

DEOD SUMMARY

SECURITY GUARD SERVICES/PS560810024798

A. Small Business Participation

RMI International, Inc (RMI) made a 33.20% Disadvantaged Business Enterprise (DBE) commitment. Based on payments reported, the contract is 99.75% complete and the current DBE participation is 30.27%, representing a 2.93% shortfall.

According to RMI's 2020 Shortfall Mitigation plan, RMI intent was to increase the work for DBE firms, Allied Protection Services and American Eagle, and to become compliant in meeting their DBE commitment within the 2020 calendar year, RMI indicated that the primary concern for all contractors on this contract is staffing and manpower. RMI contends that during the 4th quarter of 2020, all vendors began to experience negative guard staff retention and on-boarding numbers as a direct result of the COVID-19 pandemic. As such, RMI indicated their need to fulfill the service hours that its subcontractors were unable to meet, to support the operational needs of METRO. Metro DEOD staff met with Allied and American Eagle, who both stated that they continue to recruit to increase their level of staffing and RMI further indicated that they are looking to add additional sites to their subcontractors to increase the level of participation.

RMI reported that it is meeting with its DBE subcontractors bi-weekly to discuss their operations. RMI explained that steps are being taken to increase their level of participation and remain committed to reducing the shortfall. RMI was requested to submit an updated shortfall mitigation plan outlining how it will reduce the shortfall post-COVID conditions. Metro staff will continue to track DBE utilization and meet with the Project Manager and RMI to ensure all feasible remedies are explored to meet the commitment.

Small Business Commitment	DBE 33.20%	Small Business Participation	DBE 30.27%
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	DBE Subcontractors	Ethnicity	% Committed	Current Participation¹
1.	Allied Protection Services, Inc.	African American	13.44%	1.64%
2.	North American Security and Investigations, Inc.	Hispanic American	5.96%	16.59%

3.	Security America, Inc. (<i>substituted due to voluntary withdrawal</i>)	Hispanic American	13.80%	9.37%
4.	American Eagle Protective Services	African American Female	Added	2.62%
5.	Absolute Security International, Inc.	Asian Pacific Female	Added	0.05%
Total DBE Participation			33.20%	30.27%

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

B. Contracting Outreach and Mentoring Plan (COMP)

RMI International Inc. is mentoring (3) DBE protégés: Allied Protection Services, North American Security & Investigations, and Absolute Security International, Inc.

C. Prevailing Wage Applicability

Prevailing wage is not applicable to this contract.

D. Living Wage Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy (LW/SCWRP) is applicable to this contract/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 \$20.15 per hour (\$14.60 base + \$5.55 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.

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.