



FCS

FIRST COAST SECURITY

Navigating Challenges. Mitigating Risks.

Security Service Proposal
2025

Professional Staffing Services

Submitted to:
Gerry Klingman Chairman of CAC
Sawgrass Players Club HOA
gjk55@aol.com
4200 Marsh Landing Blvd Ste 200
Jacksonville Beach Florida 32250

Submitted by :
Tom Hackney
Regional Director First Coast Security
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4875 Belfort Road, Suite 110
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FCS
FIRST COAST SECURITY

Re: Sawgrass Players Club Homeowners Associations Dear Mr. Klingman,
First Coast Security (FCS) values our partnership with Sawgrass Player Club and we are always looking to provide additional value to the community. As such, during long term partnerships it is important to "step back" and conduct a thorough assessment of the security operations to find both efficiencies and improvements.

FCS has begun this process, which started with replacing our long-term Account Manager with Scott Leonard. Scott is a former law enforcement with extensive contract security experience. In addition to FCS hiring Scott, I was hired as the local Regional Director. I am a retired JSO Director and contribute to a local news network as a security expert. Scott and I have teamed up to conduct a thorough assessment of personnel and daily operations. The necessary changes in personnel and operations have been ongoing and changes have been made as we identify opportunities.

In addition, FCS also had Sean Owens Vice President of Security Technology meet with the community to assess technology needs. Sean came to FCS from Amazon Web Services where he spent the last several years traveling the world to assess the latest security technologies. As a result of this visit, FCS has proposed to Sawgrass a camera radar system to deter and enforce speeding within the community.

FCS local management and senior management conducted several meetings to review and discuss the assessments and look for additional opportunities. As a result of these meetings, FCS has two additional recommendations for Sawgrass.

First, FCS would like to change uniforms for all the officers assigned to Sawgrass. FCS would like to transition from the traditional "military" style to a softer look. FCS believes a softer look will better reflect the look and feel of Sawgrass and make the officers more approachable for Sawgrass residents and visitors. FCS will make a uniform change for the officers assigned to Sawgrass at no additional charge. Please see attached proposal sample uniforms.

Second, FCS has done extensive market research on gated community security wages and would like to propose an increase. This increase is focused on attracting the best talent in the industry to represent Sawgrass. This increase also focuses on retaining and rewarding our tenured talent. Based on Scott's recommendation, we believe the gate officers and patrol officers should be compensated at the same wage. Finally, FCS is recommending changing the Sr. Patrol position to an Assistant Manager. This will allow FCS to build a succession plan for the community and provide better coverage when Scott is out on leave. See below our proposed rates and analysis conducted to arrive at this proposal.

FCS would love the opportunity to discuss these recommendations proposed to Sawgrass and we look forward to our continued partnership.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Tom Hackney', written in a cursive style.

Tom Hackney Regional Director First Coast Security

History

FCS initially began servicing Sawgrass Players Club on March 1, 2006. At the inception of the contract, the weekly hours included two 168 hour per week access gates, an 84 hour per week dispatch position, a 168 hour per week patrol, a 40 hour per week traffic enforcement position and a 40 hour per week "Chief". for a total of 668 hours per week. The traffic enforcement position patrolled in a second vehicle and ran radar and pulled drivers over for speeding violations and issued citations. As the contract evolved, traffic enforcement and dispatch positions were eliminated.

When First Coast Security started at Sawgrass Players Club, Sawgrass was using ISN as their access control system. Through FCS's relationship with TEM, the access control system was converted and the expense associated with this changeover was "financed" by FCS over a 36-month period. This also was when Sawgrass Players Club converted from using bar codes on vehicles and began utilizing proximity technology known as 'transponders'. FCS also provided the first 'Traffic Hawk' speed detections device to Sawgrass Players Club. This technology allowed FCS to place the Traffic Hawk along roadways in the community to monitor traffic infractions such as speeding and rolling through stop signs. These violations are documented to include a photo of the vehicle and its license plate, the speed or infraction and the date and time of day. This would allow the property management company to send a citation to the resident owner of the vehicle and fine the violator for the offense. Currently, there are multiple devices in the community that provide this technology, and FCS continues to support the management company in the community's traffic enforcement efforts.

FCS has provided additional service to the community during each year's Players Championship as well as for all special events that create additional traffic flow and visitors. FCS has also served the community through each weather event (hurricanes) that have struck the community by securing the gate prior to landfall and then gaining first access through the St Johns County Sheriff's Office back into the evacuated area after a storm passed. FCS would assist in assessing damage, clear blocked roads, making notice for downed trees and debris to aid in recovery post storm.

Since starting in 2006, FCS has retained the contract by being awarded renewals in 2009, 2012, 2015, 2018, 2021 and 2024.

Pricing for Unarmed Security Officers

Positions	Pay Rates	Bill Rates	HPW	Weekly Amount	Annual Amount
Officers	\$18.25	\$26.10	304	\$7,934.17	\$439,394.11
Sr. 1 Officer	\$18.75	\$26.81	80	\$2,144.98	\$118,789.18
Sr. 2 Officer	\$19.25	\$27.53	80	\$2,202.20	\$121,957.84
Assistant Mgr.	\$22.00	\$31.46	40	\$1,258.40	\$69,690.19
Manager	\$34.00	\$43.14	40	\$1,725.57	\$95,561.96
Annual Total			544		\$845,393.27

Pricing does include local sales tax on labor

Regional Labor Market Data

FCS conducted extensive market research to determine the appropriate wages for this proposed increase. This included searching several job boards to review advertised compensation for security officers at communities in Ponte Vedra and the Jacksonville market. FCS also directly contacted security officers at other communities to identify wages for competitive security companies.

Lastly, FCS uses a third-party source named Economic Research Institute (ERi) to provide market wage analysis. ERi is the same source that most of the Fortune 500 and US public sector administrators rely upon for compensation analytics. ERi uses surveys conducted with thousands of companies and constantly searches job boards to arrive at this data. They are the most trusted and relied upon company for wage analysis.

Uniform Option

Below is a sample of our proposed uniform. FCS can customize any color combination as well as style for Sawgrass.

Port Authority - Short Sleeves Silk Touch P-010

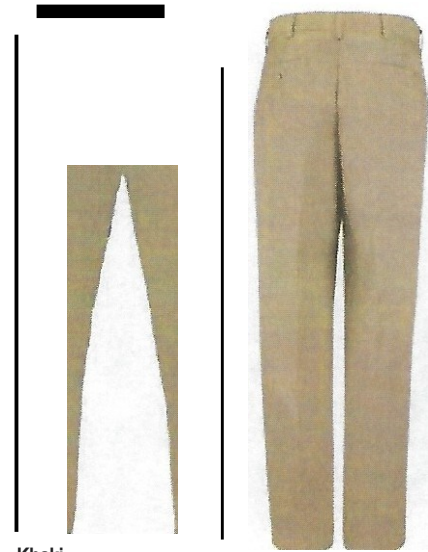


Ultra Marine Blue

Features:

- o 5-ounce, 65/35 poly/cotton pique
- o All:na color and cuffs
- o Metal buttons with dyed-to-match plastic rims
- o Double-stitching at hem and waistband
- o Side vents

Men's Pants
Poly/Cotton



Khaki

Features:

- o 7.12 oz twill, 65/35 Poly/Cotton
- o Post-Cure Durable Press finish
- o Brass Re-Patching Zipper
- o Button Closure At Waist
- o 1/2" Elastic Band Inner-Lined Waistband let-Out Feature
- o 2 Slack Style Front Pockets and 2 Side Hip, And Button On Left
- o Synthetic Blend Pock

UniPro!

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SALARY ASSESSOR®

Individual Job Report

ERi Job Title: Security Guard

Estimated Survey Mean Hourly Base Salaries					All Incumbent Average: \$19.93	
Years of Experience	45th Percentile	45th Percentile	Mean	75th Percentile	90th Percentile	
10	21.28	21.28	21.84	23.25	24.78	
9	20.84	20.84	21.39	22.76	24.25	
8	20.38	20.38	20.92	22.26	23.71	
7	19.91	19.91	20.44	21.73	23.15	
6	19.42	19.42	19.93	21.18	22.55	
5	18.89	18.89	19.39	20.59	21.92	
4	18.34	18.34	18.82	19.97	21.25	
3	17.77	17.77	18.23	19.32	20.55	
2	17.19	17.19	17.62	18.66	19.82	
1	16.59	16.59	17.01	17.99	19.09	

All Values in United States Dollars

