

Analysis of Proprietary Security Services Costs



Line Item	Annual Cost
WAGES	\$
Base Pay	
Incentive/Merit Increases	
Holiday Pay	
Vacation Pay	
Shift Differential	
Overtime (On-The-Job Injuries, Jury Duty, National Guard Duty)	
Sick Days/Personal Days	
Sub-Total	\$
EMPLOYEE BENEFITS	
Medical Insurance	
Dental Insurance	
Vision Insurance	
Basic Life Insurance	
Disability Insurance	
Personal Accident Insurance	
Pension/401(k) Contribution	
Sub-Total	\$
UNIFORMS/OTHER	
Uniform Cost	
Uniform Maintenance	
Inventory	
Storage	
Foul Weather Gear	
Special Uniform Parts	
State Licensing and Certification	
Sub-Total	\$
HUMAN RESOURCES	
Advertising/Recruiting	
Interviewing	
Background Screening/Reference Checks	
Pre-Employment Drug Screening	
Termination Costs/Severance	
Sub-Total	\$

Line Item	Annual Cost
TRAINING	\$
Orientation	
State Mandated Training	
On-the-job Training	
Supervisory Training	
Management Training	
In-service Training	
Tuition Reimbursement	
Sub-Total	\$
EQUIPMENT	
Management Information Software	
Personal Computers at Posts	
Tour Systems	
Vehicles	
Cell Phones/Pagers/Radios	
Emergency Medical Supplies	
Flashlights/Batteries	
Security Logs/Office Supplies	
Sub-Total	\$
TAXES/INSURANCE (on all wage-related costs)	
State Unemployment	
Federal Unemployment	
Workers' Compensation	
General Liability	
Local Taxes (if applicable)	
Sub-Total	\$
MANAGEMENT OVERHEAD	
UNION COSTS	
Guaranteed Income Plan	
Time Allotted Union Representatives	
Time Allotted Grievance Meetings	
Management Time Involved in Union Negotiations	
Special Union Benefits (funeral pay, etc.)	
Sub-Total	\$
GRAND TOTAL COST OF PROPRIETARY SECURITY	\$