

Weiser Security

versus

In-House Security

Use this booklet to compare your In-House Security function to the service Weiser Security can provide. The following pages explore the advantages of making the move to a contract security guard company.

Contact us with your questions or for additional information.

Flexibility

1. Right to remove any guard, any time, without cause.
2. Able to modify coverage without E.E.O.C., employee relations concerns and labor problems.
3. Automatic filling in for sick, disabled, or absent guards.
4. No difficulty in:
 - a. increasing or decreasing posts
 - b. changing assignments
 - c. arranging split shifts
5. Unsatisfactory guards can be removed immediately and need not be absorbed elsewhere.
6. Selection, screening, recruitment needs provided as specified.
7. Training modified as necessary.
8. Can modify manpower needs to cyclical surges and sags.
9. In-House Director's flexibility increased.

Familiarity

1. Reduction in possibility of collusion.
2. Not likely to have close personal ties with work force.
3. In-house familiarity tends to inhibit guard performance.
4. Can eliminate fraternization.
5. Guards easily changed if they become too friendly.
6. Difficult for in-house guards to maintain objective security relationship with fellow employees.
7. Hard for in-house guards to report theft, drug violations, or work rule infractions on part of co-workers.

Objectivity

1. No direct involvement in establishing practices or operating the facilities.
2. May see problems or undesirable situations that are not apparent to management.
3. Personal influences eliminated.

Other Services

1. Consultation
2. Investigative
3. Technical

Control

1. Operations monitored by twice as many checks and balances. (Weiser management and client management).
2. Communication can achieve enforcement of detailed procedures.
3. Can guarantee specific initial and continuous training.
4. Immediate response and flexibility to policies, procedures and demands.
5. Supervision back up with support controls from various levels of expertise including Branch Staff, Region, Corporate, Training, and Personnel.
6. In-house control from administrator to manager to guards.

Reliability

1. Increased screening procedures can increase chance of reliability of guards.
2. Constant communication can achieve a reliable guard force.
3. Satisfactory pay rates produces stability.
4. Loyalty and sense of belonging instilled from management.
5. Loyalty exists as Weiser is “on probation” every day.
6. Statistical Quality Control Measurement Program.
7. InnerView™ Guard Performance and Assignment Profile

Emergency Situations

1. Pool of trained reserves.
2. Available on short notice.
3. Difficult for in-house force to meet demands.
4. 24 hour per day, radio & phone controlled dispatch desk.
5. Vehicle transport & patrol fleet

Indirect Savings

1. Preparation for general guard functions.
2. Supervision provided
3. Elimination of hiring process, cost, time and inconvenience
4. Liability is shared.
5. Freedom from labor problems, EEOC., and employee relation concerns.
6. Can expand role of in-house management by getting away from “chief of the guards” functions, administration, scheduling.
7. Elimination of administrative detail.
8. Convenience of personal life of managers not being disturbed on nights and weekends when shift assignments are made to compensate for absent guards.
9. Problems of manpower requirements eliminated.
10. Multiplier factor eliminated, for example, two posts around the clock require nine guards rather than eight. You pay for the number of guard hours, not guards.
11. Cash flow - one monthly bill to pay.
12. Free from wrongful hiring or retention liability, as risk is shifted to the contractor.

Cost Reduction

1. Can achieve quality level desired without locking in substantial fixed overhead.
2. No payroll taxes.
3. No Worker's Compensation
4. No retirement
5. No hospitalization/major medical
6. No vacation
7. No employee discounts
8. No overtime
9. No administration time and costs
10. No training time and costs
11. No hiring time and costs of
 - a. Background checking
 - b. Interviewing
 - c. Personnel files
 - d. Miscellaneous clerical costs
 - e. Long distance phone charges
 - f. Classified Advertising
12. No payroll processing
13. No supervision
14. No clerical time
15. No testing
16. Materials and supplies eliminated
17. No interest cost of maintaining payroll
18. No shift differential
19. Reduction of insurance premiums
 - a. Liability shared
 - b. As general labor force is reduced, worker's compensation experience modifier and unemployment modifier may be reduced.
 - c. Eliminates false arrest insurance, etc.
20. Pay for required number of guard hours only, not required number of guards.

Cost Breakdown of In-house Security Guards

I. WAGES

A. Constant Coverage

1. Straight Time

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

2. Overtime

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

3. Shift Differential (if any, for guards working other than first shift)

no. of guards X \$____ per hour X____ hours/week X 52 weeks = \$____ per year

B. Holidays

1. Paid holidays to those not working on the holiday

guards X \$____ per hour X____ holidays X 8 hours per holiday = \$____ per year

guards X \$____ per hour X____ holidays X 8 hours per holiday = \$____ per year

2. Holiday pay to those working on the holiday

(premium is either half normal wage - pay = 1.5X or same as normal wage - pay = 2X if all guards are given paid holidays)

guards X \$____ premium/hour X____ holidays X____ hours worked per holiday = \$____ per year

guards X \$____ premium/hour X____ holidays X____ hours worked per holiday = \$____ per year

Cost Breakdown of In-house Security Guards

C. Vacations

guards X \$____ per hour X____ hours vacation = \$____ per year

guards X \$____ per hour X____ hours vacation = \$____ per year

D. Fill-In Coverage (premium cost, if any, to fill in for vacation, sickness, absences, etc)

Avg.____ fill-in days per guard X____ guards X \$____ per hour X .5 X____ hours/shift = \$____ per year

E. Training

1. Initial Training

guards hired per year (include turnover replacements) X____ hours training X \$____ per/hour = \$ ____ /year

2. On-Going Training and Specialized Training (First Aid, Firefighting, Weapons, etc.)

(if training causes more than 40 hrs to be worked in the week, multiply by 1.5)

guards X____ hours per year X \$____ per hour = \$____ per year

guards X____ hours per year X \$____ per hour = \$____ per year

Total Payroll (Sum A, B, C, D, E) \$_____Year

Cost Breakdown of In-house Security Guards

II. Payroll Taxes

A. FICA Total

Payroll of ____ X 7.65% = \$ ____ per year

B. State Unemployment Total

Payroll of ____ X ____ % = \$ ____ per year

(use actual figure or 2.7% if not available)

C. Federal Unemployment Total

Payroll of ____ X 0.8% = \$ ____ per year

Total Payroll Taxes (Sum A, B, C) \$ _____ Year

III. Statutory Insurance

A. Workers Compensation

Total Payroll* of ____ X ____ % = \$ ____ per year

(if actual figure not available, use 6%)

B. General/Public Liability

Total Payroll* of ____ X ____ % = \$ ____ per year

(if actual figure not available, use 3%)

Note: Total payroll should be re-calculated here net of the 2 time portion of overtime (figured on straight time part of overtime only)

Total Insurance (Sum A & B) \$ _____ Year

Cost Breakdown of In-house Security Guards

IV. Uniforms

A. Cost

guards X \$____ per uniform set = \$____ per year

(include summer and winter, hats, badges, raincoats, weapons, jackets, etc., or use actual last 12 months from P&L if available, or estimate \$250 per person, include replacement hires for turnover)

B. Maintenance or Uniform allowance (if any)

\$____ per year

Total Uniform Cost \$_____Year

V. Benefits

A. Health and Life Insurance

guards X \$____ per month per policy X 12 months = \$____ per year

B. Bonuses

guards at \$____ per bonus = \$____ per year X 1.____* =

***Sum of FICA, State Unemployment, Federal Unemployment, W/Comp & General Liability Percentages**

C. Retirement/Profit Sharing, etc

Company contribution = \$____ per year

D. Guard License Fees (if state requires and paid by Co.)

____ guards per year X \$____ each = \$____ per year

E. Union Dues if any

\$____ per year

Cost Breakdown of In-house Security Guards

F. Employee Discounts

Eliminated \$____ per year

Total Benefits (Sum A - F) \$_____

VI. Hiring Costs

A. Advertising

____ no. of classified ads per year X \$____ per ad = \$____ per year

B. Administrative Time

____ no. of interviews per year X ____ hours per interview = ____ hours

____ applicants/year X ____ hours in background investigation & processing = ____ hours

Total Hours = _____

Total Hours X \$____ /hour (Admin./Clerical pay) X 1.35 (taxes, benefits) = \$____

C. Other

____ long distance phone calls/backgrd. invest. X ____ minutes/call X \$____ minutes = \$____

____ no. of Police Record Checks X \$____ each = \$____

____ no. of Credit Checks X \$____ each = \$____

____ no. of Psychological Tests X \$____ each = \$____

____ no. of Polygraphs X \$____ each = \$____

Total (Sum 1-5) = \$_____

Total Hiring Cost (Sum A-C) = \$_____

Cost Breakdown of In-house Security Guards

VII. Administrative Overhead

A. Management

_____ hours/week in management, supervision, scheduling of force X \$_____ X 1.35 (taxes & benefits) X 52 weeks = \$_____

B. Payroll Processing

_____ pay days per year X _____ hours payroll processing X \$_____ per hour X 1.35 = \$_____

C. Interest

Cost of money to provide payroll = \$_____

D. Cost of Trainer (for outside first aid, CPR, firearms, etc)

_____ hours of training X \$_____ per hour = \$_____

E. Associated Training Costs

Range Fees, Ammunition, Targets, Extinguisher Recharging, \$_____

F. Office Supplies/Forms

\$_____ per year

Total Administrative Overhead (Sum A - F) \$_____

Cost Breakdown of In-house Security Guards

VIII. Insurance/Legal

- A. Fidelity Bond \$_____
- B. Self Insured Claims/Expenses/Deductible \$_____
- C. Legal: _____ hours per year @ \$_____ per hour \$_____
- D. Non Insured Claims (EEOC/Sexual Harassment, etc) \$_____
- E. Automobile Insurance \$_____

Total Insr/Legal \$_____

IX. Professional

- A. Dues \$_____
- B. Seminars/Activities \$_____

Total Professional \$_____

X. Equipment (This is only for equipment which would be eliminated, i.e. Weiser would supply)

- A. Radios X_____ per radio divided by 2 years (amortization) = \$_____
- + _____ Radio repeater charges X \$_____ per month X 12 months = \$_____
- _____ Radio repairs per year X \$_____ each = \$_____
- B. Watchman's clock, keys & supplies X \$_____ per clock divided by 3 yrs (amor.) = \$_____
- C. Automobile Monthly Lease Payment or Note of \$_____ X 12 months = \$_____
- _____ oil changes per year X \$_____ each = \$_____ + _____ miles per year divided by _____ miles/gal X gas @ \$_____ gal = \$_____
- Maintenance/Contingency/Tires = \$_____

Total Equipment \$_____

Cost Breakdown

I. Wages (Sum A, B, C, D, E)	\$_____
II. Payroll Taxes (Sum A, B, C)	\$_____
III. Statutory Insr. (Sum A, B)	\$_____
IV. Uniforms (Sum A, B)	\$_____
V. Benefits (Sum A, B, C, D, E, F)	\$_____
VI. Hiring Costs (Sum A, B, C)	\$_____
VII. Administrative Overhead (Sum A, B, C, D)	\$_____
VIII. Insr/Legal (Sum A, B, C, D)	\$_____
IX. Professional	\$_____
X. Equipment (Sum A, B, C)	\$_____
Total Cost (I-IX) per year	\$_____