

## DEOD SUMMARY

## SECURITY GUARD SERVICES/PS560810024798

**A. Small Business Participation**

RMI International, Inc (RMI) made a 33.20% Disadvantaged Business Enterprise (DBE) commitment. The project is 65% complete and the current DBE participation is 31.13%, which represents a 2.07% shortfall. According to RMI, the shortfall is primarily due to the voluntary withdrawal of DBE subcontractor Security America, Inc. in 2018, which required RMI's service coverage when the alternative DBEs were not able to support.

In September of 2019, Metro approved RMI's request substitute Security America, Inc. with DBE firm American Eagle Protective Services. RMI plans to release additional work sites to two DBE subcontractors within the first quarter of 2020 and anticipates compliant DBE participation within the 2020 calendar year.

Notwithstanding, Metro Project Managers and Contract Administrators will work in conjunction with DEOD to ensure that RMI is on schedule to meet or exceed its DBE commitment. Metro staff will request that RMI submit an updated mitigation plan if RMI is not on track to meet its small business commitment. Additionally, key stakeholders associated with the contract have been provided access to Metro's tracking and monitoring system to ensure that all parties are actively tracking Small Business progress.

<b>Small Business Commitment</b>	<b>DBE 33.20%</b>	<b>Small Business Participation</b>	<b>DBE 31.13%</b>
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	<b>DBE Subcontractors</b>	<b>Ethnicity</b>	<b>% Committed</b>	<b>Current Participation<sup>1</sup></b>
1.	Allied Protection Services, Inc.	African American	13.44%	1.66%
2.	North American Security and Investigations, Inc.	Hispanic American	5.96%	15.06%
3.	Security America, Inc. ( <i>substituted due to voluntary withdrawal</i> )	Hispanic American	13.80%	14.30%

4.	American Eagle Protective Services	African American Female	Added	0.11%
<b>Total</b>			<b>33.20%</b>	<b>31.13%</b>

<sup>1</sup>Current Participation = Total Actual amount Paid-to-Date to DBE firms ÷ Total Actual Amount Paid-to-date to Prime.

**B. Contracting Outreach and Mentoring Plan**

To be responsive, Proposers were required to submit a Contracting Outreach and Mentoring Plan (COMP), which included RMI's plan to mentor one (1) DBE firm for protégé development. RMI International Inc. selected three (3) DBE protégés: Allied Protection Services, North American Security and Investigations, and Security America, Inc. (Security America was substituted with American Eagle Protective Services as RMI's third DBE protégé in September of 2019).

**C. Living Wage and Service Contract Worker Retention Policy Applicability**

The Living Wage and Service Contract Worker Retention Policy (LW/SCWRP) is applicable to this modification. Metro staff will monitor and enforce the policy guidelines to ensure that applicable workers are paid at minimum, the current Living Wage rate of \$19.56 per hour (\$14.22 base + \$5.34 health benefits), including yearly increases. The increase may be up to 3% of the total wage, annually. In addition, contractors will be responsible for submitting the required reports for the Living Wage and Service Contract Worker Retention Policy and other related documentation to staff to determine overall compliance with the policy.

**D. Prevailing Wage Applicability**

Prevailing wage is not applicable to this contract.

**E. Project Labor Agreement/Construction Careers Policy**

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. Project Labor Agreement/Construction Careers Policy is applicable only to construction contracts that have a construction contract value in excess of \$2.5 million.