

# **Weiser Security**

versus

# **In-House Security**

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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

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#### 1. Straight Time

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

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#### 2. Overtime

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

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#### 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

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#### 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

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# Cost Breakdown of In-house Security Guards

## C. Vacations

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guards X \$\_\_\_\_ per hour X\_\_\_\_ hours vacation = \$\_\_\_\_ per year

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

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

## E. Training

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### 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

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**Total Payroll (Sum A, B, C, D, E) \$\_\_\_\_\_Year**

# Cost Breakdown of In-house Security Guards

## II. Payroll Taxes

### A. FICA Total

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

### B. State Unemployment Total

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

(use actual figure or 2.7% if not available)

### C. Federal Unemployment Total

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

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

## III. Statutory Insurance

### A. Workers Compensation

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

(if actual figure not available, use 6%)

### B. General/Public Liability

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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

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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)

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\$\_\_\_\_ per year

**Total Uniform Cost \$\_\_\_\_\_Year**

## V. Benefits

### A. Health and Life Insurance

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

### B. Bonuses

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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

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Company contribution = \$\_\_\_\_ per year

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

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

### E. Union Dues if any

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\$\_\_\_\_ per year

# Cost Breakdown of In-house Security Guards

## F. Employee Discounts

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Eliminated \$\_\_\_\_ per year

**Total Benefits (Sum A - F) \$\_\_\_\_\_**

## VI. Hiring Costs

### A. Advertising

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

### B. Administrative Time

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\_\_\_\_ 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

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\_\_\_\_ 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

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

### B. Payroll Processing

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

### C. Interest

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Cost of money to provide payroll = \$\_\_\_\_\_

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

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

### E. Associated Training Costs

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

### F. Office Supplies/Forms

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\$\_\_\_\_\_ 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	\$_____