days aged; 5% fee thereafter.

Officer Payment

We will provide Voorhees with a payroll file, in a file format and form which is acceptable to the Voorhees finance team. This file will be provided once for each pay cycle and in accordance with the finance team's timing needs. On the same day, we will deposit the total amount due to cover officer payments and any administrative fees due to Voorhees into a bank account of Voorhees's choosing.

Alternatively, we can pay officers directly via check or direct deposit (each individual officer's choice) also on the same cadence as Voorhees's on-duty pay cadence. Monies due to the Voorhees, such as Township administration fees and cruiser fees, will be paid via check or ACH on the same days officers are paid.

VPD can choose either method.

Implementation, Reporting, Support and Training, other considerations

Implementation

Should we be chosen to be VPDs extra duty administrator, we would conduct a “knowledge transfer” meeting or call at no cost to Voorhees. This meeting typically lasts 2-3 hours depending on the complexity of the extra duty program. The meeting end-product is our thorough understanding of how VPD leadership wants the extra duty program to be operationalized: rules, procedures, rates, etc. Within this meeting we will:

- Identify who, within VPD, will have full transparency into the extra duty program via the administrator site (full detail calendar, financial visibility, officer schedules, etc.) and who will have partial transparency. For example, VPD leadership may want the traffic Sergeant to have visibility into all traffic-related details, clients and the subset of officers who work such details, but not transparency into non-traffic details. Similarly, if VPD employs internal detail coordinators, those individuals may have visibility into “their” clients and details, etc.
- Receive the VPD roster, pertinent officer-level information required to award details (who is K9 certified, who is permitted to work various detail- types and/or at specific clients, etc.), liaison name, and any other personnel information required. For example, if VPD requires Township permitting for certain types of details, we will understand whom we interact with for that purpose and the procedure entailed.
- All program rules: client cancelation policies, minimum hours per detail, detail types requiring multiple officers or certain ranks, off-limit detail types and/or clients, when to reach out to neighboring agencies to fill unfilled details and which agencies, officer cancelation policies and reporting needs, etc.
- All program rates: base rates, specialty rates by rank, hour of the week, long details, national holidays, multiple-officer details, Township- or school-details, etc.
- Reporting wants and requirements of VPD leadership and sub-groups.

Once the knowledge transfer meeting is complete, we customize our infrastructure to meet the specific requirements of VPD and are then ready to conduct training and client outreach. The infrastructure customization process takes two to four weeks depending on program complexity. All software utilized is cloud-based, and there is no need for Voorhees to download any software on their servers or network.

Other than provide us the information outlined above, and basic financial information (e.g., payroll dates, bank account ACH information so we can pay), there is no requirement of Voorhees to produce any output during the onboarding.

Support and Training

One to two weeks before we initiate program administration, we would conduct training and onboarding. At no cost to Voorhees, during this period we would:

- Conduct live group training for officers on the use of the officer portal. We typically do this in conjunction with roll call meetings but are happy to do a larger auditorium or training room session if preferred. Note the portal is extremely easy to use and new officers who have joined our client agencies staffs have all been able to utilize the portal without any formal training.

We provide each officer with a business card containing the single phone number and email address they will need to reach the account manager and account team.

- Hold “office hours” in which officers can interact with us in a one-on-one setting. These interactions can range from asking questions about direct deposit to specific, individual questions officers would rather ask in a one-on-one setting.
- Conduct client outreach. We will send out a letter, jointly written with VPD leadership, to introduce our services and the account management team. We can also personally visit with larger clients in the Voorhees area.

Reporting

Our infrastructure entails numerous base reports along with countless methods to customize these reports. Reporting covers all aspects of the extra duty program including:

- client lists, client activity, billing, receivable aging
- officer detail history, officer cancelation, no-show, late-show, detail transfer, potential rule violation (i.e., double-booking active/off duty, working an excessive number of hours in a day or week, etc.), payments, car and mileage fees
- detail scheduling, both historically and forward-looking, by any time period

The knowledge transfer meeting will include a review of available reporting options. For most of our clients, we provide a weekly or daily “report pack” which is emailed to department leadership. Beyond that, our account managers generate on-the-fly reports as needed at the request of our liaisons. Additionally, VPD leadership will have the ability to generate any reports they want at any time via a logon into our reporting module.

Three example reports can be viewed in Appendix A.

Section 4: Pricing

Our pricing for our service is:

7% administration fee added to all extra duty invoice. The first 400 hours, annually, of Township-paid details will not be charge any administrative fees.

If the VPD would like to utilize our active duty scheduling software, we are happy to conduct a demonstration of our active duty software at your convenience.

Note: The price includes our initiating payment to the Township for payrolls, including any Township administrative fees and cruiser fees the day after each payroll period ends – not 10 days after as is often the case in this industry.

Section 5: SOC Audit Final Report Letter

In 2018 and 2020 we completed SOC I type II audits. The auditing firm's findings letter follows. We will provide the full 54-page report upon request.

Independent Service Auditor's Report on a Description of a Service Organization's System and the Suitability of the Design and Operating Effectiveness of Controls

To: Hart Halsey, LLC dba Extra Duty Solutions,

Scope

We have examined Hart Halsey, LLC dba Extra Duty Solutions' (EDS) description of its law enforcement extra duty program administration solutions and systems entitled "Description of the Service Organization's System Provided by EDS Management" for processing user entities' transactions throughout the period January 1, 2019 to December 31, 2019 (description) and the suitability of the design and operating effectiveness of the controls included in the description to achieve the related control objectives stated in the description, based on the criteria identified in "Assertions by the Service Organization's Management" (assertion). The controls and control objectives included in the description are those that management of EDS believes are likely to be relevant to user entities' internal control over financial reporting, and the description does not include those aspects of the law enforcement extra duty program administration solutions and systems that are not likely to be relevant to user entities' internal control over financial reporting.

The description indicates that certain control objectives specified in the description can be achieved only if complementary user entity controls assumed in the design of EDS' controls are suitably designed and operating effectively, along with related controls at the service organization. Our examination did not extend to such complementary user entity controls, and we have not evaluated the suitability of the design or operating effectiveness of such complementary user entity controls.

EDS uses a third party data center (subservice organization) to house its critical production computer servers, applications and networking equipment. The description includes only the control objectives and related controls of EDS and excludes the control objectives and related controls of the subservice organization. The description also indicates that certain control objectives specified by EDS can be achieved only if complementary subservice organization controls assumed in the design of EDS' controls are suitably designed and operating effectively, along with the related controls at EDS. Our examination did not extend to controls of the subservice organization, and we have not evaluated the suitability of the design or operating effectiveness of such complementary subservice organization controls.

Service organization's responsibilities

In Section 2, EDS has provided an assertion about the fairness of the presentation of the description and suitability of the design and operating effectiveness of the controls to achieve the related control objectives stated in the description. EDS is responsible for preparing the description and assertion, including the completeness, accuracy, and method of presentation of the description and assertion, providing the services covered by the description, specifying the control objectives and stating them in the description, identifying the risks that threaten the achievement of the control objectives, selecting the criteria stated in the assertion, and designing, implementing, and documenting controls that are suitably designed and operating effectively to achieve the related control objectives stated in the description.

Service auditor's responsibilities

Our responsibility is to express an opinion on the fairness of the presentation of the description and on the suitability of the design and operating effectiveness of the controls to achieve the related control objectives stated in the description, based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether, in all material respects, based on the criteria in management's assertion, the description is fairly presented and the controls were suitably designed and operating effectively to achieve the related control objectives stated in the description throughout the period

January 1, 2019 to December 31, 2019. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

An examination of a description of a service organization's system and the suitability of the design and operating effectiveness of controls involves—

- performing procedures to obtain evidence about the fairness of the presentation of the description and the suitability of the design and operating effectiveness of the controls to achieve the related control objectives stated in the description, based on the criteria in management's assertion.
- assessing the risks that the description is not fairly presented and that the controls were not suitably designed or operating effectively to achieve the related control objectives stated in the description.
- testing the operating effectiveness of those controls that management considers necessary to provide reasonable assurance that the related control objectives stated in the description were achieved.
- evaluating the overall presentation of the description, suitability of the control objectives stated in the description, and suitability of the criteria specified by the service organization in its assertion.

Inherent limitations

The description is prepared to meet the common needs of a broad range of user entities and their auditors who audit and report on user entities' financial statements and may not, therefore, include every aspect of the system that each individual user entity may consider important in its own particular environment. Because of their nature, controls at a service organization may not prevent, or detect and correct, all misstatements in processing or reporting transactions. Also, the projection to the future of any evaluation of the fairness of the presentation of the description, or conclusions about the suitability of the design or operating effectiveness of the controls to achieve the related control objectives, is subject to the risk that controls at a service organization may become ineffective.

Description of tests of controls

The specific controls tested and the nature, timing, and results of those tests are listed in Section 4, the "Testing Matrices."

Opinion

In our opinion, in all material respects, based on the criteria described in EDS' assertion—

- a. the description fairly presents the law enforcement extra duty program administration solutions and systems that were designed and implemented throughout the period January 1, 2019 to December 31, 2019.
- b. the controls related to the control objectives stated in the description were suitably designed to provide reasonable assurance that the control objectives would be achieved if the controls operated effectively throughout the period January 1, 2019 to December 31, 2019 and user entities and subservice organizations applied the complementary controls assumed in the design of EDS' controls throughout the period January 1, 2019 to December 31, 2019.
- c. the controls operated effectively to provide reasonable assurance that the control objectives stated in the description were achieved throughout the period January 1, 2019 to December 31, 2019 if complementary user entity and subservice organization controls assumed in the design of EDS' controls operated effectively throughout the period January 1, 2019 to December 31, 2019.

Restricted use

This report, including the description of tests of controls and results thereof in Section 4, is intended solely for the information and use of management of EDS, user entities of EDS' law enforcement extra duty program administration solutions and systems during some or all of the period January 1, 2019 to December 31, 2019, and their auditors who audit and report on such user entities' financial statements or internal

control over financial reporting and have a sufficient understanding to consider it, along with other information, including information about controls implemented by user entities themselves, when assessing the risks of material misstatement of user entities' financial statements. This report is not intended to be, and should not be, used by anyone other than the specified parties.

The Moore Group CPA, LLC

Nashua, NH
February 4, 2020

APPENDIX A: EXAMPLE REPORTS

Badge Number	Officer Name	Customer	Job Date	Job Hours	Start Time	End Time	Hourly Rate	Total Pay
5641	Bisdee, Cedar	Cummings High School	9/9/2016 18:30	3	7:00:00 PM	10:00:00 PM	\$ 25.00	\$ 75.00
5641	Bisdee, Cedar	St. Mark's Church	9/11/2016 8:30	4	8:30:00 AM	12:30:00 PM	\$ 25.00	\$ 100.00
5641	Bisdee, Cedar	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
5609	Comer, Michael	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
3053	Currie, Bret	Williams High School	9/9/2016 18:30	4	6:30:00 PM	10:30:00 PM	\$ 25.00	\$ 100.00
5316	Doss, Neil	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 30.00	\$ 120.00
5475	Elliott, Scott	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
3650	Houck, Andrew	Guzman's Market	9/9/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
3650	Houck, Andrew	Guzman's Market	9/6/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
5625	Jordan, Danisha	Rusted Bucket Tavern	9/11/2016 13:00	4.5	1:00:00 PM	5:30:00 PM	\$ 30.00	\$ 135.00
4238	King, Kevin	Carousel Cinema	9/9/2016 18:30	5	6:30:00 PM	11:30:00 PM	\$ 25.00	\$ 125.00
4238	King, Kevin	Burlington Royals Baseball	9/6/2016 17:30	3	6:30:00 PM	9:30:00 PM	\$ 30.00	\$ 90.00
4238	King, Kevin	Burlington Royals Baseball	9/5/2016 17:30	3.5	5:30:00 PM	9:00:00 PM	\$ 30.00	\$ 105.00
2752	Laws, Chad	Williams High School	9/9/2016 18:30	5	6:00:00 PM	10:30:00 PM	\$ 25.00	\$ 125.00
4242	Long, Todd	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
4472	Lowe, William	Williams High School	9/9/2016 18:30	5	5:30:00 PM	10:30:00 PM	\$ 25.00	\$ 125.00
5553	Mabe, Steven	Rusted Bucket Tavern	9/11/2016 13:00	4.5	1:00:00 PM	5:30:00 PM	\$ 30.00	\$ 135.00
5553	Mabe, Steven	St. Mark's Church	9/11/2016 8:30	4	8:30:00 AM	12:30:00 PM	\$ 25.00	\$ 100.00
4608	Marsh, Richard	Carousel Cinema	9/10/2016 18:30	5	6:30:00 PM	11:30:00 PM	\$ 25.00	\$ 125.00
5494	Paschal, Michael	Guzman's Market	9/5/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
5494	Paschal, Michael	Guzman's Market	9/7/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
4887	Sisk, Kelle	Guzman's Market	9/8/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
4607	Smith, Al	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
2012	Smith, Steve	Guzman's Market	9/11/2016 17:15	2	5:15:00 PM	7:15:00 PM	\$ 25.00	\$ 50.00
5090	Wade, Jerry	Cummings High School	9/6/2016 18:00	2	6:00:00 PM	8:00:00 PM	\$ 25.00	\$ 50.00
5090	Wade, Jerry	Cummings High School	9/9/2016 18:30	4	6:30:00 PM	10:30:00 PM	\$ 25.00	\$ 100.00
2047	Ward, Chuck	Burlington Royals Baseball	9/6/2016 17:30	3.37	6:21:00 PM	9:43:00 PM	\$ 30.00	\$ 101.10
2047	Ward, Chuck	Burlington Royals Baseball	9/5/2016 17:30	3.6	5:30:00 PM	9:06:00 PM	\$ 30.00	\$ 108.00
2047	Ward, Chuck	Cummings High School	9/9/2016 18:30	3.2	6:30:00 PM	9:42:00 PM	\$ 25.00	\$ 80.00
5445	Wright, Nick	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00

EXTRA DUTY SOLUTIONS SAMPLE FEES REPORT

September 7, 2016 --- September 9, 2016

<u>Detail Date</u>	<u>Customer Name</u>	<u>Officer Name</u>	<u>Position</u>	<u>Billed</u>	<u>Rate</u>	<u>Labor</u>	<u>VCR Fee</u>	<u>EDS Fee</u>	<u>Total</u>
9/7/2016	Sample Customer	Sample Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/7/2016	Sample Customer	Sample PSO	PSO	7.00	\$35.00	\$245.00	\$35.00	\$28.00	\$308.00
9/7/2016	Sample Customer	Sample MSO	MSO	9.50	\$25.00	\$237.50	\$47.50	\$38.00	\$323.00
9/7/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/7/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/7/2016	Sample Customer	Sample MSO	MSO	9.00	\$25.00	\$225.00	\$45.00	\$36.00	\$306.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.00	\$35.00	\$315.00	\$45.00	\$36.00	\$396.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/7/2016	Sample Customer	Sample PSO	PSO	8.50	\$35.00	\$297.50	\$42.50	\$34.00	\$374.00
9/7/2016	Sample Customer	Sample PSO Supervisor	PSO Supervisor	4.00	\$40.00	\$160.00	\$20.00	\$16.00	\$196.00
9/7/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/8/2016	Sample Customer	Sample MSO	MSO	9.50	\$25.00	\$237.50	\$47.50	\$38.00	\$374.00
9/8/2016	Sample Customer	Sample PSO	PSO	8.50	\$35.00	\$297.50	\$42.50	\$34.00	\$374.00
9/8/2016	Sample Customer	Sample MSO	MSO	9.50	\$25.00	\$237.50	\$47.50	\$38.00	\$323.00
9/8/2016	Sample Customer	Sample MSO	MSO	9.00	\$25.00	\$225.00	\$45.00	\$36.00	\$306.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	5.00	\$40.00	\$200.00	\$25.00	\$20.00	\$245.00
9/8/2016	Sample Customer	Sample Sworn Supervisor	Sworn Officer Supervisor	4.00	\$45.00	\$180.00	\$20.00	\$16.00	\$216.00
9/9/2016	Sample Customer	Sample MSO	MSO	7.00	\$25.00	\$175.00	\$35.00	\$28.00	\$228.00
9/9/2016	Sample Customer	Sample MSO	MSO	8.50	\$25.00	\$212.50	\$42.50	\$34.00	\$289.00
9/9/2016	Sample Customer	Sample PSO	PSO	5.00	\$35.00	\$175.00	\$25.00	\$20.00	\$220.00
9/9/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/9/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/9/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00

\$7,750.00 \$1,130.00 \$904.00

Total \$9,784.00

Example Payroll Report

Officer Job & Earnings Totals			
From: 9/7/2016 Through: 9/21/2016			
Emp. #	Name	Tot Hrs	Tot Paid
152	Sample Officer	13.50	\$926.25
159	Sample Officer	12.50	\$828.75
158	Sample Officer	9.50	\$666.25
82	Sample Officer	14.00	\$913.75
142	Sample Officer	19.00	\$1,190.00
121	Sample Officer	56.00	\$3,802.50
143	Sample Officer	7.00	\$455.00
167	Sample Officer	28.50	\$1,868.75
136	Sample Officer	8.50	\$568.75
68	Sample Officer	25.50	\$1,706.25
100	Sample Officer	59.50	\$4,028.75
119	Sample Officer	9.50	\$666.25
86	Sample Officer	14.00	\$910.00
146	Sample Officer	4.00	\$220.00
162	Sample Officer	29.00	\$2,047.50
124	Sample Officer	35.00	\$2,405.00
85	Sample Officer	9.50	\$666.25
108	Sample Officer	15.00	\$975.00
128	Sample Officer	4.00	\$260.00
104	Sample Officer	46.00	\$3,185.00
106	Sample Officer	11.50	\$702.50
88	Sample Officer	13.00	\$877.50
77	Sample Officer	35.50	\$2,421.25
151	Sample Officer	10.50	\$682.50
111	Sample Officer	51.00	\$3,477.50
127	Sample Officer	22.00	\$1,495.00
101	Sample Officer	6.50	\$422.50
105	Sample Officer	8.50	\$568.75
156	Sample Officer	12.50	\$828.75
169	Sample Officer	27.50	\$1,901.25
145	Sample Officer	24.50	\$1,657.50
168	Sample Officer	47.50	\$3,331.25
109	Sample Officer	17.00	\$1,137.50
139	Sample Officer	38.00	\$2,665.00
120	Sample Officer	13.00	\$877.50
98	Sample Officer	6.00	\$390.00
160	Sample Officer	12.50	\$812.50
62	Sample Officer	8.50	\$568.75
130	Sample Officer	30.00	\$2,145.00
163	Sample Officer	32.50	\$2,197.50
149	Sample Officer	9.50	\$666.25

Payroll File

<u>Detail Date</u>	<u>Inv #</u>	<u>Customer Name</u>	<u>Officer Name</u>	<u>Emp #</u>	<u>Worked</u>	<u>Billed</u>	<u>Rate</u>	<u>Labor</u>	<u>Admin Fee</u>	<u>Endor Fee</u>		
9/19/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/20/2016	100	FED Corp	Doucette, Leo	Doucet	11.50	11.50	\$51.12	\$677.34	\$67.73	\$40.64		
	203			te								
9/21/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/22/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/23/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/26/2016	100	RJV Construction	Kavanagh, Paul	1515	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54		
	204											
9/26/2016	100	RJV Construction	Jewett, Brian	4230	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54		
	204											
9/26/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/26/2016	100	Town of Endor, DPW	Piers, Kevin	4210	10.00	10.00	\$47.77	\$525.51				
	200											
9/26/2016	100	Town of Endor, DPW	Araujo, Robert	1810	9.50	9.50	\$47.77	\$489.68				
	200											
9/26/2016	100	Town of Mouhill DPW	Grace, Charles	Grace	6.00	8.00	\$45.85	\$366.80				
	201											
9/26/2016	100	Verizon	Masiello, Frank	4260	7.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	199											
9/26/2016	100	Verizon	Keefe, Alexander	425	6.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	199											
9/26/2016	100	W. W. Contracting	Ellis, Brendan	2230	9.00	12.00	\$46.77	\$654.83	\$65.48	\$39.29		
	206											
9/27/2016	100	Eversource Electric	Tessier, Jonathan	1975	5.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	198											
9/27/2016	100	RJV Construction	Fay, Erik	4255	7.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54		
	204											
9/27/2016	100	RJV Construction	Kavanagh, Paul	1515	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54		
	204											
9/27/2016	100	Sheerin Constrction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	205			te								
9/27/2016	100	Trask Development	Kaiser, Stacy	4320	2.17	4.00	\$47.77	\$191.10	\$19.11	\$11.47		
	202											
9/27/2016	100	W. W. Contracting	Ramirez, Rodolfo	4360	9.50	12.00	\$46.77	\$654.83	\$65.48	\$39.29		
	206											
9/28/2016	100	Eversource Electric	Fay, Erik	4255	5.25	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	198											
9/28/2016	100	Eversource Gas	Kavanagh, Paul	1515	10.00	10.00	\$51.12	\$562.32	\$156.23	\$133.74		
	197											
9/28/2016	100	FED Corp	Grace, Charles	Grace	11.00	11.00	\$51.12	\$639.00	\$63.90	\$38.34		
	203											
9/28/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/28/2016	100	Town of Endor, DPW	Schmidt, James	Schmid	10.00	10.00	\$46.77	\$514.51				
	200			t								
9/29/2016	100	Eversource Electric	Dionne, Michael	7071	5.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	198											
9/29/2016	100	Mig Corporation	Grace, Charles	Grace	8.00	8.00	\$51.12	\$408.96	\$140.90	\$124.54		
	207											
9/29/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/29/2016	100	Town of Endor, DPW	Schmidt, James	Schmid	10.00	10.00	\$46.77	\$514.51				
	200			t								
9/29/2016	100	Town of Endor, DPW	Kaiser, Stacy	4320	10.00	10.00	\$46.77	\$514.51				
	200											
9/29/2016	100	Verizon	Fay, Erik	4255	6.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	199											
9/30/2016	100	Eversource Electric	Ellis, Brendan	2230	3.00	4.00	\$47.77	\$191.10	\$19.11	\$11.47		
	198											
9/30/2016	100	RJV Construction	Doucette, Leo	Doucet	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74		
	204			te								
9/30/2016	100	Town of Endor, DPW	Fay, Erik	4255	7.00	8.00	\$47.77	\$382.19				
	200											
9/30/2016	100	Town of Endor, DPW	Kaiser, Stacy	4320	10.00	10.00	\$47.77	\$525.51				
	200											
9/30/2016	100	W. W. Contracting	Piers, Kevin	4210	7.00	8.00	\$46.77	\$374.19	\$37.42	\$22.45		
	206											
9/30/2016	100	W. W. Contracting	Araujo, Robert	1810	7.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93		
	206											
10/1/2016	100	Keolis Commuter Services	Doucette, Leo	Doucet	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54		
	208			te								
								\$17,967.90	\$1,613.47	\$1,048.10		
											\$ 20,629.47	total deposit

APPENDIX B: CLIENT LIST

A complete client list, including start date, agency size, and contact information is available at:

<https://extradutysolutions.com/eds-references-01854097935820480>

please reach out to Rich Milliman at rmilliman@extradutysolutions.com for a password.

Per the RFP we are providing 5 references here. There agencies are all geographically close to the Township of Voorhees:

South Brunswick Police Dept

Chief Ray Hayducka

732-329-4646

rhayducka@sbnj.net

finance dept contact: Luisa Matticoli

732-329-4000 x7477

lmattico@sbtnj.net

Galloway Police Dept

Capt. Rich Barber

609-652-3705 x332

rbarber@gtpd.org

finance dept contact: Kathy Weber

609-652-3705

kweber@gtpd.org

Hightstown Police Dept

Chief Frank Gendron

609-448-1234

fgendron@hightstownTownship.com

finance dept contact: Monica Patel

609-490-5100 x613

payroll@hightstownTownship.com

Pleasantville Police Dept

Lt. Angelo Madonado

609-484-3644

amaldonado@pleasantvillepd.org

finance dept contact: Barry Lundy

609-484-3622

blundy@pleasantvillenj.us

Camden County Police Dept.

Captain Anthony Moffa

856-757-7277

moffa27@camdencountypd.org

Finance dept. contact: Johanna Conyer

856-757-7582

APPENDIX C: CONFLICT OF INTEREST STATEMENT

We started our company by managing the extra duty officer needs of corporations. Once we started administering extra duty programs for law enforcement agencies a few Chiefs questioned what they considered to be a conflict of interest. We subsequently spoke with a Commission on Accreditation for Law Enforcement Agencies (CALEA) auditor and our outside counsel.

As a result of these discussions, we identified several significant conflicts of interest and determined that to serve our clients ethically and effectively we needed to exit either the corporate or law enforcement side of extra duty administration business.

As a result, we initiated an exit of our corporate business on 9/1/16 and had this exit completed by 12/31/16 with the exception of one corporate client with a single location. During this timeframe, all of our corporate clients were transferred to other providers as we terminated our business relationships with them. We now establish relationships only with law enforcement and municipal agencies.

Extra Duty Solutions and its owners, managers, employees, and family members have absolutely no involvement in or ownership of any security guard business or related business including, but not limited to, businesses which obtain or schedule extra duty officers on behalf of corporate clients.

Some specific conflicts of interest identified by counsel and law enforcement agencies are as follows:

- We have not signed vendor agreements with your agency's vendors/customers (retailers, banks, theatre chains, etc.). Vendor agreements commonly contain rights of selection, rights of personnel termination, non-disparagement clauses, one-way indemnifications, insurance ordering claims, and other clauses all aimed at pushing all risk from the vendor to the administrator and, in turn, your agency.
- Client companies often make requests which are in conflict with the manner in which the law enforcement agency desires their program to be administered. For example, a company may request specific officers work their details, or specific types of officers (e.g., friendly, "good with kids", etc.) whereas the agency wishes to assign details via tenure, or a points system, or some other way to ensure consistency and fairness. The administrator will be tempted to bend or violate the agency rules to ensure their corporate client is happy.

- An administrator who has both corporate and agency clients are likely to want to please its corporate clients and give preference to their extra duty needs over the needs of other individuals and businesses needing the services of extra duty officers. The administrator may even seek to bend or violate the agency's rules to please their corporate clients. This may lead citizens and businesses in the community to accuse not only the administrator but also the agency of preferential treatment or unfairness because scheduling for the administrator's corporate clients are more timely and satisfactorily performed. This could lead to accusations of discriminatory treatment of various individuals and areas within the community.
- Similar to the above point: a corporate client may want an extra duty officer to engage in activities which are in the "gray area": take tickets, access the master key to check the back room, check IDs, ensure bank tellers aren't leaving early, etc. Although these are not activities officers should be responsible for, and thus bring legal exposure to their agency, an administrator representing the corporate client will be conflicted and potentially allow such activities - in the absolute worst interest of the agency.
- An administrator who also places individuals other than the agencies' active, sworn officers into client details, will be conflicted based on the profit associated with each such individual. For example, if the administrator earns higher margins on armed or unarmed security guards, U.S. or state marshals, etc. they will be conflicted. A client requesting an extra duty officer may be steered toward agents in a geographically-overlapping agency by the administrator depending on the specific margin levels. Again – in the worst interest of the law enforcement agency.
- The administrator company can "double dip." They can charge an administration fee on both the law enforcement side and the company side. In doing so, they earn twice the money for doing the same amount of work and are unfairly profiting within the local community.
- Security firms administering extra duty programs have an incentive and, in the past, have been found to "block" other security firms from openly operating in geographies within which they administer the extra duty program. There have also been cases of security firms stealing corporate customers from other security firms. This can and has caused dissatisfaction among local customers of the extra duty program

APPENDIX D: RESUMES

RICH MILLIMAN

(203)216-9742 | rmilliman@extradutysolutions.com

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS

Shelton, CT

Chief Executive Officer

2014-Present

HH/EDS administer and provides on- and extra-duty scheduling software for law enforcement agencies.

HH/EDS helps law enforcement agencies focus on community safety by relieving the administrative burden associated with extra duty programs.

BRIDGEWATER ASSOCIATES

Westport, CT

Chief Operating Officer

2010-2013

- Member of leadership team outsourcing core operations, technology and accounting areas to BNYMellon (aimed at saving \$140M+ over initial 2 years). Considered the most complex, groundbreaking outsourcing in the hedge fund industry.
- Responsible for all non-BAU activities and projects across the back office including management of all client-/ compliance-initiated change requirements.
- Co-manage operations, technology, fund accounting, counterparty relations, and budgeting/planning, security and risk management back-office departments with executive from BNYMellon (outsourcer).

Head of Risk Management

2009-2010

- Initiated and led firm-wide risk management practice including an extensive fraud audit to assess the security of client funds and remediate areas of concern. Resulted in significant reduction in firm-wide risk and increased security (as assessed by Ernst & Young) from the highest organizational levels through the minute details of monetary movements and client sensitive information.

Senior Management Advisor

2008-2009

- Reporting directly to Founder/CEO Ray Dalio, worked with Bridgewater's senior management team to address the most pressing problems facing the company. Some results include:
 - Significant labor efficiencies across the back office operations (collateral, consistency of procedures across asset classes, counterparty interactions, etc.)
 - Greatly enhance physical security of senior staff and VIP visitors.
 - Elimination of recurring errors in client accounting (NAV calculations and reconciliations with custodians/ administrators), and client service (client communication preparation).
 - More throughput and fulfillment in HR recruiting; more thorough compliance (SAS 70 quality and process).
- Initiated, designed and implementation of firm-wide expenditure and vendor management process which directly reduced firm-wide vendor expenditures by 25% by attaining superior rates/terms and eliminating waste.

IIR HOLDINGS N.V.

New York City, NY

Group President/ Chief Operating Officer

2002-2007

- Managed 5 companies and 2 back office locations totaling 450 staff and \$210M in revenue.
- Moved an acquisition from an annual loss of \$5M to a profit of \$4.4M by greatly reducing costs and streamlining processes.
- Implemented a cross-company benchmarking process which led to utilizing significantly lower labor costs on major client engagements and more optimally deploying and sharing I.T. resources.

- Eliminated several negative-margin offerings while increasing revenue at a 14% annualized growth rate.
- Assisted in the sale of IIR to UK-based Informa in late 2005.

JOBDIRECT

Stamford, CT

Chief Executive Officer and President

2001-2002

- Recommended and oversaw complete shutdown of the company after results of two months of analysis were presented to and approved by Korn/Ferry's board and CEO.
- Merged front-end sales and account management into another Korn/Ferry subsidiary; back-end staff functions into Korn/Ferry corporate departments. Sold off unneeded assets and managed the closure of the legal entity including lease terminations, severance allocations, and client contracts.

BANK ONE (JP Morgan Chase)

Wilmington, DE

Senior Vice President, Portfolio Management

2000-2001

- Line management responsibility for \$250 million in earnings; \$30 billion in new balances. Responsible for all balance build, sales and usage, rewards and alliances, and retention marketing initiatives and programs.
- Beat 2000 YTD earnings goal by 18%. 2001 plan showed an 18% increase in top-line growth with a 26% decrease in expenses.
- Managed staff of 615 including marketing, finance and call center operations personnel.

Senior Vice President, Retention Marketing and Operations

1999- 2000

- Line responsibility for \$75 million in earnings; \$10 billion in new balances. Responsible for 20 marketing and finance personnel and 3 call centers housing 500 phone reps and 50 management staff. 4% professional staff attrition (compared to 20% company-wide).
- Exceeded 1999 earnings forecast by 26%, beating 1998 earnings by 110%.
- Initiated alliance marketing programs with AOL, eBay, and Home Depot.
- Awarded "key performer" award - 2/00; rated "outstanding" on '98 and '99 performance reviews.

Senior Vice President, Competitive and Market Intelligence

1998- 1999

- Grew department of 3 people to 30 in 9 months. 3% staff attrition.
- Introduced sophisticated market research techniques to FirstUSA and Firstcard.
- Developed competitive tracking databases and intranet.

McKINSEY AND COMPANY

Atlanta, GA; Los Angeles, CA

Engagement Manager

1992-1997

- Created and implemented marketing and operation strategies for a wide range of clients. International experience in Brazil, Canada and several European countries. Non-client activities included designing and conducting training / recruiting programs and teaching in McKinsey's mini-MBA program. Spent 1997 onsite at LRW managing the market research firm's alliance with McKinsey. Selected engagements:
 - Developed a penetration strategy targeting high net worth prospects for a Brazilian private bank.
 - Created a European market expansion strategy for a personal computer manufacturer.
 - Determined a telecommunication firm's expected market share decrease resulting from deregulation.
 - Defined and segmented the commercial market for advanced telecommunications equipment.
 - Redesigned the product development process for a telecommunications firm, which led to a 50 percent decrease in time to market and a 60 percent decrease in person-days required.
 - Developed a market strategy for a highly specialized private school increasing enrollment 15 percent.

- Reconfigured a building products distribution network yielding 30% lower costs with no revenue loss.
- Completed a five-month new product development process for an electric utility. This involved segmenting the business and consumer markets and leading ideation sessions.
- Defined the informational and skill set needs for the deregulated affiliate of an electric utility.

INFORMATION RESOURCES, INC.

Chicago, IL

Associate Director, Product Development

1991-1992

- Created mathematical models using panel and scanner data to analyze and devise market strategies. Worked with several leading packaged goods companies (i.e., Kraft, Procter and Gamble, Ocean Spray, Quaker, James River, Conagra, Tropicana, Lever Brothers, S.C. Johnson, etc.). Managed a department of three statisticians.
- Developed a generalizable system of models to forecast seasonal effects on sales of packaged goods.
- Developed price and promotion analysis models that generated over \$1 million of sales in year one.
- Determined the effectiveness of manufacturers offering price rollbacks to retailers. Results convinced a major consumer packaged goods manufacturer to eliminate all price rollbacks.

DDB NEEDHAM WORLDWIDE, INC.

Chicago, IL

Associate Strategic Planning Department

1988-1991

- Responsible for comprehensive strategic analysis of market and internal client data. Reviewed and devised strategic direction based on data analysis.
- Analyzed demographic trends that drove positioning for Sea World Parks.
- Defined possible image options for the positioning of Bud Dry Beer.
- Determined the viability of brand extensions for General Mills.
- Analyzed household buying habits for Disney movie videos.

COMMUNITY INVOLVEMENT

Corporate Board Member

Hart Halsey LLC

2015-Present

Falck Medical, Inc.

2005-2007

Verde Inc.

1999-2002

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

PhD. in Business Administration, The University of Chicago

Perceived Risk Attitudes: Relating Risk Perception to Risky Choice written with Elke U. Weber; *Management Science*, Vol. 43, No. 2, February 1997; winner of The Decision Analysis Society 1999 publication award

Masters of Business Administration, The University of Chicago

Majors: Marketing and Behavioral Decision-Making

B.S Business Administration, Syracuse University

Majors: Statistics and Management Information Systems

WAYNE SCOTT

(203)336-908-8394 | Wayne.Scott944@gmail.com

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS

Head of Organization Development

Shelton, CT

2020-Present

Responsible for all Sales and Marketing efforts and personnel.

GREENSBORO POLICE DEPARTMENT

Greensboro, NC

Chief of Police

2015-2020

Served as the Chief of Police for North Carolina's third largest city and 62nd largest city in the nation. The jurisdiction consists of 140 square miles with a diverse population of over 290,000. The City of Greensboro is also home to 7 College / Universities that have a total population of students of more than 50,000. The GPD has an authorized strength of nearly 900 employees, including 725 sworn officers and 110 contracted positions, and has an operating budget of \$84.5M. The department is CALEA accredited, and it holds the honor of being the first North Carolina agency accredited.

Accomplishments include:

- Developed and implemented the Neighborhood Oriented Policing (NOP) a community policing plan to transform the agency into a national model for exceptional policing, emphasizing the community partnerships and new structure for the organization as we move forward related to training and departmental organization.
- Creation of the Office of Community Engagement (OCE), a sworn and non-sworn division of the GPD with the sole focus to strengthen relationships between the police and the community in Greensboro. Through this division, the GPD has excelled in ground breaking programming that connects communities with the officers that serve them. The OCE division has been recognized both locally and nationally as an example of the 21st Century policing model of engagement for policing. The OCE coordinated over 85 community events in 2018.
- Lead electronic modernization of many departmental systems to include: Use of Body Camera footage in investigations and training, paperless evidence management through cloud based technology, linking the department directly with the prosecutor's office with shared cloud based software, and working with Geo and CAD based data to better balance workloads and deployment strategies.
- Complete modernization of the department's off-duty and secondary employment systems. Creating a sense of fairness and accountability for the over 2.5 million dollars of work available to GPD employees in our community.
- As Chief, I work directly for the City Manager. I regularly serve as liaison alongside the cities three Assistant Managers on multiple city wide projects and been successful in forming several cross department collaborations for various city wide projects.
- Completed two major police acquisitions and renovations over a four year period: The up fit and opening of a new central police headquarters in downtown Greensboro by replacing the one built in 1970 (6.5 million dollar project) and the up fit of a city existing space for an additional police substation (3.5 million dollars).

Deputy Chief, Investigative Bureau

2014-2015

Serving as the Deputy Chief of Police assigned to the Investigative Bureau I was directly responsible for operations of all follow-up by the GPD. These divisions were Criminal Investigations and Vice/

Narcotics which are comprised of more than 140 sworn members, 4 command level personnel and 12 non-sworn personnel.

Accomplishments include:

- Function as the department's highest ranking liaison with the 10 Federal agencies with overlapping jurisdiction with GPD. Also oversee the 16 Taskforce Officers from GPD assigned to work within these outside agencies.
- Serve as the department's representative and spokesperson for many of the departmental programs designed to target priority offenders such as Violent Criminal Taskforce Call-in (VCTF), Joint Terrorism Taskforce (JTTF), and Crime Stoppers.
- Served on the Patrol Analysis Action Group (PAAG) for redesign of geographic boundaries of the GPD.
- Lead an internal group that completely redeveloped the internal transfer process; not only modernizing the process but allowing for more transparency within the organization.
- Lead an internal group looking at the need for updated tenure policies. Worked to break down many perceptions around that issue.

Deputy Chief, Patrol Bureau

2012-2014

Serving as the Deputy Chief of Police assigned to the Patrol Bureau I was directly responsible for the city's four uniformed patrol divisions which are comprised of more than 476 sworn members, one additional support division consisting of 12 K9 units, 6 command level Watch Commanders and 55 non-police security personnel. As Deputy Chief I directed both short-term and long-range goals for the bureau as well as guided the bureau on day to day issues.

Accomplishments include:

- Lead department wide initiative of equipping all uniformed police officers with on-body video camera systems. Lead policy creation group and worked as liaison with equipment vendor, city legal and implementation staff.
- Assisted in the development and implementation of a bottom-up strategic plan to transform the agency into a national model for exceptional policing, emphasizing essential personnel behaviors, new mission and vision statements, and a focus on technology, innovative policing methods and community partnerships.
- Co-lead an internal group that completely redeveloped internal investigations and disciplinary processes from a reported incident through the adjudication process. Also instructed the entire agency on the changes.
- Lead Problem Oriented Policing (POP) initiative and increased organizational focus on development of effective problem-solving partnerships.
- Assisted with the development of Greensboro's first Entertainment Use Ordinance designed to deter violent activity within the growing club population while maintaining economic growth and safety.
- Lead 150 officers from the GPD to assist with the 2012 Democratic National Convention (DNC) in Charlotte, N.C. Served as nighttime Traffic Commander, directing over 300 posts for the main event.
- While directing nearly 80% of the organizations resources as the Patrol Bureau Commander, Greensboro experienced a 7% reduction in part one offenses.

Captain, Central Patrol Division

2009-2011

As Commanding Officer of the Central Division, the responsibilities included direct management of police services for the most populace (101,000 citizens), culturally diverse and geographically challenging area in Greensboro, NC. Central District contains two major hospitals, four large colleges or universities, all of Greensboro's mental health and homeless service providers, as well as all governmental facilities including the State and Federal courthouse and jail.

Accomplishments include:

- Expanded the downtown Bike Patrol team to include the use of Segway.
- Assisted in redesigning an all-inclusive noise ordinance standard to address a growing population of mixed use properties populating the downtown area of Greensboro, NC.
- Served on the Leadership Committee of the downtown Greensboro Greenway Project.
- Developed long-lasting relationships with college campus police agencies within Central Division. These relationships included mutual aid agreements and beneficial information sharing between different organizations.
- Co-authored revised Code of Conduct and hearing and adjudication of complaint process for entire agency. Lead two committees of various ranks and positions to update these policies as well as create an atmosphere of trust and transparency within the agency.
- Supervised divisional re-organization that removed the Parking Enforcement component from GPD Central Division and created a new division in Greensboro for that resource.

Lieutenant, Police Training Division

2007-2009

As the Executive Officer of the Police Training Division, the responsibilities included supervision of all aspects of outside travel and training as well as management of the organizations budget related to training. Additional responsibilities included serving as the only manager of the Police Training Officer Program (PTO) that guides police academy graduates for their final 16 weeks prior to solo assignments while working with a training coach. As the divisions Executive Officer, also included are the management and oversight responsibilities for all 10 assigned staff members of the division as well as over 140 state certified adjunct instructors required during a normal police academy.

Accomplishments include:

- Reorganization and implementation of a comprehensive computer based testing system for all non-competitive ranks in the organization.
- Supervised all departments CALEA files related to testing, promotion, classroom and field training, as well as travel.
- Trained, certified and released to solo assignments over 145 new Police Officers for GPD, while managing overlapping police academies of over 40 recruits each for several months.

Sergeant, Special Operations Division

2003-2007

Having served in the Special Operations Division for 4 years, I was assigned many tasks and a total of three different assignments.

Accomplishments include:

- Supervised non-sworn Parking Enforcement including implementing conversion of Parking Enforcement over to an electronic ticket system. Authored an ordinance change that modernized Greensboro's Parking Enforcement system.
- Supervised the Operational Readiness Officer. Newly created position after September 11, 2001 events. This position brought GPD in compliance with national mandates related to NIMS and operational planning.
- Supervised the off-duty and special event coordinator.
- Maintained all CALEA files related to Special Operations Division including K9 Operations, SRO deployment, and over 150 special operations plans executed per year.

Crash Reconstruction Team Sergeant

2004-2005

Accomplishments include:

- Supervised team of investigators that responded to all traffic related fatal or near fatal injuries.
- Managed all ongoing training related to traffic crash investigations.
- Chaired board that converted GPD from handwritten to electronic crash investigations.

- Managed 3 separate Governors Highway Safety Grants (GHSP). This included additional resources for crash investigation, creation of a joint quick response interstate team with NCDOT and three additional Enforcement Officers in the Traffic Safety unit. These grants were part of a 3 year matching system that required weekly maintenance of multiple records.

Patrol /Traffic Safety Team Sergeant

2002–2004

Accomplishments include:

- Supervised merging of Crash and Enforcement team duties, managed a 24 hour on call system for investigators.
- Integrated Police Motorcycle Enforcement into newly formed Traffic Safety Team.

Greensboro Police Department

Greensboro, NC

Corporal, Western Division

1999-2002

Patrol Officer, Training Officer, Crime Prevention Officer

1991-1999

COMMUNITY INVOLVEMENT

Board Member

NC Police Executive Board of Directors

2017-2019

Housing our Community Task Force

2017-2018

Guilford Merchants Association

2016-2019

Guilford County 911 Board

2015-2020

Laurel University

2015-2018

Smiles for Life in Guilford County

2012-2017

NC Training and Standards Committee on in-service requirements (Juvenile Minority Sensitivity)

2011-2012

Salvation Army in Guilford County

2011-2015

NC Training and Standards Board for state improvements in technology.

2007-2009

Special Olympics of N.C

2005-2017

Memberships

Police Executive Research Forum.

Administrative Officers Management Program Alumni Association.

International Association of Chiefs of Police.

North Carolina Police Executives Association. (Board of Directors)

North Carolina Training Officer Association

Greensboro Rotary

Community Service

Junior Achievement, Volunteer Program Instructor

Gate City Masonic Lodge, Masonry

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

CONFERENCE PRESENTATIONS

Connecting in our at-risk Communities, The S.O.S. Program

July, 2018

Presented at NC Police Executive Association Conference

Wilmington, NC

Changing Cost of Policing

July, 2015

Presented at NC Local Government Budget Association Conference

Wrightsville Beach, NC

Body Worn Video Concerns

July, 2015

Presented at NC Police Executive Association Conference

Wilmington, NC

Building Bridges in Law Enforcement with Community
Presented at NC Crime Prevention Association Conference

November, 2015
Carolina Beach, N.C.

Body Worn Video implementation for the Greensboro Police Department
Presented at Police Executive Research Forum and Major Cities Chief's Annual Meeting

May 2014
San Francisco, CA

New Technologies in Policing
Presented at Technologies Conference

July 2014
Miami, FL

Crash Reconstruction for the LEO
Presented at NC District Attorney's Conference

July 2005
Raleigh, NC

Implementation of the Stratified Model of Problem Oriented Policing
Co-presented with Dr. Rachel Santos, Problem Oriented Policing Conference

October 2013
Dayton, OH

Commercial Crime Prevention
Presented at NC Crime Prevention Association Conference

March, 1999
Chapel Hill, NC

KEITH McTIGUE

(808)256-9157 | kmctigue@aol.com

SUMMARY

Results-driven leader with over 25 years of success applying a unique mix of strategic analysis and keen decision making, operational and risk management, personnel development and teamwork. Experienced working across the whole-of-government, Department of Defense, other-Federal, State and Local interagency organizations to balance equities, solve problems, provide new perspective and respond successfully in crisis and day-to-day operations. Highest trust, confidence and integrity - Top Secret Security Clearance.

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS

Shelton, CT

Director of Infrastructure

2018-Present

- Oversees daily operations of Headquarters functions and 3 Regional Operations Centers throughout the United States.
- Responsible for current business policy and procedures and identifying and implementing future improvements.
- Responsible for back-end management of critical IT systems.

UNITED STATES COAST GUARD

Honolulu, HI

Chief of Operations and Contingency Planning

2016-2018

- Principal Advisor and Senior Program Director for the U.S. Coast Guard Fourteenth District Commander responsible for Emergency Management, Disaster Response, Operations and Resource Planning, Contingency Planning and Exercise Management, and Reserve Force Training and Readiness across 12.2M square mile Oceania area of responsibility, encompassing 8 U.S. territories and 35 small Pacific island nations. Staff 215 Civilian and Military Active Duty and Reserve.
- Federal, State, and Local Interagency Liaison. Primary Coast Guard and Department of Homeland Security (DHS) coordinator with Department of Defense - Defense Support of Civil Authorities (DSCA) and State, U.S. Territories and International Partner Emergency Management Agencies for crisis and consequence management, all-hazards emergency preparedness and all-hazards exercise planning and execution.
- Leveraged extensive DOD experience and facilitated two flag-officer level Defense Support for Civil Authorities workgroups, brought PACOM, FEMA and the State of Hawaii together. Built effective plans jointly despite initial apprehension of integrating state and federal all-hazards plans.
- Delivered astonishing regional readiness improvements; promulgated four major All-Hazards contingency plans, including a detailed mass rescue plan with international and geographic specific annexes, an Incident Command System instruction with new solutions to lower enterprise risk. All plans deployed through aggressive interagency multi-year training and exercise plan.
- Vastly expanded operational planning metrics, allocated, tracked and adapted deliberate apportionment of resource operating hours across the area of operations. Resulted in meeting all planned operational objectives and allowed synchronization and approval of budget-driven priority requests.

U.S Africa Command-Chief Counter Narcotics, Maritime Security Division

2014-2016

- Senior U.S. Coast Guard Officer detailed to U.S. Africa Command, J5 Strategy Plans, and Programs Directorate as Chief of Counter Narcotics (CN) & Counter Threat Finance (CTF) Division, Maritime Security Programs and Counter Illicit Trafficking Programs. Directed Department of Defense Joint Task Force (JTF) and Joint-Service, Interagency Law Enforcement staff. Seasoned International Affairs and Security Cooperation Specialist. Prioritized and flawlessly executed \$31.0M annual budget of U.S. interagency training against \$90.0M annual requests for assistance from International Law Enforcement Partners. Strict Congressional fiscal oversight.
- Shifted directorate focus to better align Counter Narcotics, Counter Threat Finance, and Maritime Programs and their associated resources in support of newly approved Theater Campaign Plan.
- Streamlined many internal program development and approval processes to make better use of available staff, effort lead to an improved capacity to counter illicit trafficking throughout Africa.
- Provided valuable programmatic oversight and policy review to the newly established Regional Narcotics Interagency Fusion Center in the Kingdom of Bahrain, greatly expanding operational effectiveness of forces and intelligence community countering illicit activity. Used this experience to assist Office of Secretary of Defense in standing-up similar capability in the European theater.

UNITED STATES COAST GUARD

Port Angeles, WA

Commanding Officer Air Station and Sector Field Office

2012-2014

- Fostered an environment of disciplined proficiency, strived to equip crews with proper tools and training to improve mission effectiveness and reduce hazard exposure. Earned Aviation Excellence Award in 2013
- Maximized efficiency and effectiveness of operational and logistics support missions, led unit to provide outstanding support of 12 tenants and supported units, provided excellent facility, engineering and administrative support. Prudently managed 14 disconnected fiscal accounts and \$3.5M annually.
- Oversaw safe and efficient daily operations, facilities management and new construction projects on 70-acre airfield and military base with facilities, equipment, and capital assets and infrastructure with a total value over \$1.0B
- Without interruption to the 24-hour/day, all-weather, all-mission “ready” response capability, smoothly guided a flawless transition to a new helicopter type and successfully conducted the unit’s first shipboard aviation deployment in 7 years.

Additional Assignments

1991-2012

- Numerous assignments as a fixed wing and rotary wing aviator (pilot)
- Deputy Group Commander for Alaska and Pacific Northwest
- Air Station Executive Officer for Alaska and Pacific Northwest
- Operations Officer for Alaska and Pacific Northwest
- Chief Pilot for Alaska and Pacific Northwest
- Flight and Ground Safety Officer for Alaska and Pacific Northwest
- Shipboard deployable rotary wing Senior Aviator for the Bering Sea and Arctic deployments
- Department of Defense-Department and Homeland Security Aviation acquisition project manager
- Coast Guard Headquarters C-130 aviation platform manager

Operational requirements, generation, validation, test, and evaluation. Integrated logistics support plan generation. Accomplished Coast Guard Shipboard Deck Watch Officer

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

Master of Science in Instructional Technology, *University of Houston*

B.S in Mathematics and Computer Science, *United States Coast Guard Academy*

Military, Aviation, and Law Enforcement Training and Education - *Leadership - International Training - Project and Facility Management - Process Improvement - Accounting, Budget, and Financial Management -*

Strategic Planning and Operations - Policy Analysis - Program Manager - Crisis and Consequence Management - Law, Policy and Doctrine - Data Mining and Analysis - Written and Oral Communications

Special Training:

- Chief of Naval Air Training, Primary and Advanced Flight Training, Unrestricted Naval Aviator, (Military Pilot)
- IMSAR Coast Guard Search and Rescue Coordinator Designation
- National Incident Management System, Advanced Incident Commander
- Defense Institute of Security Assistance Management (DISAM), Security Cooperation Management and International Programs Security Requirements
- Department of Defense, U.S. Africa Command, Planning, and Action Officer Course

DANIEL RYAN

PROFESSIONAL EXPERIENCE

JIVASOFT DIV/HART HALSEY

San Antonio, TX

Chief Technology Officer

2019-Present

President

1999-2019

- Founded Jivasoft Corporation, a company dedicated to designing, developing, marketing and supporting administrative software for public safety agencies.
- Preside over all aspects of the company's day-to-day operations including sales, customer service and support, programming, administration and accounting.
- Provide consulting and training services to agencies using Jivasoft's products
- Provide technical support to agencies using Jivasoft's products
- Define the future strategic direction of the company and its products and lead the company toward its goals.
- Develop company's software products using VB.Net, ASP.Net, SQL Server, ActiveReports, GO and React Native.

RYAN DATA SERVICES, INC.

Laredo, TX

President/ Technology Consultant

1996-1999

- Provide Information Technology Services to local businesses in Laredo, TX, including networking, custom software development, hardware specification, hardware installation, training and software support

LAREDO NATIONAL BANK

Laredo, TX

Executive Vice President

1994-1996

- Spearheaded major technology improvements including online banking and wide area networking.
- Led efforts to improve customer service through establishment of telephone banking department and procedural improvements throughout operational areas of bank.
- Executive responsible for managing technology, banking operations, customer service and marketing

SELF EMPLOYED

Boston, MA/ Laredo, TX

Technology Consultant

1988-1994

- Provided strategic technology planning services to business executives
- Advised business clients on major software development and acquisition projects
- Developed custom business software and software development tools for client organizations
- Served as project leader and/or manager for major software development projects

BOSTON SYSTEMS CROUP, INC.

Boston, MA

Senior Associate

1984-1988

- Developed custom software solutions for business clients
- Served as project leader/manager for internal client MIS software development projects
- Provided technical training to client MIS staffs

MITRE CORPORATION.

Bedford, MA

Member of the Technical Staff

1983-1984

- Developed customized hardware and software for Air Force procurement activities. Tested and verified military communications equipment and protocols.
- Granted Secret Clearance

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

Bachelor of Arts in Engineering and Applied Sciences with concentration in Computer Science, *Harvard University*

ADAM M. BRYAN

(203)892-0766 | ABryan@extradutysolutions.com

SUMMARY

Administer world-class extra duty law enforcement programs to effectively mitigate key risks to the company's people, property, products, and information

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS

Shelton, CT
2015-Present

Chief Operating Officer

- Responsible for ensuring excellent service delivery to all Extra Duty Solution clients
- Design and implement extra duty law enforcement programs to mitigate risks faced in corporate environments
- Work closely with Police Departments and Sheriff Offices throughout the country to staff a wide variety of engagements ranging from multiple Officer recurring details to last minute, one-off type details
- Hire, train, and manage key personnel who administer extra duty law enforcement programs for our valued clients
- Ensure the Extra Duty Solutions Call Center is effectively resolving our client's needs in a timely and professional manner

ALLIANCE BUILDING SERVICES

New York, NY
2014

Vice President, Security

- Develop business through various sales and marketing channels to seek clients looking to secure their people, property, and products
- Responsible for designing, implementing, and managing customized security officer programs that meet the goals of our clients
- Hire, Train, and Manage Account Managers at client accounts under my responsibility
- Manage the Quality Assurance program at client accounts to ensure the security personnel are performing up to contract standards
- Provide Security SME experience to clients during build outs, emergencies and other situations where an elevated knowledge of physical security is needed

ENDO INTERNATIONAL

Huntsville, AL
2012-2014

Director, Security Operations

- Senior most security executive for a \$15+ billion pharmaceutical firm
- Hire, train and manage the company's security management team
- Responsible for all aspects of security operations including security personnel and security systems for the firm's two pharmaceutical manufacturing plants in Huntsville, AL and Charlotte, NC
- Manage the investigations team whose work ranges from investigating thefts of DEA scheduled controlled products to employee relations issues
- Manage the \$8 million annual security budget
- Responsible for developing and managing failover events and the BCP during an emergency
- Liaison with local and state law enforcement and federal agencies i.e. DEA, FDA, and FBI
- Manage the firm's supply chain security team
- Act as point of contact for all Security emergencies

BRIDGEWATER ASSOCIATES LLP

Westport, CT

Security Operations Manager

2010-2012

- Responsible for over 100 contract security officers working over 5,000 hours per week at 7 locations for the largest hedge fund in the world
- Responsible for the Security Operations Center personnel and security systems
- Responsible for the firm's life safety program, including fire safety and the employer-sponsored CPR/First Aid/AED training program.
- Manage security at over 50 large events per year
- Develop, implement and audit post orders, training programs, and various logs to secure the people and property of the firm
- Ensured data centers and BCP facilities were secure at all times through initial design phase to ongoing security management
- Perform complex investigations related to personnel issues and theft
- Liaison with local, state and federal officials

SECURITAS SECURITY SERVICES USA

Westport, CT

Account Manager

2008-2010

- Developed security guard program from the ground up
- Ensure the goals of the client security program are met
- Manage 1200-1400 hours per week of guarding operations at multiple sites
- Manage a staff of over 35 Security Officers
- Liaison between client management and contract Security Company
- Responsible for the Access Control System, CCTV, and employee badging process
- Monitor Security Officer Performance through consistent feedback, ongoing training and auditing.

SECURITAS SECURITY SERVICES USA

Stamford, CT

Field Service Manager

2007-2008

- Manage 8500+ hours per week of guarding operations at multiple sites.
- Supervise a staff of over 300 Security Officers.
- Ensure that service expectations are being met through regular contact with clients.
- Evaluate service quality and initiate corrective action promptly.
- Coach employees and carry out disciplinary actions, as necessary.
- Write and review Post Orders. Communicates requirements and changes to affected personnel. Ensure Post Orders are being followed.
- Carry out administrative procedures in support of Branch operations.

Scheduling Manager

2007

- Managed, established, maintained and reviewed schedules.
- Minimized avoidable overtime through effective scheduling strategies.
- Ensured accurate timekeeping, payroll, and billing data is posted in SAFES.
- Coordinated the daily schedules, on-site training, schedule changes and on-call Security Officers.
- Maintained records of Security Officer qualifications, certifications, and training.
- Assisted in screening, interviews, discipline, and training Security Officers.

COMMUNITY INVOLVEMENT

Vice Chairman

ASIS Pharmaceutical Security Council

2014-Present

Member

ASIS Pharmaceutical Security Council

2012-Present

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

B.S in Organizational Leadership, Pennsylvania State University

ADAM ROSS BOGDAN

(203)434-0875 | AdamBogdan87@gmail.com

SUMMARY

Experienced manager of six years with previous roles involving oversight of all day-to-day operations throughout multiple locations in different countries, including business continuity, travel security, account management, and crisis management.

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS

Shelton, CT

Director of Account Management

2019-Present

- Accountable for management and support of Account Managers and Coordinators.
- Point of contact for all escalations involving billing, officer problems, and scheduling issues.
- Oversee hiring, counseling, and training of Account Management and Coordinator staff.
- Manage department rules and all updates surrounding them, including creating a central location for important documents and rules storage.
- Handle back-end administrative tasks involved in onboarding new departments.

BRIDGEWATER ASSOCIATES

Westport, CT

Chief of Operations and Contingency Planning

2014-2019

- Security Manager at the world's largest hedge fund; contracted by Securitas Security Services.
- Responsible for oversight and management of a \$4 million security account, including operations in North America and Europe.
- Manage security team of 100 employees, including an operations center, security analysts, and security guards.
- Plan and strategize security operations for companywide events with over 3,000 people in attendance.
- Oversee all physical security investigations on Bridgewater Associates staff.
- Manage company-wide business continuity program including daily business operations.
- Manage staff schedule of more than 3000 hours per week.
- Oversee Quality Assurance program that involves auditing security technology and recommending improvements.
- Perform and audit risk assessments during construction phase of new buildings.
- Manage security officer and security operations center training program, involving hosting company-wide training seminars.
- Created and implemented a company-wide workplace violence response program for Physical Security.
- Project Manager for the security department including training on new systems, company-wide access badge transition, and crisis management exercises.

Manager, Security Operations Center

2013-2014

Security Analyst

2010-2013

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

Master of Science in Justice Studies, *Southern New Hampshire University*

Bachelor of Arts in General Studies focused in Society and Justice, *University of Connecticut*

Certifications

- CPR
- AED
- Graduate Certificate in Public Administration, *Southern New Hampshire University*

General Skills

- Security Technology and Systems knowledge in CCTV/Access Control, C-Cure 9000, Victor Management Software, Genetec, Integral Software, and SendWordNow.
- Investigative procedures
- Staffing and scheduling
- Budget management
- Proficient in Microsoft Office (Excel, Outlook, PowerPoint, Word), Microsoft Visio, and Microsoft SharePoint

APPENDIX E: TOWNSHIP REQUIRED DOCUMENTS



Date: 12/9/2020

Respondent: Hart Halsey LLC DBA Extra Duty Solutions

Address: 1 Waterview Dr, Suite 101, Shelton CT 06484

Telephone: 203-216-9742

Contact Person: Rich Milliman

Type of Business LLC

A. GENERAL (capitalized words and terms shall have the meanings ascribed to such terms in the RFP):

In submitting this Proposal, the Respondent, in addition to representing that it has met all of the administrative, financial and technical criteria set forth in the RFP and by executing this Attachment B it shall be deemed to have so represented, warrants and represents that:

1. (a) The Respondent has reviewed and understands the requirements set forth within the RFP and, if selected, will carry out all of the duties and obligations contained in the Contract to construct the Project.

(b) All information submitted in response to the RFP is accurate and factual and all representations made regarding the Respondent's willingness to construct the Project are true and correct.

(c) The name and title of the individuals who will be the Respondent's technical and business employees responsible for preparing the Proposal and responding to questions are:

2. Except to the extent expressly set forth on the attachment hereto (if applicable) there have been no material changes in the financial status of the Respondent or its guarantor (if

applicable) since the date of the most recent financial data (including Forms 10-K, 10-Q and 8-K, if applicable) submitted herein and such financial information and data fairly and accurately

reflects the financial position of the Respondent or its guarantor (if applicable) as of the date of submission of the Proposal.

3. The Respondent is duly organized and validly existing in good standing and is duly qualified to transact business in New Jersey.

4. There is no action, suit or proceeding, at law or in equity, before or by any court or similar governmental body against the Respondent wherein an unfavorable decision, ruling or finding would materially adversely affect the Respondent's ability to perform transactions contemplated hereby, or which, in any way, would materially adversely affect the validity or enforceability of any agreement or instrument entered into by Respondent in connection with the transaction contemplated hereby.

5. The proposal is submitted pursuant to due authorization by, and is in all respects binding upon, the Respondent.

6. No corporation, partnership, individual or association, officer, director, employee, manager, parent, subsidiary, affiliate or principal shareholder of the Respondent has been adjudicated to be in violation of any state or federal environmental law, or charged with or convicted of bribery, fraud, collusion, or any violation of any state or federal anti-trust or similar statute within the preceding five years, or previously adjudged in contempt of any court order enforcing such laws.

7. The Respondent is not currently in breach of or in default of any agreement, or any other applicable Federal, state and local laws and regulations that are necessary for or relate to the Respondent's ability to perform its obligations.

8. The submission of the Proposal by the Respondent will not conflict with or constitute a breach or a default under: (a) any constitutional provision or law, or (b) any administrative regulation, judgment, decree, loan agreement, mortgage, indenture, bond, note, resolution, agreement or other instrument to which the Respondent is a party or to which any of its property or other assets is otherwise a subject that would result in a legal impediment to the Respondent from fully performing its obligations under an agreement, if Respondent is selected as the Selected Respondent.

9. The Respondent acknowledges that all costs incurred by it in connection with this submission shall be borne exclusively by the Respondent.

By:

A handwritten signature in black ink, appearing to read 'Rich Milliman', with a long horizontal flourish extending to the right.

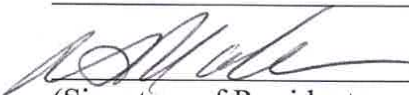
Rich Milliman, CEO

TOWNSHIP OF VOORHEES

OWNERSHIP DISCLOSURE STATEMENT

In accordance with State law, corporate and partnership Respondents must submit a statement of names and addresses of all stockholders in the corporation or partnership owning 10% or more of its stock of any class, or of all individual partners in the partnership who own a 10% or greater interest, as the case may be. If one or more such stockholder or partner is itself a corporation or partnership, the names and addresses of stockholders holding 10% or more of that corporations' stock or of individual partners owning 10% of greater interest in that partnership, as the case may be, shall also be listed. The disclosure shall continue until names and addresses of every known corporate stockholder and individual partner, exceeding the 10% ownership criteria is listed. If the Respondent is neither a corporation nor a partnership, he shall so attest in the space provided below:

NAME	ADDRESS
<u>RICH MILLMAN</u>	<u>2 LYONS PLAIN RD. WESTON CT 06893</u>
<u>ADAM BRYAN</u>	<u>25 GLENBROOK RD. APT 325 STAMFORD CT 06901</u>

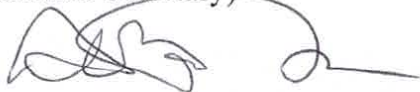
	<u>12/10/2020</u>
(Signature of President or Authorized Officer)	(Date)

<u>HART HALLER INC DBA EXTRA DUTY SOLUTIONS</u>	(Print Name and Title)	<u>RICH MILLMAN</u>
(Name of Partnership or Corporation)		<u>CEO</u>
(Address)	<u>1 WATKINS DR, STE 101</u>	
	<u>SUBURB CT 06484</u>	

ATTEST:

[SEAL]

(Signature of Secretary or Assistant Secretary)	(Print Name and Title)
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ANNE EVERETT
ACCOUNTING MANAGER

TOWNSHIP OF VOORHEES

CONSENT TO INVESTIGATION

The Respondent hereby gives its consent to the Township of Voorhees or its authorized representatives to investigate and verify all information contained in the Proposal submitted herewith in response to the Request for Proposal, with respect to the Contract, including financial and law enforcement information with respect to the Respondent. The Respondent agrees that all financial institutions, law enforcement agencies, and regulatory agencies are authorized to release information verifying those representations and/or submissions made by the Respondent. The Respondent further agrees that the Township of Voorhees and/or its authorized representatives are authorized to inspect all premises and relevant records of said business entity in order to verify information contained herein.

The Respondent agrees that a photocopy of this Consent to Investigation may be accepted by any agency or institution in lieu of the original.

Name of Respondent: *WANT WALSH LLC DBA EXTRA DUTY SOLUTIONS*

Respondent's Address: *1 WATERVIEW DR, STE 101, SHELTON CT 06484*

By: 
(Signature)

Name: *RIK MILLIMAN*

Title: *CEO*

Date: *12/10/2020*

TOWNSHIP OF VOORHEES

NON-COLLUSION AFFIDAVIT

STATE OF ~~NEW JERSEY~~ ^{CONNECTICUT})
:SS
COUNTY OF ~~Fairfield~~)

I, RICH MILLIMAN, of the Town of Weston, in the County of Fairfield, and the State of CONNECTICUT, of full age, being duly sworn according to law on my oath, depose and say that I am CEO of the firm of HART HALSEY LLC DBA EXTRA DUTY SOLUTIONS, the Respondent making the Proposal to the Township of Voorhees and that I executed the Proposal with full authority to do so; that the Respondent has not, directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the Proposal; and that all statements contained in the Proposal and in this Affidavit are true and correct; and made with full knowledge that the Township of Voorhees relies upon the truth of the statements contained in the Proposal and in the statements contained in this Affidavit in awarding the Contract.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such Contract, upon an agreement or understanding, for a commission, percentage, brokerage or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by the Respondent for the purpose of securing business (N.J.S.A. 52:34-15).

(Name of Respondent)

Subscribed and sworn to
before me this 10th
day of December, 2020

By: [Signature]
(Signature of Duly Authorized
Representative)

(Notary Public of ~~New Jersey~~
Connecticut)

(Print Name) RICH MILLIMAN

My commission expires
_____, _____.

(Title) CEO



SHERIF ABOUHASSEM
NOTARY PUBLIC
State of Connecticut
My Commission Expires 7/31/2025

P.L. 1975, C.127 (N.J.A.C. 17:27-1 et seq)
MANDATORY AFFIRMATIVE ACTION LANGUAGE
PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

Redeveloper will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Redeveloper will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex or affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Redeveloper agrees to post in conspicuous places, available to employees and applicants for employment notices to be provided by the Public Agency Compliance Officer forth provisions of this nondiscrimination clause.

Redeveloper, where applicable, in all solicitations or advertisements for employees placed by or on behalf of Redeveloper, will state that all qualified applicants will receive consideration for employment without regard to race, creed, color, national origin, ancestry, marital status, sex or affectional sexual orientation.

Redeveloper, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the Township's contracting officer advising the labor union or workers' representative of Redeveloper's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

Redeveloper, where applicable, agrees to comply with the regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

Redeveloper agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1974, c. 127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action office pursuant to N.J.A.C. 17:27-52 promulgated by the Treasurer pursuant to P.L. 1975, a. 127, as amended and supplemented from time to time. Redeveloper agrees to inform in writing appropriate recruitment agencies, in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

Redeveloper agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-relating testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

Redeveloper agrees to review all procedures relating to transfer upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed,

color, national origin, ancestry, marital status, sex or affections or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

Redeveloper shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

PART 1

Pursuant to Public Law 2012, c. 25 any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates (any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity), is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the State of New Jersey, Department of Treasury, Division of Purchase and Property website at <http://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf>

Bidders must review this list prior to completing the below certification. Failure to complete the certification will render a bidder's proposal non-responsive. If the Authority finds a person or entity to be in violation of law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

PLEASE CHECK THE APPROPRIATE BOX:

☒ I certify, pursuant to Public Law 2012 c. 25, that neither the bidder listed above nor any of the bidder's

Parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012 c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

☐ I am unable to certify as above because the bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the box below.

Name: _____

Relationship to Proposer: _____

Description of Activities: _____

Duration of Engagement: _____ Anticipated Cessation Date: _____

Proposer Contact Name: _____

Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the Authority is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Authority to notify the Authority in writing of any changes to the answers or information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Authority and the Authority at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): RICH MILLMAN

Signature: 

TITLE: CEO

DATE: 12/10/2020

Certification 57071

CERTIFICATE OF EMPLOYEE INFORMATION REPORT INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-FEB-2017** to **15-FEB-2024**

HART HALSEY LLC, DBA EXTRA DUTY SOLUTIONS
101 MERRITT BLVD., SUITE 21
TRUMBULL CT 06611



A handwritten signature in black ink, appearing to read "Ford M. Scudder".

FORD M. SCUDDER
State Treasurer

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:
HART HALSEY LLC

ADDRESS:
1670 ROUTE 34, SUITE 3A
WALL NJ 07727

EFFECTIVE DATE:

03/29/16

TRADE NAME:

SEQUENCE NUMBER:
2030229

ISSUANCE DATE:

07/06/19

James J. Fusco
Director
New Jersey Division of Revenue

FORM-BRC

(04-08), D205846V

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

► Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type.
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. Hart Halsey LLC	
2 Business name/disregarded entity name, if different from above Extra Duty Solutions	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor or single-member LLC ☒ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► C Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner. ☐ Other (see instructions) ►	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ (Applies to accounts maintained outside the U.S.)
5 Address (number, street, and apt. or suite no.) See instructions. 1 Waterview Drive Suite 101	Requester's name and address (optional)
6 City, state, and ZIP code Shelton, CT 06484	
7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number	
or	
Employer identification number	
4 7	3 0 5 8 8 1 6

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign this certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign
Here

Signature of
U.S. person ►

Date ►

08/12/2020

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

5/7/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER ACBI Insurance 2 Corporate Drive Suite 335 Shelton CT 06484		CONTACT NAME: Maureen Lewis PHONE (A/C, No, Ext): 203-259-7580 E-MAIL ADDRESS: mlewis@acbi-ins.com FAX (A/C, No): 203-254-4510		
INSURED Hart Halsey, LLC dba Extra Duty Solutions 1 Waterview Dr. Suite 101 Shelton CT 06484		INSURER(S) AFFORDING COVERAGE		NAIC #
		INSURER A : Indian Harbor Ins. Co.		10200
		INSURER B : Accident Fund Insurance Co of America		
		INSURER C : Landmark American Ins. Co.		
		INSURER D : Hiscox Insurance Co.		1122000
		INSURER E :		
INSURER F :				

COVERAGES**CERTIFICATE NUMBER:** 2103236309**REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC ☐ OTHER:			ESG0056595	5/7/2020	5/7/2021	EACH OCCURRENCE	\$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
							MED EXP (Any one person)	\$ Excluded
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 2,000,000
							PRODUCTS - COMP/OP AGG	\$ 2,000,000
								\$
A	☐ AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ ALL OWNED AUTOS ☒ HIRED AUTOS ☐ SCHEDULED AUTOS ☒ NON-OWNED AUTOS			MPL1604200.19	5/7/2020	5/7/2021	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
A	☐ UMBRELLA LIAB ☒ EXCESS LIAB ☐ DED ☒ RETENTION \$ 0			SXS0056597	5/7/2020	5/7/2021	EACH OCCURRENCE	\$ 5,000,000
							AGGREGATE	\$ 5,000,000
								\$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y / N ☒ N / A			ARP12002097801	3/25/2020	3/25/2021	☒ PER STATUTE ☐ OTH-ER	
							E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
C	Professional Liability			LCY782313	5/7/2020	5/7/2021	Per Occurrence/Agg	\$3MM/\$3MM
C	Data Breach & Privacy Security			LCY782313	5/7/2020	5/7/2021	Per Claim/Agg	\$1MM/\$1MM
D	Employee Theft (incl. 3rd Party)			UC22310713	3/23/2020	3/23/2021	Limit of Liability	\$500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

*The Excess Liability Policy applies to General Liability and Hired & Non-Owned Auto Liability only.

CERTIFICATE HOLDER**CANCELLATION**

For Informational Purposes Only
Hart Halsey LLC
dba Extra Duty Solutions
1 Waterview Dr.
Suite 101
Shelton CT 06484

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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RESOLUTION NO. 53-21

**AUTHORIZING THE AWARD OF A FAIR AND OPEN
CONTRACT FOR OFF-DUTY POLICE SERVICES SOFTWARE**

WHEREAS, a need exists for the services of for **OFF-DUTY POLICE SERVICES SOFTWARE** on behalf of the Township of Voorhees, County of Camden, in the State of New Jersey; and

WHEREAS, **Extra Duty Solutions** is a firm authorized to do business in the State of New Jersey, having submitted a response to the Township's Request for Proposals pursuant to the New Jersey Local Unit Pay-To-Play Law (N.J.S.A 20:44A-20.4 et seq.); and

WHEREAS, **Extra Duty Solutions** has warranted that it is ready, willing, and able to perform all necessary services and that it and/or members of its firm hold in good standing and all of the necessary licenses for the lawful performance of said services within the State of New Jersey; and

WHEREAS, the Township desires to retain **Extra Duty Solutions** for the purpose of providing insurance services; and

WHEREAS, pursuant to N.J.S.A 40A:II-5(1)(a)(i) of the Local Public Contracts Law, this Contract will be awarded without competitive bidding as a "Professional Services" Contract and as such, the Contract itself and the authorizing Resolution will be available for public inspection; and

WHEREAS, the Township's Chief Financial Officer has certified that funds are available for this purpose.

NOW, THEREFORE, BE IT RESOLVED by the Township of Voorhees, a body corporate and politic, as follows:

The Township's Mayor and Municipal Clerk or Deputy Clerk, are hereby authorized to execute an Agreement for Professional Services with the insurance firm of **Extra Duty Solutions**

The Agreement shall be consistent with the Township's Request for Proposals submitted on December 15, 2020 by **Extra Duty Solutions** with such revisions as recommended by the Township.

The term of this contract shall be January 11, 2021 through December 31, 2021.

This Contract is awarded without competitive bidding as a professional service pursuant to N.J.S.A. 40A:11-5(1)(a)(i) of the Local Public Contracts Law, since the Contract involves services performed by persons authorized by law to practice a recognized profession.

This resolution shall be published as required by law.

DATED: JANUARY 11, 2021

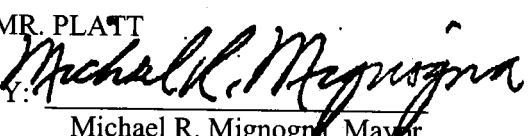
MOTION: MR. RAVITZ

AYES: ALL

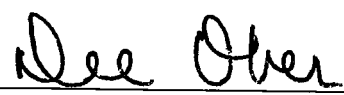
SECONDED: MR. PLATT

NAYS: NONE

APPROVED BY:


Michael R. Mignogna, Mayor

I, Dee Ober, Municipal Clerk of the Township of Voorhees hereby certify the foregoing to be a true and correct copy of a resolution adopted by the Mayor and Township Committee of the Township of Voorhees at their meeting of January 11, 2021 held in the Municipal Building, 2400 Voorhees Town Center, Voorhees, NJ 08043


Dee Ober, RMC
Township Clerk





