

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

644



**FROM:** Economic Development Agency

**SUBMITTAL DATE:**  
April 8, 2010

**SUBJECT:** Agreement for Security Services for the Satellite Wagering Facility at the Riverside County Fair and National Date Festival

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve a one-year agreement with two one-year extensions between the County of Riverside and Coachella Valley Security Inc.;
2. Authorize the Chairman of Board of Supervisors to execute the attached Agreement; and
3. Authorize the Assistant County Executive Officer/EDA or designee to administer the terms of the Agreement and to make any "non-substantive" changes to the Agreement that may arise.

**BACKGROUND:** The Riverside County Fair and National Date Festival initiated a competitive bid process on November 17, 2009, for Security Services. The bid process was designed to provide the Fair with the opportunity to select a firm with the highest quality services at the most competitive price. Proposals were submitted for a period of 1 year with 2 one-year options to renew for 2011 and 2012.

(Continued)

*Robert Field*

Robert Field  
Assistant County Executive Officer/EDA

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 79,107	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	09/10 - 11/12

**COMPANION ITEM ON BOARD OF DIRECTORS AGENDA:** No

<b>SOURCE OF FUNDS:</b> 100 % National Date Festival Funds	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:** APPROVE

BY *Jennifer L. Sargent*

County Executive Office Signature Jennifer L. Sargent

FISCAL PROCEDURES APPROVED  
 ROBERT E. BYRD, AUDITOR-CONTROLLER  
 BY *Samuel Wong* 4/21/10  
 SAMUEL WONG  
 Departmental Concurrence  
 NEAL R. KIPNIS  
 COUNTY COUNSEL  
 APPROVED  
 FORM

Policy  
 Policy  
 Consent  
 Consent  
 Dep't Recomm.:  
 Per Exec. Ofc.:

Prev. Agn. Ref.: N/A      District: 4      Agenda Number: **3.38**

ATTACHMENTS FILED  
WITH THE CLERK OF THE BOARD

**BACKGROUND:** (Continued)

Four security companies responded and Coachella Valley Security Inc., was deemed most responsive. The attached agreement between the County of Riverside and Coachella Valley Security Inc., was prepared for an amount not to exceed \$243,160 over three years, in the amounts as follows:

Year 2010 \$ 79,107

Year 2011 \$ 81,179

Year 2012 \$ 82,874

Coachella Valley Security Inc., will provide security services at the Fairgrounds. County Counsel has approved the agreement as to form and staff recommends approval.

Attachments: Service Agreement I2010-11

**RIVERSIDE COUNTY FAIR AND NATIONAL DATE FESTIVAL  
SERVICES AGREEMENT**

This Agreement is made and entered into the \_\_\_\_ day of \_\_\_\_, 2010 by and between the County of Riverside ("COUNTY") and **Coachella Valley Security, Inc.** ("CONTRACTOR"). The parties agree as follows: **Contractor agrees to provide private security services for the Satellite Wagering Facility at the Riverside County Fair & National Date Festival.**

1. **Documents Made Part of This Agreement:** This Agreement is comprised of the following documents: This Agreement and Exhibit "A", Proposal. Should there be any conflict between this Agreement and any Exhibits attached or incorporated herein, this Agreement shall control.

2. **Services To Be Provided:** A. CONTRACTOR shall provide all services related to provision of private security services at the Satellite Wagering Facility as more fully defined in Exhibit A. attached hereto and incorporated herein, and fulfill all other requirements as specified in this Agreement. CONTRACTOR has the expertise, special skills, knowledge and experience to fully perform these services and requirements in a professional manner.

B. The time for provision of services by CONTRACTOR shall be; January 1, 2010 through December 31, 2010, with the option to extend the contract for two (2) one-year periods for 2011 and 2012. CONTRACTOR shall immediately commence performance of services upon notification from COUNTY, and shall perform such services throughout the term of this Agreement in a diligent, timely and prompt manner.

C. Provision of additional services beyond those stated in this Agreement shall require a written amendment to this Agreement signed by authorized representatives of both parties.

3. **Compensation:** COUNTY shall pay CONTRACTOR for all services performed based on the services provided in accordance with the terms of Exhibit A, Proposal. Maximum payments by COUNTY to CONTRACTOR shall not exceed \$79,107.00 for 2010, \$81,179.00 for 2011, and \$82,874.00 for 2012 annually. The COUNTY is not responsible for any fees or costs incurred above or beyond the contracted amount and shall have no obligation to purchase any specified amount of services or products. Unless otherwise specifically stated in Exhibit A, COUNTY shall not be responsible for payment of any of CONTRACTOR's expenses related to this Agreement. CONTRACTOR shall be paid in accordance with an invoice submitted to COUNTY by CONTRACTOR within fifteen (15) days from the last day of each calendar month, and COUNTY shall pay the invoice within thirty (30) working days from the date of receipt of the invoice. Payment shall be made to CONTRACTOR only after services have been rendered and acceptance has been made by COUNTY.

4. **County Representative:** The following COUNTY representative shall be the contact for CONTRACTOR with regard to the services to be provided pursuant to this Agreement:

Name: **Daryl Shippy**

Title: **Fair Manager**

5. **Compliance with Laws; Licensing:** CONTRACTOR shall comply with all applicable laws, rules and regulations related to performance of this Agreement, including but not limited to all applicable fair employment, civil rights, access, health and safety laws, rules and regulations. CONTRACTOR represents and warrants that it has all licenses, permits and qualifications as are legally or professionally required to perform the services stated in this Agreement. CONTRACTOR shall comply with all applicable COUNTY policies, procedures, rules and regulations.

6. **Termination:** A. This Agreement may be terminated by COUNTY for any reason (with or without cause) upon giving **30** days written notice to CONTRACTOR. County and/or Contractor has the right to terminate subsequent year (s) contract (s) with a thirty (30) day notice.

B. COUNTY may terminate this Agreement immediately when any of the following occurs: (1) COUNTY determines that CONTRACTOR's activities are resulting in or may result in discredit to COUNTY; (2) CONTRACTOR has acted dishonestly; (3) CONTRACTOR is unwilling or unable for any reason to properly perform; or (4) CONTRACTOR has breached a material provision of this Agreement.

C. After receipt of a notice of termination from COUNTY, CONTRACTOR shall:

(1) stop all work under this Agreement on the date specified in the notice of termination; (2) deliver to COUNTY any equipment, materials, data, reports or other work which, if the Agreement had been continued, would have been required to be furnished to COUNTY by CONTRACTOR; and (3) take any additional actions which may be reasonably requested by COUNTY. Following termination, COUNTY shall make payment to CONTRACTOR for all services which have been properly rendered up to the date of termination. No other payments shall be due to CONTRACTOR upon termination. In the event of termination, COUNTY may proceed with the work in any manner it deems to be proper and in the best interest of COUNTY.

D. If for any reason the Fair is not held on the planned dates, this Agreement shall be considered to be terminated, and COUNTY shall not be liable to CONTRACTOR for any further payments (other than payments for services which have already been properly rendered). This shall apply regardless of the cause of why the Fair is not held on the planned dates. This shall also apply if the Fair is interrupted or delayed, in part or in full.

E. This section shall not limit any other legal rights the COUNTY may have against CONTRACTOR.

7. Independent Contractor: A. CONTRACTOR is acting as an independent contractor, and no relationship of employer-employee exists between CONTRACTOR (including its employees, agents or representatives) and COUNTY. CONTRACTOR assumes full and exclusive responsibility for its acts and the acts of its employees, agents and subcontractors related in any way to this Agreement. CONTRACTOR (including its employees, agents or representatives) shall not be entitled to any benefits payable to employees of COUNTY, including but not limited to workers' compensation, retirement, leave or other similar benefits. CONTRACTOR assumes full responsibility for payments of all federal, State and local taxes or other contributions imposed or required under social security, workers' compensation, income tax, disability, unemployment, retirement or similar laws or regulations, related to CONTRACTOR, its employees, agents or representatives. CONTRACTOR shall indemnify COUNTY against any and all claims that may be made against COUNTY based upon a contention by any person or entity that an employer-employee relationship exists by reason of this Agreement, including but not limited to any federal, State or other payments which COUNTY may be required to make related to such a claim. CONTRACTOR shall immediately reimburse COUNTY for any payments which COUNTY may be required to make related to any such claim.

B. CONTRACTOR and its agents, servants, employees, subcontractors or other representatives shall not act and shall not in any manner be construed to be agents, officers, or employees of COUNTY; shall not in any manner incur or have the power to incur any debt, obligation or liability against or on behalf of COUNTY; and shall in no way represent themselves to be officers, employees or agents of COUNTY. COUNTY shall not in any way be liable for any debts, acts, obligations or other liabilities or actions of CONTRACTOR, its agents, servants, employees, subcontractors or other representatives.

8. Insurance: A. Prior to the start of performance, or at an earlier date as may be requested by COUNTY, CONTRACTOR shall provide to COUNTY original insurance certificates which evidence the following coverage from companies licensed to issue such insurance in the State of California:

- (a) Workers' compensation insurance as required by the laws of the State of California;
- (b) Commercial general liability insurance, on an occurrence basis, with limits not less than \$1,000,000 combined single limit per occurrence (for injury, death, property damage or other occurrence);
- (c) For contracts involving use of vehicles (automobiles, trucks or other vehicles), commercial automobile liability insurance, on an occurrence basis, with limits of not less than \$1,000,000 combined single limit per occurrence (for injury, death, property damage or other occurrence); and
- (d) Any other insurance required by law or the State of California for this type of activity or event.

B. The insurance certificates must also include the following:

- (a) The dates of inception and expiration of the insurance;
- (b) A statement that the following are listed as additional insured: The County of Riverside; the Riverside County Fair and National Date Festival; the Riverside County Economic Development Agency; and the officers, employees, servants and agents of these entities;
- (c) A statement that the insurance cannot be cancelled or reduced without 30 days prior written notice to COUNTY; and
- (d) A statement that the certificate holder shall be: County of Riverside, Riverside County Fair and National Date Festival, 82-503 Hwy 111, Indio, California 92201.

9. Indemnification: CONTRACTOR shall indemnify and hold harmless COUNTY, including its officers, employees and agents, from any and all liabilities, claims, debts, damages, demands, or actions of whatever kind or nature (including, but not by way of limitation, wrongful death, bodily injury, property damage, and legal representation and expenses) arising out of or in any manner connected with CONTRACTOR's performance related to this Agreement.

10. Right to Audit or Monitor; Records; Ownership of Documents: A. COUNTY shall have the right to audit and monitor the activities or procedures of CONTRACTOR. CONTRACTOR shall maintain accurate records related to the activities performed by CONTRACTOR pursuant to this Agreement. COUNTY may at any time audit any of CONTRACTOR's records related to activities performed by CONTRACTOR pursuant to this Agreement.

B. All documents, reports and materials prepared by CONTRACTOR pursuant to this Agreement shall become the property of the COUNTY. Upon termination of this Agreement or completion of services, CONTRACTOR shall furnish to COUNTY all documents, reports and materials (including any uncompleted reports or unfinished work).

11. Governing Law; Jurisdiction: This Agreement shall be governed by and interpreted in accordance with the laws of the State of California. Any legal action related to the performance or interpretation of this Agreement shall be filed only in the Superior Court for the State of California located in Riverside County, California.

12. Miscellaneous: A. CONTRACTOR shall not subcontract with any third party for furnishing any of the services described in this Agreement without the prior written approval of COUNTY.

B. CONTRACTOR shall not assign any interest in or part of this Agreement without the prior written consent of COUNTY.

C. CONTRACTOR shall ensure that there shall be no discrimination against or segregation of any person, or group of persons, on account of disability, sex, marital status, race, religion, color, creed, national origin, or ancestry in performing the services specified in this Agreement.

D. Any waiver by COUNTY of any one or more of the terms of this Agreement shall not be construed to be a waiver of any subsequent breach of the same or of any other term hereof. Failure on the part of COUNTY to require exact, full and complete compliance with any terms of this Agreement shall not be construed as in any manner changing the terms of this Agreement or stopping COUNTY from enforcement of such terms.

E. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions of the Agreement will continue in full force without being impaired or invalidated in any way.

F. This agreement is intended by the parties as the final, complete and exclusive statement of their understanding with respect to the subject matter of this Agreement, and supersedes any and all prior or contemporaneous oral or written understandings or statements. This Agreement may be changed or modified only pursuant to a written document signed by the authorized representatives of both parties.

**Coachella Valley Security, Inc. ("CONTRACTOR")**

By: \_\_\_\_\_ Dated: \_\_\_\_\_  
Name and title: **Coachella Valley Security, Inc.**  
**David S. Chandler, President**  
**77899 Wolf Road, Suite #101**  
**Palm Desert, CA 92211**  
**(760) 200-8999**

**COUNTY OF RIVERSIDE**

By: \_\_\_\_\_ Dated: \_\_\_\_\_  
Name and title: **Marion Ashley, Chairman**  
**Board of Supervisors**

FORM APPROVED COUNTY COUNSEL  
BY: Neal R. Kipnis 4/6/10  
NEAL R. KIPNIS DATE

# **EXHIBIT A**



Coachella Valley Security, Inc  
77899 Wolf Road • Suite # 101  
Palm Desert, California 92211  
Office (760) 200-8999  
Facsimile (760) 200-5082

Monday, November 23, 2009

**DAYRL SHIPPY**  
Riverside County Fair & National Date Festival  
82503 Hwy 111  
Indio, CA 92201

Dear Mr. Shippy:

**“Submission of this proposal signifies that all the terms, conditions, requirements, protest procedures, performance measures and instructions concerning the award of the Contract for Armed Security Guard Services RFQ to which this proposal responds, have been read and understood. Further, in signing this letter, as the authorized representative of the submitting firm, it is expressly agreed by the proposer that failure to have provided accurate and truthful information in this proposal or any deviation from any requirement or performance measure stated in the RFQ shall constitute grounds for rejection of this proposal. And further, proposer agrees that if the submitted proposal is not in the format of the RFQ, proposer’s proposal will be deemed non-responsive.”**

**CURTIS R. (Sam) CROSS, Director**

Date: December 4, 2009

(1)

# **Shalimar Horse Racing Center**



## ***Security Proposal***

**Coachella Valley Security Inc.**

*77-899 Wolf Road, Suite 101 • Palm Desert, C A 92211*

*(760) 200 - 8999 Fax (760) 200 - 5082*



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## INTRODUCTION TO COACHELLA VALLEY SECURITY

*Service to our customers is the mission of Coachella Valley Security, Inc. and has been since our establishment. Our close relationships with clients enable us to most effectively fill their security needs. Our respect for our employees enables us to attract and retain the most highly skilled, top quality personnel in the industry. We are committed to excellence, quality and safety in serving our clients.*

*David S. Chandler, President*

### **C**OMMITMENT TO OUR MISSION

We are committed to serving each and every one of our clients by meeting and exceeding their expectations for quality, safety, and responsiveness in their security needs.

We have found that the best way to accomplish our mission is to provide highly trained, skilled, and motivated security officers. The CV Security recruitment process is one of the most stringent in the industry. State-of-the-art screening, training, and testing techniques help us select the best people available. An ongoing in-service training program administered by a retired law enforcement training staff enables us to provide you with dedicated personnel who are motivated and committed to excellence.

### **C**OMMITMENT TO SERVING

Every client's needs are different, and we seek to understand and deliver exactly the kind of security you need. Because we are a local company, with our headquarters centrally located in the Coachella Valley, you have complete access to CV Security's key management staff.

Our owner, David S. Chandler, and the entire Executive Management staff are available to assist you whenever you need them. We believe in *hands-on* management and actively participate in delivering the security you need. Our management team is comprised of *decision makers* who are capable of responding to you quickly and effectively. They are responsible and fully accountable to *you*. In addition, we have complete operations capabilities at our corporate headquarters with patrol supervisors who are available 24 hours a day, seven days a week, to serve you.

## **C**OMMITMENT TO DELIVERING QUALITY

We have highly skilled officers, supervisors, and managers who have each met our stringent personnel criteria and passed our intensive testing process. We utilize state-of-the-art screening and testing technology and techniques to ensure that every officer possesses the highest skill mix, ethics and commitment to excellence.

With our customized security programs and continuous officer training, CV Security has the capabilities to meet virtually every kind of security need that you might have, both short term and long term, armed and unarmed.

Our corporate headquarters enables us to provide the most current technology in the security industry. Our centrally located headquarters in Palm Desert effectively houses our executive and administrative offices, computer, dispatching and communications center, scheduling facilities, and extensive training facility, complete with today's video technology. This physical plant provides outstanding support for every security officer in the field.

Complementing our headquarters in Palm Desert is senior level management that boasts a collective of more than 250 years of federal and local law enforcement and security experience and provides the capability of making quick decisions and responding to any advent of client needs. *As a result of the majority of our executive and management level staff being retired law enforcement officers or administrators, we have a uniquely close supportive relationship with the law enforcement agencies throughout the Coachella Valley area!*

## **S**ATISFACTION GUARANTEED

We are proud of our top quality security officers, supervisors, and office employees. Each is highly skilled, qualified in his or her job assignment, and committed to the highest personal and professional standards possible.

We guarantee that you will be satisfied with the services we provide and the personnel who serve you. We completely stand behind this absolute guarantee to your satisfaction. We do not claim to be perfect, however, be assured that if a mistake is made, it will be corrected immediately; we will always accept responsibility if it is ours, and we will insure that there is not a repeat occurrence. *"We do what we say we will do!"*

## **HANDS-ON MANAGEMENT PHILOSOPHY**

We at CV Security Inc. are committed to serving you directly. We are owner-operated with the founders and principals of our company involved in day-to-day operations. Our Managers are knowledgeable in every aspect of your security needs and are capable decision-makers.

We are proud of our years in business as an industry leader and the years of professional experience and expertise we bring to our clients.

These are the individuals you can rely on to serve your security needs:

**David S. Chandler, Chief, Founder and President** David Chandler's background in law enforcement, security, training, and business management encompasses more than 25 years. David founded The Coachella Valley Security Academy to provide an advanced level of training for security professionals and law enforcement. The academy evolved very quickly to include a California certified identity verification and background screenings center, a Department of Transportation certified drug screening center, a retail supply house for law enforcement and security equipment, and Coachella Valley Security Inc., a division which provides armed and unarmed uniformed security and patrol services and personal and executive protective services for discriminating clientele. David began his career as a paramedic in Los Angeles and with the Police Department. He also attended Rio Hondo and Sawyer College, specializing in safety and administration of justice subjects. He performed liaison duties and firearms training services for the U.S. in foreign countries and the United States for three years, and also served with the fugitive recovery unit in Los Angeles. David has owned and managed security companies since 1993 and is also an owner and Vice President of a Property Management company in Southern California, giving him significant insight as to the functions and problems in gated communities and commercial property as well. David has amassed thousands of hours of service in training and certification of law enforcement and security officers. He is a California Department of Justice firearms instructor (HSC); National Rifle Association firearms instructor and range development specialist; a Taser International Electronic Weapon instructor, and armorer, and working with the Attorney Generals office in California State as a Subject Matter Expert in Private Security. David is a veteran, and a member of numerous professional associations, including ASIS International; Regional Director for CALSAGA; Community Associations Institute; Palm Springs Desert Resorts Convention and Visitors Authority; The Chamber of Commerce, and the Resort Communities Security Association.

**Johnnie B. Woods, Assistant Chief, and Vice President** Johnnie Woods has an impressive background in Law Enforcement, Supervision and Management, Security, Executive Protection, and Training and Development. In his 30 years in Law Enforcement and Supervision, he served with the Indio Police Department, the Riverside County Coroners Office, and the Riverside County Sheriff's Department. His formal education includes an Associate Degree from College of The Desert in Police Science, and a Bachelors Degree from Pepperdine University in Public Administration. He has received extensive training in executive protection; police baton; defensive tactics, and firearms instruction through the Federal Bureau of Investigation and the U.S. Secret Service, and is certified by the FBI as an instructor. Johnnie holds a lifetime college level teaching credential from the California Department of Education and has taught law enforcement and defensive tactics subjects for many years. Johnnie is also certified as an instructor in martial arts by The American Federation of Independent Shotokan Karate Associations and is a licensed pilot with a single engine rating. During his law enforcement career, Johnnie participated in and trained law enforcement officers in specialized security operations for the protection of many high ranking elected government officials visiting the Coachella Valley and also was instrumental in development of the Larson Justice Center security system. Johnnie is a veteran and a member of the Peace Officers Research Association of California, ASIS International, Resort Communities Security Association, and Community Associations Institute.

**Curtis R. (Sam) Cross, Deputy Chief, Director General Operations.** Sam has an extensive background in Management, Law Enforcement, Security, Executive Protection, and Training and Development. He served more than 33 years in law enforcement, retiring as Chief of Police for the City of Indio, California. He is a graduate of the University of Redlands with a Bachelors Degree in Public Administration, and a graduate of College of the Desert with an Associate degree in Law Enforcement. Sam is also a graduate of the FBI Academy, is certified by the California Peace Officers Standards and Training Commission in Executive Management, is a Fellow of the American College of Forensic Examiners, and is a Diplomat of The American Board of Law Enforcement Experts. Sam has more than 14 years experience in security management and consulting, specializing in protective and technological services to the public and gated communities. While serving in the military, Sam participated in the planning and implementation of the protection and escort of many foreign dignitaries to The U.S. Military Academy at West Point, including Vice-President Nixon. Sam also served on the security team for the 1957 Army Science Conference held at USMA West Point. During his law enforcement career, Sam was a liaison with the U. S. State Department and directed security and protective services for foreign dignitaries visiting the Coachella Valley under the provisions of The United States Visiting Foreign Dignitaries Protection Act. Sam holds a lifetime college level teaching credential, is a veteran, a member of the FBI National Academy Associates, and a Life Member of both the California Sheriffs Association and the International Association of Chiefs of Police. He is also President of the Coachella Valley Crime Stoppers and is a past president of Resort Communities Security Association of Coachella Valley. Sam is also a member of Community Associations Institute.

**Charlie J. Graham, Jr., Deputy Chief, Director, Executive Protection and Special Operations.** Charlie manages and trains personnel assigned to the company's elite executive protection and special operations unit. This armed unit provides protection and escort services for a myriad of situations and functions. Charlie is a graduate of the University of South Carolina with a Bachelors Degree in Political Science and International Affairs. Charlie retired from the U.S. Army in 2003. He served tours of duty in the Far East and Southwest Asia in his early years of service. After completing his education, he returned to service with the U.S. Army Special Operations Command where he served as a tactical operator in Special Operations units until his retirement in 2003. His vast experience as an Anti-Terrorist/Force Protection Officer has sent him to more than 61 countries around the world. He has served as a member or Team Leader on numerous U.S. Government Personal Security Details in foreign countries. This experience also extends to being the primary Threat Assessment Officer in Europe and Southwest Asian Military/State Department sites. After retirement, Charlie spent a year in Iraq as a Security Officer for the protection of High Valued Personnel and facilities throughout the Baghdad and Southeastern Iraq area. Charlie is a certified California Bureau of Security and Investigations Services instructor, and a member of Resort Communities Security Association, and the Community Associations Institute.

**David S. Snellings, Commander, Special Operations.** Dave began working in the security and loss prevention field in 1992. Dave is a veteran of the gulf war and also served in South Korea before receiving his Honorable Discharge in 1992. After serving his country, Dave decided that he would pursue a career in the security profession. His steadfastness and leadership qualities were recognized while he was employed as a Supervising Patrol Sergeant for Coachella Valley Security, and was promoted to the position of Director of Security Services in 2006. Dave administers the Security Services Division and its highly successful "Emergency Response Team" which has made significant improvements in the crime rate at several contract sites. Dave is an innovative and successful leader and his staff, comprised of experienced and dedicated officers, is some of the best in the industry. Dave also has several years experience in retail business and understands the unique operations and problems involved in the business world. Dave is a College of the Desert Public Safety graduate and has a close professional relationship with the law enforcement community. Dave received several awards commemorating his service while serving in the gulf war, as well as a certificate of appreciation from the Chief of Police of the Los Angeles Police Department for his participation in the LEAPS project. Dave is a member of Resort Communities Security Association and is an associate member of Community Associations Institute. Dave is an integral part of the Coachella Valley Security management team.

**Henry (Hank) White, Captain, Director of Security Services.** Hank White has an extensive background with more than 30 years experience in Law Enforcement, Management, Supervision, Security and Business. Early in his career, he worked in the livestock business, becoming first a buyer, then a Manager and a multi-state trouble-shooter for the OX Bow Land and Cattle Company. In 1982 Hank was appointed as a Federal Agent for the U.S. Department of Interior Bureau of Land Management. In this capacity he was involved in the enforcement of Federal laws pertaining to the capture and relocation of wild animal; range conservation; theft; and abuse and killing of large animals. Hank attended Washington State University for two years in order to become an expert, specializing in investigative techniques of livestock and equine identification through DNA testing. Hank is still an on call consultant for the U.S. Department of Interior and the State of California in the subject area of appraisals, farmland and large animals.

Hank has also served as a Senior Law Enforcement Officer for the Riverside County Department of Veterinary Services, and the California Rural Crimes Task Force, and was the liaison with the Federal Drug Enforcement Administration. Hank is a Court qualified expert witness on smuggling of illegal alcohol, tainted meat products, and the smuggling and illegally keeping of wild or exotic animals. Hank has worked with CV Security for more than three years, beginning as a Security and Armed Patrol Officer. Hanks talent and experience was soon recognized, and after several promotions is currently the Director of Security Services for the company, and is responsible for all uniformed services.

**Phillip M. Contreras, Lieutenant, Director of Training and Education.** Phil's background encompasses more than 38 years in law enforcement, security, loss prevention, and training and education. In 1978, Phil received the Legion of Honor Award from the Santa Monica Police Department for having sustained a grievous injury, yet continued and apprehended the suspect he was pursuing. Phil completed two years at Santa Monica Community College on an engineering major, and is a graduate of the Los Angeles County Sheriffs Department Academy. Phil has completed several courses for Firearms Instructors and Armorers taught by The Federal Bureau of Investigation through Cuesta College and Golden West College. Phil manages the Coachella Valley Security Academy, a California Bureau of Security and Investigations Services certified full service training academy. Phil and the teaching staff offer a myriad of training courses, including firearms, defensive tactics, police baton, Taser electronic weapons, State required security officer courses, CPR First Aid and Automated External Defibrillator, and many more. The Academy also offers courses that are open to the public. Phil and his staff are State certified instructors and draw on their many years of practical experience and training in the teaching of new officers. Phil is a member of Resort Communities Security Association, Community Associations Institute, a certified California Bureau of Security and Investigation Services instructor, and is also a licensed pilot.

**Kevin Sullivan, General Sales Manager.** Kevin brings the better of two worlds together; he has an extensive background in sales and contract management and top level experience in law enforcement and investigations. Kevin served with the U.S. Naval Criminal Investigations Service – Office of Naval Intelligence and has a Top Secret Crypto Clearance. Kevin is also a pilot, holding single and multi-engine ratings. Kevin attended Chaminade College in Hawaii. His sales and marketing experience is impressive, having served as Director of Sales Special Markets with Emerson Electric/Skil Power Tools, where he was responsible for an 80 person sales force handling government and key national accounts sales contracts; Vice president Sales – Special Markets with Kidde Corporation/ Spartus Clock, managed the North American sales force including export, U.S. General Services Administration (GSA) contracts, Army and Air Force exchange world wide, and Navy and Marine Corps exchange system world wide. From 1986–2007, Kevin served as President of The Incentive Resource Group, which engaged in creating and implementing motivational and sales incentive programs for Fortune 500 clients including Toshiba America, Seth Thomas, Black & Decker, Bulova Watch Company, and Snap-On Tool Corporation. Kevin is a Vietnam veteran, a member of the Resort Communities Security Association, the Community Associations Institute, Chamber of Commerce, and The Palm Springs Desert Resorts Visitors and Convention Bureau.



## **MEETING YOUR NEEDS FOR SAFETY**

*Safety is a key area that distinguishes Coachella Valley Security, Inc. and makes us an industry leader.*

### **S**AFETY IS TOP PRIORITY.

The management team at CV Security has made safety a top priority. The safety of our clients and our employees is ensured through extensive training and a mind-set of responsibility and accountability.

In addition, CV Security has initiated a Safety Incentive Program *and* a Vehicle Safety Program for employees. These programs greatly increase safety *awareness* and encourage employees to:

- **Work Safely.**
- **Drive Safely.**
- **Report Hazards for correction.**

With these programs of awareness and encouragement, safety communication has increased significantly. Employees, supervisors, our Safety Committee and management exchange information regularly, ensuring prompt correction of any potential safety hazards.

## **STATE-OF-THE-ART SCREENING**

*The most important component of serving your security needs is providing the best-qualified security officer possible. The selection process utilized and implemented by Coachella Valley Security, Inc. is one of the most rigorous in the industry.*

### **O**UR SCREENING TECHNIQUES.

Since our primary service to clients is providing security officers for Community Associations, Businesses, and Commercial Facilities, we employ state-of-the-art recruitment, screening, interviewing, and testing techniques. The most essential techniques we utilize to ensure top quality personnel include:

**THE WORK FITNESS EVALUATION:** A thorough evaluation of a candidate's fitness to perform the duties of a security officer.

**CRIMINAL RECORD CHECK:** Coachella Valley Security performs pre-employment criminal record checks on all candidates. A felony and misdemeanor criminal record check is conducted in all counties of residence and work for the past ten years. The record check includes electronic data and actual court records.

**COMPREHENSIVE DRUG SCREENING:** All employees of Coachella Valley Security are tested by our U.S. Department of Transportation certified drug screening facility.

**THE CALIFORNIA GUARD LICENSE:** All security officers must complete or show proof of having completed the State of California mandated training requirements as specified in AB 2880, and The Private Security Services Act enumerated in Division 3 of the Business and Professions Code.

**DEPARTMENT OF MOTOR VEHICLES CHECK:** We conduct a complete DMV background review of every candidate to ensure that our officers have safe driving records.

**PERSONAL INTERVIEW:** Prior to being hired, all security employees are interviewed by two or more members of the management or executive team who are experienced former law enforcement interrogators.

## **OUR FULL SERVICE CAPABILITIES**

*We offer a comprehensive range and scope of services, including:*

**PRIVATE PATROL LICENSE:** Licensed by the State of California to provide armed and unarmed uniformed security guards and patrol officers to our clients.

**PRIVATE INVESTIGATION LICENSE:**

An enhancement to a number of security programs that enables us to place an officer under cover, if necessary, to investigate fraud, theft, or other suspected problems, or to conduct special surveys to ensure quality customer service.

Coachella Valley Security is able to develop and implement electronic surveillance systems, including closed-circuit television and monitoring stations and hidden camera programs.

**STATE LICENSED TRAINING ACADEMY**

**U.S. DEPARTMENT OF TRANSPORTATION CERTIFIED DRUG SCREENING CENTER.**

**STATE CERTIFIED LIVE SCAN & INK FINGERPRINTING CENTER**

**GUARD TOUR SYSTEM:**

This electronic program which can be modified and adapted to industrial, commercial, and community environment complements and verifies the patrol officer's written logs.

**TRAINED TRAFFIC CONTROL OFFICERS.**

**EMERGENCY RESPONSE TEAM.**

Our ERT officers are trained to serve every Coachella Valley Security account. They have direct communication with all contracted accounts and can respond quickly to any situation.

**SPECIAL SERVICES**

This department provides executive protection; consultation; event management; discreet investigations, and operations for selective clients. Personnel assigned to this department are active or retired law enforcement and military professionals with international and domestic experience and contacts.

**HANDS-ON MANAGEMENT:**

We are **OWNER-OPERATED**, with the founder of our company active in day-to-day management of the company.

Our Directors, Executive Staff, and Managers are seasoned professionals and decision-makers, who not only solve problems, but are trained to anticipate them before they occur.

## **SECURITY TRAINING**

*Coachella Valley Security, Inc. has customized training techniques and practices that include classroom training, as well as written and practical examination, through our California certified Academy.*

### ***O*UR IN-HOUSE TRAINING PROGRAM FOR EMPLOYEES WHO HAVE PASSED ALL THEIR SCREENING TESTS INCLUDES:**

- California BSIS, AB 2880 requirements under Title 3, California Business & Professions code, for Armed and Unarmed officers.
- Coachella Valley Security, Inc. policies and procedures.
- Safety training and participation in the Safety Program.
- Responsibilities of a Security Officer, and site specific rules.
- Post Orders and Instructions.
- Report Writing and Court Room Testimony.
- Access to CV Security's extensive and frequently updated film and video library.

Coachella Valley Security's training program meets or exceeds the California Bureau of Security and Investigations Service requirements for licensing as a security officer.

Training of the Supervisory and Security Staff is accomplished through its highly rated Coachella Valley Security Academy, which is certified by the State of California, and is a division of Coachella Valley Security Inc.

### ***T*HE EMERGENCY RESPONSE TEAM**

As an enhancement to our trained security force, Coachella Valley Security Inc. is proud of its elite **EMERGENCY RESPONSE TEAM**. These are our highest-ranking security staff members, and they have demonstrated superior performance in reducing criminal activity when requested by our clients. They are knowledgeable in every client's needs and will be called, whenever needed. You can normally expect an ERT member within one hour or less of being called.

## **EMPLOYEE RETENTION**

*Coachella Valley Security Inc. is proud of the high caliber of officer that we employ, as well as the **longevity** of employee service that maximizes quality and continuity to our clients.*

Our retention program is comprised of several components:

### ***BENEFITS:***

We are proud of our generous benefit package that we provide our officers and employees. We offer:

- Excellent health, dental and vision programs.
- Life Insurance
- Holiday Pay: Time and one half for holidays worked.

### ***RECOGNITION:***

We have a highly valued *Employee-of-the-Month* program that rewards security officers for excellent performance. Those selected may receive a certificate of recognition, and in some cases a financial remuneration.

### ***REFERRALS:***

We encourage our officers and employees to recruit applicants to Coachella Valley Security Inc. Pride in their own company provides a feeling of *ownership* and ensures that every officer delivers the quality service we are known for.

***INCENTIVES AND OPPORTUNITIES FOR ADVANCEMENT:***

A majority of the managers at Coachella Valley Security Inc. began his or her career as a security officer. We offer numerous opportunities for promotion, including:

- Promotions to post commander, armed patrol officer, patrol supervisor, operations manager and director.
- Promotions within a post assignment to officers who serve with quality and distinction.

***CONTINUING EDUCATION PROGRAM:***

We provide on-going education in the security field through training videos and manuals that keep our security officers updated on the most current information, and special courses offered through our State certified Training Academy.

## COMPENSATION

*The costs associated with your security program has been developed to deliver the highest quality service at cost-effective and competitive rates.*

### PERSONNEL SERVICES

One Armed Security Officer to provide protection for the State and County off track betting facility at the Shalimar building, located at Gate four on the Riverside County Date Festival and Fair grounds, on Arabia Street in Indio, CA. Wednesday through Sunday each week from 10:00 AM to 11:00 or 12:00 PM. The hourly billing rate for the guard is \$ 21.00. The weekly hours may range between 65 to 70 hours. The annual hours may range between 3389 and 3649. The annual costs @ \$21.00 per hour may vary between \$71,169.00 and \$76,629.00. The monthly costs may vary between \$5,930.75 and \$6,385.75.\*

\* The variance in hours and costs is due to the fact that the closing time at the center varies occasionally, due to start times on races.

### Monthly Cost

= \$ 5,930.75

To

\$ 6,385.75

### VEHICLES, MAINTENANCE AND RADIO COMMUNICATION

All costs under this heading are included in the personnel rates.

## COMPANY INFORMATION

**Coachella Valley Security Inc.**

77899 Wolf Road, Suite 101  
Palm Desert, California 92211  
Ph: (760) 200-8999  
Fax: (760) 200-5082

Daily Contacts:

**David S. Chandler, President/Chief**  
**Johnnie B. Woods, Vice President/Assistant Chief**  
**Curtis R. (Sam) Cross, Deputy Chief, Director, General Operations**  
**Charlie J. Graham, Jr, Deputy Chief, Director, Executive Protection**  
**and Special Operations**  
**David L. Snellings, Commander, Special Operations**  
**Phillip M. Contreras, Lieutenant, Director Training & Education**  
**Henry (Hank) White, Captain, Director Security Services**

State of California and Federal Licenses:

Private Patrol Operator	License #	15250
Private Investigator	License #	16555
Firearms Training Facility	License #	1143
Baton Training Facility	License #	1092
California Firearm Dealer	License #	21122
Federal Firearm License	License #	01550

Coachella Valley Security Inc. is a California Corporation.

Coachella Valley Security encourages monthly meetings with the association security committee and the association Board of Directors to insure that problems, if any, can be solved quickly and review general operations, make recommendations to improve the security program, and to insure that all parties are aware of performance and expectations. The Executive and Management staff at CV Security is available on a daily basis to monitor the security operations.



Invoices are submitted for payment on a monthly basis.

Professional uniforms are provided at no cost to the security officers. Customized uniforms are available at the clients request, however, they must comply with State regulations and the CV Security patches and logos must be attached to the uniforms

## **REFERENCES**

### **Bighorn Golf Club**

Attn: Jim Butzbach  
941 Andreas Canyon Drive  
Palm Desert, CA 92260  
Ph: 760 - 776 - 7126 Ext. 2520

### **Corona Yacht Club**

Attn: Sara Purdy  
46600 Tyler Street  
Coachella, CA 92236  
Ph: 760 - 398 - 0206

### **Costco**

79795 Hwy 111  
La Quinta, CA 92253  
Ph: 760 - 775 - 0363

### **Costco**

72800 Dinah Shore Drive  
Palm Desert, CA 92211  
Ph: 760 - 770 - 2810

### **Madison Club**

Attn: Jim Brown  
53035 Meriwether Way  
La Quinta, CA 92253  
Ph: 760 - 773 - 6200

### **Union Pacific Railroad**

Attn: Talmage Dalebout  
1400 Douglas Street, Stop 0750  
Omaha, NE 68179 - 0750

Ph: 801 - 212 - 4093

**Vintage Club**

Attn: Dave Goodwin, Director of Security  
75 -001 Vintage Drive West  
Indian Wells, CA 92210  
Ph: 760 - 862 - 2050

**West Coast Artist - The Richlyn Group, Inc.**

Attn: Ronda Mills  
P.O. Box 4389  
Chatsworth, CA 91311  
Ph: 818 - 709 - 2907

**GEMCOM Group (Re: The Ritz Carlton site)**

Attn: Claudia Indiaan  
801 Brickell Avenue, PH2  
Miami, FL 33131

**Riverside County**

County Fair & National Date Festival  
Economic Development Agency  
82-503 Highway 111  
Indio, CA 92201  
Ph: 760 - 863 - 7268

**PROPOSER/CONTACTOR STATUS FORM**

PAGE 1 OF 2

CONTRACTOR'S NAME Coachella Valley Security, Inc. COUNTY RIVERSIDE  
ADDRESS: 77-899 WOLF Rd. Suite 101 FEDERAL ID# 20-2902217  
CITY: PALM DESERT, CA 92211 ZIP 92211

Status of contractor proposing to do business (please check one)

INDIVIDUAL  LIMITED PARTNERSHIP  GENERAL  
 PARTNERSHIP  CORPORATION

INDIVIDUAL (Please Check One)  RESIDENT  NON-RESIDENT

IF A SOLE PARTNERSHIP, STATE THE TRUE NAME OF SOLE PROPRIETOR: (I.E., JOHN ROE SMITH; NOT J.ROE SMITH OR NOT JOHN R. SMITH)

PARTNERSHIP (PLEASE CHECK ONE)

LIMITED PARTNERSHIP  GENERAL PARTNERSHIP  
IF A PARTNERSHIP, LIST EACH PARTNER IDENTIFYING WHETHER LIMITED PARTNERS (S), STATING THEIR TRUE FULL NAME AND THEIR INTEREST IN THE PARTNERSHIP:

CORPORATION

PLACED AND DATE OF INCORPORATION

IF NOT A CALIFORNIA CORPORATION IN GOOD STANDING, PLEASE STATE THE DATE THE CORPORATION WAS AUTHORIZED TO DO BUSINESS IN CALIFORNIA: \_\_\_\_\_

CURRENT OFFICERS:

PRESIDENT: DAVID S. CHANDLER VICE PRESIDENT: Ø

SECRETARY: DAVID S. CHANDLER TREASURES: Ø

OTHER OFFICERS: Ø

ALL MUST ANSWER:

ARE YOU SUBJECT TO FEDERAL BACKUP WITHHOLDING? NO

(2)

PROPOSER/CONTRACTOR STATUS FORM  
PAGE 2 OF 2

FICTITIOUS NAME

IF CONTRACTOR IS DOING BUSINESS UNDER A FICTITIOUS BUSINESS NAME AND WILL BE PERFORMING UNDER THE FICTITIOUS NAME, PLEASE ATTACH A CLEARLY LEGIBLE COPY OF THE CURRENT FICTITIOUS FILING.

PENDING LITIGATION HEARINGS

ARE ANY CIVIL OR CRIMINAL LITIGATION OR ADMINISTRATIVE HEARINGS CURRENTLY PENDING AGAINST THE PROPOSER'S ORGANIZATION, OWNERS, OFFICERS, OR EMPLOYEES? NO

IF YES, PLEASE STATE THE CASE NUMBER, AGENCY, OR COURT WHERE PENDING AND STATUS OF LITIGATION OR HEARING:

WE RESERVE THE RIGHT TO VERIFY THE INFORMATION PROVIDED ON THIS FORM BY THE PROPOSER DURING THE RFQ PROCESS. BY SIGNING THIS FORM, YOU ARE AUTHORIZING THE RELEASE OF ANY AND ALL INFORMATION PERTAINING TO YOURSELF AND BUSINESS IN WHICH YOU PARTICIPATE OR HAVE PARTICIPATED, INCLUDING INFORMATION OF A CONFIDENTIAL OR PRIVILEGED NATURE IN THE POSSESSION OF GOVERNMENT OF PRIVATE AGENCIES OR INDIVIDUAL WHO FURNISH SUCH INFORMATION FROM LIABILITY FOR DAMAGES WHICH MAY RESULT FROM FURNISHING THE INFORMATION REQUESTED.

I DECLARE UNDER PENALTY OF PERJURY THAT THE ABOVE INFORMATION IS TRUE AND CORRECT AND THAT I AM AUTHORIZED TO SIGN THIS STATUS FORM ON BEHALF OF THE PROPOSER/CONTRACTOR.

Curtis R. Cross  
SIGNATURE

CURTIS R. (SAM) CROSS  
PRINT NAME

IF THIS STATUS FORM IS NOT COMPLETELY FILLED OUT, SIGNED AND SUBMITTED WITH PROPOSER'S RESPONSE TO THE RFQ, THE BID WILL BE REJECTED AS NON-RESPONSIVE. ANY FALSE OR MISLEADING INFORMATION WILL CAUSE THE BID TO BE REJECTED AS NON-RESPONSIVE.

(3)

FINANCIAL PROPOSAL FORM  
CONTRACT ARMED SECURITY GURARD SERVICES  
(PLEASE SUBMIT TWO ORIGINAL COPIES)

I HEREBY SUBMIT THE FOLLOWING BID FOR CONTRACT ARMED SECURITY GUARD SERVICES ON THE GROUNDS OF THE RIVERSIDE COUNTY FAIR AND NATIONAL DATE FESTIVAL FOR A ONE (1) YEAR PERIOD 2010 AND TWO (2) ONE-YEAR OPTIONS FOR 2011, AND 2012.

2010 1 <sup>st</sup> - YEAR CONTRACT HOURLY RATE	\$ <u>21.00</u>
2011 2 <sup>nd</sup> - YEAR CONTRACT HOURLY RATE	\$ <u>21.55</u>
2012 3 <sup>rd</sup> - YEAR CONTRACT HOURLY RATE	\$ <u>22.00</u>

All proposers must fill in the following information and sign this form in order for the "Financial Proposal Bid Form" to be considered.

COACHELLA VALLEY SECURITY 760-200-8999

FIRM NAME

PHONE NUMBER

77-899 Wolf Rd, Suite 101 Palm Desert, CA 92211

ADDRESS

CITY/ZIP CODE

20-2902217

TAXPAYER ID NUMBER

Proposer certifies to that proposer has thoroughly familiarized self with the Riverside County Fair facilities and accepts all reasonable disclosed risks in submitting this proposal that a prudent review of the facility would have revealed.

By its signature on this proposal form, the proposer certifies that he/she has read and understood the RFQ package including the information regarding bid protests. Further, proposer certifies that the information provided by the proposer is accurate, true and correct, and not intended to mislead the Riverside County Fair in any manner.

Curtis R. Cross  
SIGNATURE

Executive Director  
TITLE

# Bureau of Security and Investigative Services



## Private Patrol Operator

LICENSE NO. PPO 15250

ISSUE DATE JANUARY 20, 2005  
VALID UNTIL JANUARY 31, 2007

COACHELLA VALLEY SECURITY

208 RANCH VIEW CIR  
PALM DESERT CA 92211

The above is licensed as a Sole Ownership with the State Bureau of Security and Investigative Services.

DAVID SCARREGG CHANDLER

QUALIFIED MANAGER/OWNER



Bureau of Security and Investigative Services  
P.O. BOX 989002  
West Sacramento, CA 95798-9002  
(916) 322-4000

## PRIVATE PATROL OPERATOR

LICENSE NO. PPO 15250  
RECEIPT NO. 08300195

VALID UNTIL APRIL 30, 2011

COACHELLA VALLEY SECURITY  
77899 WOLF RD #101  
PALM DESERT CA 92211

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the company named hereon is issued a Private Patrol Operator License Renewal.

09  
09

----- NON-TRANSFERABLE --- POST IN PUBLIC VIEW -----

WP/PPPO 02/29/08

# Bureau of Security and Investigative Services



## Firearms Training Facility Certificate

CERTIFICATE TFF 1143

ISSUE DATE JUNE 17, 2005

VALID UNTIL JUNE 30, 2011

COACHELLA VALLEY SECURITY ACADEMY

77899 WOLF ROAD #107  
PALM DESERT CA 92211

The above is licensed as a Corporation with the State Bureau of Security and Investigative Services

DAVID SCARRECC CHANDLER

CHIEF EXECUTIVE OFFICER

STATE OF CALIFORNIA

**DCA**

DEPARTMENT OF CONSUMER AFFAIRS



Bureau of Security and Investigative Services  
P.O. BOX 989002  
West Sacramento, CA 95798-9002  
(916) 322-4000

### FIREARMS TRAINING FACILITY CERTIFICATE

CERTIFICATE TFF 1143  
RECEIPT NO. 00020335

VALID UNTIL JUNE 30, 2011

COACHELLA VALLEY SECURITY ACADEMY  
77899 WOLF ROAD #101  
PALM DESERT CA 92211

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the facility name hereon is issued a Training Facility Certificate Renewal.

14/09

14/09

(15)

# Bureau of Security and Investigative Services



## Baton Training Facility Certificate

CERTIFICATE TFB 1092

ISSUE DATE OCTOBER 5, 2005

VALID UNTIL OCTOBER 31, 2007

COACHELLA VALLEY SECURITY ACADEMY

77899 WOLF ROAD #107  
PALM DESERT CA 92211

One above is licensed as a Corporation with the State Bureau of Security and Investigative Services:

DAVID SCARREGG CHANDLER	PRESIDENT
[Redacted]	[Redacted]



Bureau of Security and Investigative Services  
P.O. BOX 989002  
West Sacramento, CA 95798-9002  
(916) 322-4000

### BATON TRAINING FACILITY CERTIFICATE

CERTIFICATE TFB 1092  
RECEIPT NO. 29500488

VALID UNTIL OCTOBER 31, 2011

COACHELLA VALLEY SECURITY ACADEMY  
77899 WOLF ROAD #101  
PALM DESERT CA 92211

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the facility name hereon is issued a Training Facility Certificate Renewal.

7/28/09  
7/28/09

NON-TRANSFERABLE (16) POST IN PUBLIC VIEW



**CITY OF INDIO**  
**BUSINESS LICENSE CERTIFICATE**

License Number **11-0010420**  
License Class **SECURITY GUARD, PRIVATE PATROL, INVESTIGAT**  
License-Sub-Class

**COACHELLA VALLEY SECURITY**  
**77899 WOLF RD #101**

**PALM DESERT CA 92211**

Business Location Address  
**OUTSIDE CITY LIMITS**

Valid from **November 01, 2009** Expires **November 01, 2010**

Please Post in a Conspicuous Place

By *Deborah A. Colgan*  
Business License Officer  
Not valid unless signed by City of Indio Business License Officer



MANAGEMENT + Executive Management STAFF (in uniform uniforms)  
(ARMED is same type)