

City and County of San Francisco
 Office of Contract Administration
 Purchasing Department
 City Hall, Room 430
 1 Dr. Carlton B. Goodlett Place
 San Francisco, CA 94102-4685

RECEIVED
 PURCHASING DEPARTMENT
 15 NOV 20 PM 1:49



Contract Modification 4

Security Guard Service (Unarmed) for 1660 Mission Parking Lot (246 S. Van Ness)

Black Bear Security Services, Inc.
 ATTN: Ms. Moura Borisova
 2016 Oakdale Avenue
 San Francisco, CA 94124
 E-mail: MsMoura@BlackBearSecurity.com

Date: 10/29/15
 Buyer Name: Abby Fard
 Term contract: 86133
 City Blanket No. BPSF00004016
 Type: Indefinite quantity
 Not-to-exceed amount: \$ 1,000,000

The history of this contract and its modifications is as follows:


Modification	Start date	End date	Amount	Other changes
Original contract	09-01-13	08-31-16	\$ 1,000,000	
1	No Change	No Change	No Change	Rate Increase (MCO); Replace Condition 53
2	No Change	No Change	No Change	Update of Appendix A
3	No Change	No Change	No Change	Update of Appendix A
4	No Change	No Change	No Change	Rate Increase (MCO)

This modification 4 changes the contract as follows:

It increases the hourly rates by 2.84% due to an increase in the Minimum Compensation Ordinance (MCO). See Attachment A.

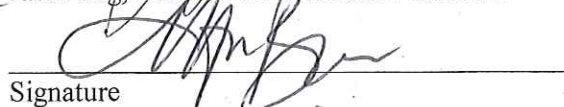
All other terms and conditions remain the same.

Approved by the City:


 for Jaci Fong, Director of OCA and Purchaser

10/29/15
 Date

Approved by Contractor:


 Signature

16 Nov 15
 Date

Name and title

Moura Borisova CEO

Effective November 1, 2015 hourly rates for Items 1 and 2 are increased as follows:

Item No.	Description	Old Rate Per Man Hour	New Rate Per Man Hour
1.	Unarmed Guard with vehicle per shift, normal service, Straight Time Rate Straight Time to include: 24-hour basis, 7 days per week, Holidays included	\$18.61	19.14
2.	Hourly rate for extra guard(s) if required by department		
	<i>1st Shift</i>	\$24.41	\$25.10
	<i>2nd Shift-Swing</i>	\$24.41	\$25.10
	<i>3rd Shift – Graveyard</i>	\$24.41	\$25.10
	<i>Weekend/Holiday</i>	\$28.77	\$29.59

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Contract Modification 3

Security Guard Service (Unarmed) for 1660 Mission Parking Lot (246 S. Van Ness)

Black Bear Security Services, Inc.
 ATTN: Ms. Moura Borisova
 2016 Oakdale Avenue
 San Francisco, CA 94124
 E-mail: MsMoura@BlackBearSecurity.com

Date: 6/29/15
 Buyer Name: Abby Fard
 Term contract: 86133
 City Blanket No. BPSF00004016
 Type: Indefinite quantity
 Not-to-exceed amount: \$ 1,000,000

The history of this contract and its modifications is as follows:

Modification	Start date	End date	Amount	Other changes
Original contract	09-01-13	08-31-16	\$ 1,000,000	
1	No Change	No Change	No Change	Rate Increase (MCO); Replace Condition 53
2	No Change	No Change	No Change	Update of Appendix A
3	No Change	No Change	No Change	Update of Appendix A

This modification 3 changes the contract as follows:

It replaces the section added to Appendix A, "Specification of Services" referenced in Modification 2 by making the three month trial period for the duties described as permanent through the rest of the contract term(See Attachment "A").

All other terms and conditions remain the same.

Approved by the City:

(AF)

Jaci Fong
 for Jaci Fong, Director of OCA and Purchaser

6/29/15
 Date

Approved by Contractor:

Moura Borisova
 Signature

16 July 15
 Date

Name and title

Moura Borisova President/CEO

Section C, "Trial Period", added to Appendix A, No. 1, "Specification of Services" and referenced in Modification 2, is hereby deleted in its entirety and replaced with the following:

C. Continuation after Trial Period

The Security Supervisor with vehicle shall continue to perform two 30 minute security spot checks and document onsite foot/vehicle patrol with flashlight during the third (graveyard) shift (10 p.m. to 6 a.m.), Monday to Friday (including holidays) and Saturday and Sunday, after the initial trial period for such performance (March 24, 2015 to June 22, 2015).

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Contract Modification 2

Security Guard Service (Unarmed) for 1660 Mission Parking Lot (246 S. Van Ness)

Black Bear Security Services, Inc.
 ATTN: Ms. Moura Borisova
 2016 Oakdale Avenue
 San Francisco, CA 94124
 E-mail: MsMoura@BlackBearSecurity.com

Date: 6/5/15
 Buyer Name: Abby Fard
 Term contract: 86133
 City Blanket No. BPSF00004016
 Type: Indefinite quantity
 Not-to-exceed amount: \$ 1,000,000

The history of this contract and its modifications is as follows:

Modification	Start date	End date	Amount	Other changes
Original contract	09-01-13	08-31-16	\$ 1,000,000	
1	No Change	No Change	No Change	Rate Increase (MCO); Replace Condition 53
2	No Change	No Change	No Change	Update of Appendix A

This modification 2 changes the contract as follows:

It adds a section to Appendix A, "Specification of Services" to include a three month trial period of the duties described (See Attachment "A").

All other terms and conditions remain the same.

Approved by the City:



Jaci Fong
 for Jaci Fong, Director of OCA and Purchaser

6/5/15
 Date

Approved by Contractor:

Moura Borisova
 Signature

6/9/15
 Date

Name and title

MOURA BORISOVA CEO

The following is hereby added to Appendix A, No. 1, "Specification of Services", under section C, "Trial Period":

C. Trial Period

1. The trial period may be extended throughout any period of the contract term, including extensions, at the mutual agreement of the Contractor and the Real Estate Department (RED)

2. 3rd Shift-Graveyard (Monday to Friday, including holidays)
 - a. Duration
 - 1) Three Months
 - (a) March 24, 2015 to June 22, 2015
 - b. Service
 - 1) Security Supervisor with vehicle to perform two 30 minute security spot checks and document onsite foot/vehicle patrol with flashlight from 10 p.m. to 6 a.m.

3. 3rd Shift-Graveyard (Saturday and Sunday)
 - a. Duration
 - 1) Three Months
 - (a) March 24, 2015 to June 22, 2015
 - b. Service
 - 1) Security Supervisor with vehicle to perform two 30 minute security spot checks and document onsite foot/vehicle patrol with flashlight from 10 p.m. to 6 a.m.

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Contract Modification 1

Security Guard Service (Unarmed) for 1660 Mission Parking Lot (246 S. Van Ness)

Black Bear Security Services, Inc.
 ATTN: Ms. Moura Borisova
 2016 Oakdale Avenue
 San Francisco, CA 94124
 E-mail: MsMoura@BlackBearSecurity.com

Date: 09-08-14
 Buyer Name: Deirdre Darley
 Term contract: 86133
 City Blanket No. BPSF00004016
 Type: Indefinite quantity
 Not-to-exceed amount: \$ 1,000,000

The history of this contract and its modifications is as follows:

Modification	Start date	End date	Amount	Other changes
Original contract	09-01-13	08-31-16	\$ 1,000,000	
1	No Change	No Change	No Change	Rate Increase (MCO); Replace Condition 53

This modification 1 changes the contract as follows:

It increases the hourly rates by 1.85% due to an increase in the Minimum Compensation Ordinance (MCO). See Attachment A.

General Condition 53 "Earned Income Credit (EIC) Forms" is hereby deleted in its entirety and replaced by "Consideration of Criminal History in Hiring and Employment Decisions." See Attachment A.

All other terms and conditions remain the same.



Approved by the City:

Jaci Fong
 For Jaci Fong, Director of OCA and Purchaser

9/11/14
 Date

Approved by Contractor:

Moura Borisova
 Signature

9/12/14
 Date

Name and title

Moura Borisova, President and CEO

Effective September 1, 2014 hourly rates for Items 1 and 2 are increased as follows:

Item No.	Description	Old Rate Per Man Hour	New Rate Per Man Hour
1.	Unarmed Guard with vehicle per shift, normal service, Straight Time Rate Straight Time to include: 24-hour basis, 7 days per week, Holidays included	\$18.27	\$18.61
2.	Hourly rate for extra guard(s) if required by department		
	<i>1st Shift</i>	\$23.97	\$24.41
	<i>2nd Shift-Swing</i>	\$23.97	\$24.41
	<i>3rd Shift – Graveyard</i>	\$23.97	\$24.41
	<i>Weekend/Holiday</i>	\$28.25	\$28.77

General Condition 53 is hereby deleted in its entirety and replaced with the following:

53. Consideration Of Criminal History in Hiring and Employment Decisions

A. Contractor agrees to comply fully with and be bound by all of the provisions of Chapter 12T “City Contractor/Subcontractor Consideration of Criminal History in Hiring and Employment Decisions,” of the San Francisco Administrative Code (Chapter 12T), including the remedies provided, and implementing regulations, as may be amended from time to time. The provisions of Chapter 12T are incorporated by reference and made a part of this Agreement as though fully set forth herein. The text of the Chapter 12T is available on the web at <http://sfgov.org/olse/fco>. A partial listing of some of Contractor’s obligations under Chapter 12T is set forth in this Section. Contractor is required to comply with all of the applicable provisions of 12T, irrespective of the listing of obligations in this Section. Capitalized terms used in this Section and not defined in this Agreement shall have the meanings assigned to such terms in Chapter 12T.

B. The requirements of Chapter 12T shall only apply to a Contractor’s or Subcontractor’s operations to the extent those operations are in furtherance of the performance of this Agreement, and shall apply only to applicants and employees who would be or are performing work in furtherance of this Agreement.

C. Contractor shall incorporate by reference in all subcontracts the provisions of Chapter 12T, and shall require all subcontractors to comply with such provisions. Contractor’s failure to comply with the obligations in this subsection shall constitute a material breach of this Agreement.

D. Contractor or Subcontractor shall not inquire about, require disclosure of, or if such information is received base an Adverse Action on an applicant's or potential applicant for employment, or employee's: (1) Arrest not leading to a Conviction, unless the Arrest is undergoing an active pending criminal investigation or trial that has not yet been resolved; (2) participation in or completion of a diversion or a deferral of judgment program; (3) a Conviction that has been judicially dismissed, expunged, voided, invalidated, or otherwise rendered inoperative; (4) a Conviction or any other adjudication in the juvenile justice system; (5) a Conviction that is more than seven years old, from the date of sentencing; or (6) information pertaining to an offense other than a felony or misdemeanor, such as an infraction.

E. Contractor or Subcontractor shall not inquire about or require applicants, potential applicants for employment, or employees to disclose on any employment application the facts or details of any conviction history, unresolved arrest, or any matter identified in subsection 53(d), above. Contractor or Subcontractor shall not require such disclosure or make such inquiry until either after the first live interview with the person, or after a conditional offer of employment.

F. Contractor or Subcontractor shall state in all solicitations or advertisements for employees that are reasonably likely to reach persons who are reasonably likely to seek employment to be performed under this Agreement, that the Contractor or Subcontractor will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of Chapter 12T.

G. Contractor and Subcontractors shall post the notice prepared by the Office of Labor Standards Enforcement (OLSE), available on OLSE's website, in a conspicuous place at every workplace, job site, or other location under the Contractor or Subcontractor's control at which work is being done or will be done in furtherance of the performance of this Agreement. The notice shall be posted in English, Spanish, Chinese, and any language spoken by at least 5% of the employees at the workplace, job site, or other location at which it is posted.

H. Contractor understands and agrees that if it fails to comply with the requirements of Chapter 12T, the City shall have the right to pursue any rights or remedies available under Chapter 12T, including but not limited to, a penalty of \$50 for a second violation and \$100 for a subsequent violation for each employee, applicant or other person as to whom a violation occurred or continued, termination or suspension in whole or in part of this Agreement.

