

PROPOSAL FOR

**Pre-Employment Background Investigations,
City of Fort Lauderdale**

Solicitation # 765-11829



Submitted by:

North American Security and
Investigations, Inc.
Arthur Lopez, CEO
550 E. Carson Plaza Dr., Suite 222
Carson, CA 90746
Office: (323) 634-1911

Submitted to:

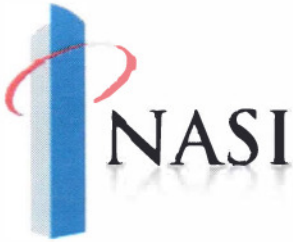
City of Fort Lauderdale Procurement
Services Division
Attn: Adam Makarevich
100 N. Andrews Ave, #619
Fort Lauderdale, FL 33301
(954) 828-5073

North American Security and Investigations, Inc.

(323) 634-1911

Original Copy

Due: November 21, 2017



NORTH AMERICAN SECURITY AND INVESTIGATIONS, INC.

November 21, 2016

City of Fort Lauderdale
Procurement Services Division
100 N. Andrews Avenue, #619
Fort Lauderdale, FL 33301

Attn: Adam Makarevich
Phone: (954) 828-5073
Email: amakarevich@fortlauderdale.gov

Re: Solicitation #765-11829

Dear Mr. Makarevich,

Thank you for the opportunity to conduct business with the City of Fort Lauderdale in the area of Pre-Employment Background Investigations. North American Security and Investigations, Inc. (NASI) is pleased to present our proposal in response to Solicitation # 765-11829.

NASI is a California Corporation in good standing with the Secretary of State, with corporate offices at 550 E. Carson Plaza Dr., Suite 222, Carson, CA 90746. Our Florida operations will be conducted from 8502 Pine Island Rd, Clermont, FL 34711. I am our point of contact and I may be reached via phone at (323) 634-1911 or via email art@nasi-pi.com.

We agree to all terms as set forth in Solicitation #765-11829 and do not take exception or require relief from any of the RFP requirements, statement of work, specifications, or proposed contractual terms and conditions.

If we at North American Security and Investigations can be of any assistance, or if we can provide you any further information, please feel free to contact us at your convenience. Thank you for consideration of our offer.

Sincerely,

Arthur L. Lopez
Chief Executive Officer

LOS ANGELES MAIN OFFICE
550 E. Carson Plaza Dr., Suite 222-223
Carson, CA 90746
(323) 634-1911
(323) 634-9111 (Fax)

www.NASI-PI.com
Info@NASI-PI.com
License CA PI-27434

HIGH DESERT OFFICE
6806 SVL Box
Victorville, CA 92395
(909) 463-7864
(909) 999-5506 (Fax)



Table of Contents

Cover Letter

Part I - Technical

1.1 Executive Summary.....1

1.2 Experience and Qualifications.....4

1.3 Approach to Scope of Work.....6

1.4 References.....8

1.5 Minority/Women (M/WBE) Participation/Subcontractors.....10

Part 2 – Required Forms

2a Proposal Certification/Addendum.....12

2b Cost Proposal.....14

2c Non-Collusion Statement.....15

2d Local Business Preference.....16

2e Contract Payment Method.....17

2f Sample Insurance Certificate.....18

2g Business License.....19

2g(1) Disadvantaged/Small Business Enterprise Certification.....24

2h Sample File.....26



Technical Proposal

1.1 Executive Summary

North American Security and Investigations, Inc. (NASI) is focused on delivering a wide range of premier-quality investigative services in order to provide exemplary services to all clients. In order to fulfill the needs of our clients, NASI maintains a core of experienced and well-trained investigative managers with over 120 years of combined public service, and access to trained and vetted professional investigators not only in Florida but across the nation and in strategic parts of the globe. Our staff is comprised of individuals with a tremendous attention to detail who strive to provide the most accurate and comprehensive report possible, usually exceeding our clients' expectations. We are proud to extend our commitment to excellence in support of the City of Fort Lauderdale by providing investigative services that can ensure the thorough and accurate pre-employment investigations.

Background

NASI is a Small, Disadvantaged Owned Business founded in 2004 and whose main office is located in Carson, California. Owner's Art Lopez (CEO) and Ken Hillman (President), possess a combined 65 years of law enforcement experience, including numerous years as the command staff level. NASI is a professionally managed investigative company that is committed and dedicated to providing superior service and steadfast quality to all contracts. Chief Executive Officer, Art Lopez, contributes extensive knowledge to the organization from his experience as a retired Deputy Chief of the Los Angeles Police Department (LAPD) and former Chief of Police for the Oxnard Police Department, in Oxnard, California. During his 28 years tenure in the LAPD, Chief Lopez either directly commanded or oversaw the investigative functions of over 8000 employees. President of NASI, Ken Hillman, is a former Captain with the Los Angeles Police Department. During his 29-year tenure, Mr. Hillman managed the investigative functions of various divisions within the Los Angeles Police Department. Under the management of Art Lopez and Ken Hillman, NASI has developed into a true full-service investigative firm and is capable of providing our customers with excellent investigative services. As a result of North American Security and Investigation's outstanding reputation, we have acquired investigative contracts with prestigious businesses both locally and nationally. Under the management of Art Lopez and Ken Hillman, NASI is uniquely prepared to support the City of Fort Lauderdale by utilizing the knowledge, skills, and managerial expertise necessary to provide exceptional service



and a commitment to excellence.

Key Personal

NASI emphasizes the importance of a highly effective managerial team in order to ensure the timeliness and accuracy of all background investigations. NASI is prepared to provide exemplary investigative services to the City of Fort Lauderdale by utilizing the expertise of highly qualified key personal.

NASI Senior Staff Investigator

NASI Senior Staff Investigator Doug Iversen is a disabled Vietnam Veteran and was an officer with the Los Angeles Police Department for nearly two decades. During that time he not only conducted general law enforcement activities, but specialized in traffic collision investigations to include his membership on the previously described Specialized Collision Investigation Detail. He was certified as an expert in traffic collision and Driving Under the Influence (DUI) investigations by the Los Angeles County Superior Court. Mr. Iversen has been providing investigative services in the private sector since 1992, specializing in complex investigations of interstate cargo theft, Workers' Compensation fraud, general & auto liability claims, and, most recently, law enforcement agency personnel background investigations for a number of entities at both the local and state level. Mr. Iversen served in the Special Investigations Unit (SIU) for a firm contracted to investigate all bus and rail incidents for the Los Angeles County Metropolitan Transportation Authority (LACMTA). Mr. Iversen has also supervised Workers' Compensation and general liability investigations on behalf of Disney Worldwide Services, United Airlines, Waste Management, United Parcel Services, and other large corporate clients.

NASI Qualified Manager

Isidro Navarrete Lopez is an investigator and a former claims adjuster who specialized in arbitrations and bodily injuries arising out of automobile collisions. His expertise would frequently take him into the criminal justice system where perpetrators of insurance fraud would be tried in a court of law. Since he began his association with North American Security and Investigations, Inc. and its sister company, North American Security, Inc., Mr. Lopez has led the administrative team who supervise a staff of over 600 employees nationwide. His expertise in the insurance and personnel fields is insurmountable.

Area Manager

Ernest Curtsinger will be working as NASI's Area Manager out of St. Clermont, Florida. Mr. Curtsinger is a former Chief of Police and Assistant City Manager in St. Petersburg, Florida. Prior to his time in St. Petersburg, he was a Bureau Commander with the Los Angeles Police Department. During his time there he either directly commanded or oversaw the investigative function of various units within a police



department of over 8,000 employees. While serving with the LAPD he worked as an investigator on multiple criminal conspiracies in conjunction with the Federal Bureau of Investigation involving militant groups espousing the overthrow of the Government. He developed and was the primary instructor of the department's investigator school and the homicide crime scene investigation school. He was also an investigative process analyst for the department and recommended numerous changes to the staff officers for investigative effectiveness and efficiency.

After returning to the Los Angeles area he owned and operated a full service security and investigations agency with nearly 400 employees for nine years. He guided the company through a number of very sensitive investigations and brought them to successful conclusions.

In addition to the NASI team of managers mentioned above, NASI often utilizes connections from prior law enforcement careers to assist when possible. As a result of NASI's managers' extensive experience in law enforcement, they have maintained a vast network of former LAPD officers and officers from other law enforcement agencies throughout the United States. These connections have proven to be beneficial in conducting complete and accurate investigations on NASI investigative contracts.



1.2 Experience and Qualifications

NASI is an exemplary investigative company who is registered as Corporation in the State of California and is currently in the process of obtaining an Investigative License in the State of Florida. The principal officers of the firm have over 120 years in public safety experience, many of which were at the staff and command levels. Each of the principal officers has been in a supervisory role of those actually tasked to perform the investigations described in this proposal - the pre- and post-employment investigations of personnel either seeking to enter or advance in the law enforcement career field. Our Senior Staff Investigator is a hand-on supervisor and reviewer of all investigative reports and ensures that they are complete, accurate, well written and thorough. Our Area Manager has the responsibility of supervising all field personnel to insure they are properly trained, equipped and informed to perform their assigned tasks in a professional manner. The administrative staff at both our California and Florida locations have the responsibility of ensuring time lines are met, documentation is in compliance with the City's needs and requests, access to investigative data is accessible, and all follow-up reporting is prepared to the City's standards.

North American Security and Investigations currently holds contracts with the Department of State Hospitals, City of Upland Police Department and California Department of Alcoholic and Beverage Control (Figure 1) . Similar to the requirements of the current solicitation for the City of Fort Lauderdale, NASI's experience with these contracts has proven the ability to complete pre-employment background investigations that are both thorough, accurate and on budget.

Figure 1, NASI Experience with Pre-Employment Investigations

Investigative Checks Performed	Department of State Hospitals	City of Upland Police Department	California Department of Alcoholic Beverage Control
Local criminal history checks sent to every locale the applicant has resided, attended school or worked	✓	✓	✓
Send requests of military history and arrest history to appropriate military branches	✓	✓	✓
Conduct school checks to verify high school graduation, GED , college diploma and/or credits, and discipline history	✓	✓	✓
Contact University Police Departments for any derogatory contacts	✓	✓	✓
Conduct searches of Court Clerk databases, DMV, social media, Google, etc.	✓	✓	✓
Verify and compare insurance and claim history, tickets, and accidents.	✓	✓	✓
Verify employment, determine any discipline issues, and resignation reasons; attempt to contact supervisors and get copies of derogatory information	✓	✓	✓
For certified officer applicant, interview supervisors, obtain discipline/complaint history, and past evaluations.	✓	✓	✓
Complete business checks questionnaire, interview or fax to employees to be completed	✓	✓	✓
Verify certification of any out of state applicants and obtain Police Certification certificate and Police Academy curriculum for file.	✓	✓	✓
Verify any action taken against police certification	✓	✓	✓
Verify if a certified officer has any pending lawsuits or disciplinary actions	✓	✓	✓



1.3 Approach to Scope of Work

The City of Ft. Lauderdale has a responsibility to its citizens to provide them protection by maintaining a police force of quality and dedicated individuals. This cadre of personnel must be recruited and then drawn from a group of Applicants from all walks of life. The responsibility of our firm is to ensure that only the most qualified move into that pool of qualified Applicants.

It is our practice to first review each Applicant's information package with a critical eye towards those issues that would instantly lead to a potential disqualification, which include, but are certainly not limited to, admissions of theft (both time and property), domestic and physical assault issues, animal cruelty, financial instability, misuse of firearms or other weapons, child abuse or abandonment, insufficient education or falsification of educational records, and the list continues. We make inquiries into public and proprietary record databases to further contrast and compare that which was provided. We check social media sites for issues that may question the character, integrity, or motives of an Applicant. We examine driving histories, insurance claims, and court records. And, knowing that not all cases make it to court, we also send investigative requests to law enforcement agencies in every area where the Applicant has lived, attended school or been employed to see if there has been any contact with the Applicant.

We then move to the field stage where we assign trained field investigators, many of which are retired law enforcement officers. They make contact with the Applicant, his family, neighbors and references and then ask those references to identify other references. We contact prior employers and review personnel records. If an Applicant has filed an employment request with another law enforcement agency, we make in-depth inquiries into their process to see if the Applicant took and passed the written, oral, physical, and psychological tests, and identify how well he or she did in these tests. If the Applicant moved into their background process we ask to examine the records to see if their investigation uncovered any information of value. We inquire why the Applicant was not hired by this agency or, if he/she was hired and later left, the circumstances surrounding his/her departure.

All this information is collated and assembled in a narrative or other format compliant with the needs and desires of the City. All materials obtained through the course of an investigation is returned to the City in two forms - one electronically through a secure portal and one physically through either mail or delivery service.

The firm is currently engaged with law enforcement agencies in the State of California. We utilize a trained cadre of investigators and use the same methodology previously described. Our firm is flexible in both terms of personnel and the physical structure so that we can expand before the quality of our product might suffer. Our goal is to provide to the City of Ft. Lauderdale a thorough, complete, and



accurate report where the reviewer can readily see if an Applicant, sworn or civilian, meets the exacting standards of the Ft. Lauderdale Police Department.

1.4 References

<i>Department of State Hospitals</i>	
<p>Address: Department of State Hospitals 11401 S. Bloomfield Ave. Norwalk, CA 90650</p>	<p>Point of Contact: Chief Hugh Mears Phone: (562) 651-5689 Email: hugh.mears@dsh.ca.gov</p>
<p>Year Project was Completed: NASI is the current contractor on this project ; dates of contract are July 1, 2016 – June 30, 2017</p>	<p>Estimated/Annual Cost of Project: NASI is the current contractor on this project but the amount not to exceed \$42,000 over the length of the contract.</p>
<p>Description of Work:</p> <p>North American Security and Investigations currently works with the Department of State Hospitals conducting background investigations for Police Officer and Dispatcher applicants. Under this contract, investigators are required to conduct background investigations for selected candidates according to POST Selection Requirements for Peace Officers and Public Safety Dispatchers (Commission Regulations 153 (b) and 1959 (b)). Under this contract, NASI conducts thorough investigations in compliance with Government Codes 1031 and Commission Regulations 1953 for Peace Officers and Penal Officers and Penal Code 13510 and Commission Regulations 1956-1960 for Public Safety Dispatchers</p> <p>NASI backgrounds investigators are responsible for summarizing the background results in a narrative report that includes pertinent information for the reviewing authority to extend, as appropriate, a conditional offer of employment. The reports generated by NASI, along with all supporting documentation obtained during the course of the background investigation are included in the candidate's background investigation file. NASI background Investigators are responsible for attesting that the supporting documents are original copies, and that they current and accurate. All background investigation packets are organized in a consistent, systematic manner in order to provide the contractor with superb background reports.</p> <p>NASI's investigators are responsible for submitting all completed background packages according to POST guidelines, with POST tabbed dividers. They must also ensure that the completed background includes the "Investigator's Checklist", along with all supporting documents situated in the appropriate sections of the completed background report packet (e.g. birth certificates, marriage dissolution documents, educational records, military records, credit report, fingerprint returns, motor vehicle records).</p>	



California Department of Alcoholic Beverage Control	
Address: California Department of Alcoholic Beverage Control 3927 Lennane Dr., Suite 100 Sacramento, CA 9583	Point of Contact: Jaime Taylor, Supervising Agent Phone: (916) 419-7581 Email: Jaime.taylor@abc.ca.gov
Year Project was Completed: NASI is the current contractor on this project ; dates of contract are September 1, 2016 – June 30, 2017	Estimated/Annual Cost of Project: NASI is the current contractor on this project but the amount not to exceed \$170,000 over the length of the contract.
Description of Work: The Contractor shall provide standard Peace Officer Standards and Training (POST) pre-employment background investigation services for sworn peace officer candidates and non-sworn candidates who live in various regions of California. The investigation shall include a face-to-face initial interview of each candidate and a neighborhood check (a neighborhood check includes, but may not necessarily be limited to, a visual inspection of the candidate's residence and personal interviews of an appropriate number of the candidate's neighbors). A complete and thorough written report must be prepared on each candidate. The Contractor shall submit a written Background Investigation Report, using the preferred report format (Exhibit A), within 45 calendar days from when the candidate's personal history form is received by the Contractor, absent any serious and unforeseen circumstance(s).	

City of Upland Police Department	
Address: City of Upland Police Department 460 N. Euclid Ave. Upland, CA 91785	Point of Contact: Anthony Kabayan Phone: (909) 920-6530 Email: akabayan@uplandpd.org
Year Project was Completed: NASI is the current contractor on this project ; dates of contract are August 28, 2016- August 22, 2017	Estimated/Annual Cost of Project: NASI is the current contractor on this project but the amount not to exceed \$20,000 over the length of the contract.
Description of Work: NASI provides California P.O.S.T quality, pre-employment background investigations for the City of Upland Police Department. The background investigations conducted by NASI are for the positions of Peace Officer, Public Safety Dispatcher, and other civilian personnel. Each investigation is conducted by or supervised by an investigator who has taken and will be in compliance with those issues documented in the California P.O.S.T. Background Investigator's Course.	



1.5 Minority/Women (M/WBE) Participation

North American Security and Investigations has been designated Disadvantaged Business Enterprise under Hispanic ownership with Chief Executive Officer, Arthur Lopez. Please see attached certificate (Section 2i).

Subcontractors

North American Security and Investigations will not be using any subcontractors to complete the work indicated in the solicitation.



Part 2 – Required Forms – See Attached

BID/PROPOSAL CERTIFICATION

Please Note: If responding to this solicitation through BidSync, the electronic version of the bid response will prevail, unless a paper version is clearly marked **by the bidder** in some manner to indicate that it will supplant the electronic version. All fields below must be completed. If the field does not apply to you, please note N/A in that field.

If you are a foreign corporation, you may be required to obtain a certificate of authority from the department of state, in accordance with Florida Statute §607.1501 (visit <http://www.dos.state.fl.us/>).

Company: (Legal Registration) North American Security and Investigations, Inc.

Address: 550 E. Carson Plaza Dr. Suite 223

City: Carson State: CA Zip: 90746

Telephone No. 323-634-1911 FAX No. 323-983-7999 Email: info@nasi-pi.com

Delivery: Calendar days after receipt of Purchase Order (section 1.02 of General Conditions): N/A

Total Bid Discount (section 1.05 of General Conditions): \$0

Does your firm qualify for MBE or WBE status (section 1.09 of General Conditions): MBE WBE

ADDENDUM ACKNOWLEDGEMENT - Proposer acknowledges that the following addenda have been received and are included in the proposal:

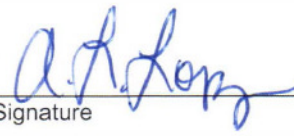
<u>Addendum No.</u>	<u>Date Issued</u>	<u>Addendum No.</u>	<u>Date Issued</u>	<u>Addendum No.</u>	<u>Date Issued</u>
<u>1</u>	<u>11/10/16</u>	<u></u>	<u></u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>	<u></u>	<u></u>	<u></u>

VARIANCES: If you take exception or have variances to any term, condition, specification, scope of service, or requirement in this competitive solicitation you must specify such exception or variance in the space provided below or reference in the space provided below all variances contained on other pages within your response. Additional pages may be attached if necessary. No exceptions or variances will be deemed to be part of the response submitted unless such is listed and contained in the space provided below. The City does not, by virtue of submitting a variance, necessarily accept any variances. If no statement is contained in the below space, it is hereby implied that your response is in full compliance with this competitive solicitation. If you do not have variances, simply mark N/A. **If submitting your response electronically through BIDSUNC you must also click the "Take Exception" button.**

No exceptions taken

The below signatory hereby agrees to furnish the following article(s) or services at the price(s) and terms stated subject to all instructions, conditions, specifications addenda, legal advertisement, and conditions contained in the bid/proposal. I have read all attachments including the specifications and fully understand what is required. By submitting this signed proposal I will accept a contract if approved by the City and such acceptance covers all terms, conditions, and specifications of this bid/proposal. The below signatory also hereby agrees, by virtue of submitting or attempting to submit a response, that in no event shall the City's liability for respondent's direct, indirect, incidental, consequential, special or exemplary damages, expenses, or lost profits arising out of this competitive solicitation process, including but not limited to public advertisement, bid conferences, site visits, evaluations, oral presentations, or award proceedings exceed the amount of Five Hundred Dollars (\$500.00). This limitation shall not apply to claims arising under any provision of indemnification or the City's protest ordinance contained in this competitive solicitation.

Submitted by:
Arthur Lopez
Name (printed)
11/16/16
Date:


Signature
CEO
Title

revised 04/10/15



City of Fort Lauderdale • Procurement Services Division
100 N. Andrews Avenue, 619 • Fort Lauderdale, Florida 33301
954-828-5933 Fax 954-828-5576
purchase@fortlauderdale.gov

ADDENDUM NO. 1

RFP/ ITB No. 765-11829

TITLE: Private contracted pre-employment background investigations

ISSUED: 11/10/2016

This addendum is being issued to make the following change(s):

1. Section IV (Cost Proposal Page) has been amended and now includes four (4) items in total. Each item must be priced.
2. The opening date has been changed to 11/21/2016

All other terms, conditions, and specifications remain unchanged.

(Adam Makarevich)
(Procurement Specialist II)

Company Name: North American Security and Investigations, Inc.
(please print)

Bidder's Signature: 

Date: 11/16/16

2b

SECTION VI - COST PROPOSAL PAGE**Proposer Name:** North American Security and Investigations, Inc.

Proposer agrees to supply the products and services at the prices bid below in accordance with the terms, conditions and specifications contained in this RFP.

Cost to the City: Contractor must quote firm, fixed, costs for all services/products identified in this request for proposal. These firm fixed costs for the project include any costs for travel and miscellaneous expenses. No other costs will be accepted.

- | | |
|--|--------------------|
| 1. Cost per Pre-Employment Background Investigation sworn position (each) | \$ <u>1095.00</u> |
| 2. Hourly rate for additional related services sworn position (\$ per hour) | \$ <u>\$65.00</u> |
| 3. Cost per Pre-Employment Background Investigation civilian position (each) | \$ <u>\$735.00</u> |
| 4. Hourly rate for additional related services civilian position (\$ per hour) | \$ <u>\$65.00</u> |

Submitted by:

Arthur Lopez
Name (printed)

11/16/2016
Date


Signature

CEO
Title

2c

NON-COLLUSION STATEMENT:

By signing this offer, the vendor/contractor certifies that this offer is made independently and *free* from collusion. Vendor shall disclose below any City of Fort Lauderdale, FL officer or employee, or any relative of any such officer or employee who is an officer or director of, or has a material interest in, the vendor's business, who is in a position to influence this procurement.

Any City of Fort Lauderdale, FL officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement.

For purposes hereof, a person has a material interest if they directly or indirectly own more than 5 percent of the total assets or capital stock of any business entity, or if they otherwise stand to personally gain if the contract is awarded to this vendor.

In accordance with City of Fort Lauderdale, FL Policy and Standards Manual, 6.10.8.3,

3.3. City employees may not contract with the City through any corporation or business entity in which they or their immediate family members hold a controlling financial interest (e.g. ownership of five (5) percent or more).

3.4. Immediate family members (spouse, parents and children) are also prohibited from contracting with the City subject to the same general rules.

Failure of a vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the City Procurement Code.

<u>NAME</u>	<u>RELATIONSHIPS</u>
_____	_____
_____	_____

In the event the vendor does not indicate any names, the City shall interpret this to mean that the vendor has indicated that no such relationships exist.

Not Applicable


2d

LOCAL BUSINESS PREFERENCE CERTIFICATION STATEMENT

The Business identified below certifies that it qualifies for the local BUSINESS preference classification as indicated herein, and further certifies and agrees that it will re-affirm its local preference classification annually no later than thirty (30) calendar days prior to the anniversary of the date of a contract awarded pursuant to this ITB. Violation of the foregoing provision may result in contract termination.

- (1) N/A
Business Name is a **Class A** Business as defined in City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. A copy of the City of Fort Lauderdale current year Business Tax Receipt **and** a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.
- (2) N/A
Business Name is a **Class B** Business as defined in the City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. A copy of the Business Tax Receipt **or** a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.
- (3) N/A
Business Name is a **Class C** Business as defined in the City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. A copy of the Broward County Business Tax Receipt shall be provided within 10 calendar days of a formal request by the City.
- (4) N/A
Business Name requests a **Conditional Class A** classification as defined in the City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.
- (5) N/A
Business Name requests a **Conditional Class B** classification as defined in the City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.
- (6) N/A
Business Name is considered a **Class D** Business as defined in the City of Fort Lauderdale Ordinance No. C-12-04, Sec.2-199.2. and does not qualify for Local Preference consideration.

BIDDER'S COMPANY: North American Security and Investigations, Inc.

AUTHORIZED COMPANY PERSON: Arthur Lopez  11/16/16

NAME SIGNATURE DATE

2e

CONTRACT PAYMENT METHOD BY P-CARD

THIS FORM MUST BY SUBMITTED WITH YOUR RESPONSE

The City of Fort Lauderdale has implemented a Procurement Card (P-Card) program which changes how payments are remitted to its vendors. The City has transitioned from traditional paper checks to payment by credit card via MasterCard or Visa. This allows you as a vendor of the City of Fort Lauderdale to receive your payment fast and safely. No more waiting for checks to be printed and mailed.

Payments will be made utilizing the City's P-Card (MasterCard or Visa). Accordingly, firms must presently have the ability to accept credit card payment or take whatever steps necessary to implement acceptance of a credit card before the commencement of a contract.

Please indicate which credit card payment you prefer:

 Master Card

 X Visa Card

Company Name: North American Security and Investigations, Inc.

Arthur Lopez
Name (printed)


Signature

11/15/2016
Date:

CEO
Title



NORTH AMERICAN SECURITY AND INVESTIGATIONS, INC.

2g

North American Security and Investigations, Inc. has applied for an Investigative License in the State of Florida. Attached is the license of our Resident Manager, Ernest Curtsinger, who is currently individually licensed in the State of Florida.

LOS ANGELES MAIN OFFICE
550 E. Carson Plaza Dr., Suite 222-223
Carson, CA 90746
(323) 634-1911
(323) 634-9111 (Fax)

www.NASI-PI.com
Info@NASI-PI.com
License CA PI-27434

HIGH DESERT OFFICE
6806 SVL Box
Spring Valley Lake, CA 92395
(909) 463-7864
(909) 999-5506 (Fax)

2g



Adam H. Putnam
Commissioner

Florida Department of Agriculture and Consumer

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[A 1500152](#)

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2g

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Florida Capitol - Tallahassee, Florida 32399-0800

Questions? 1-800-HELP-FLA (1-800-435-7352) - [Mon. - Fri. 8am - 5pm EST] | [LIVE CHAT](#)

2g



Adam H. Putnam
Commissioner

Florida Department of Agriculture and Consumer

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Los Angeles County
Metropolitan Transportation Authority

One Gateway Plaza
Los Angeles, CA 90012-2952

213.922.2000 Tel
metro.net



Metro CALIFORNIA UNIFIED CERTIFICATION PROGRAM

April 2, 2015

CUCP #42312
Metro File # 6655

Arthur Lopez
North American Security & Investigation Inc
550 East Carson Plaza Drive, Suite#222
Carson, California 90746

RE: Disadvantaged Business Enterprise Certification

Dear Mr. Lopez:

We are pleased to advise you that after careful review of your application and supporting documentation, the Los Angeles County Metropolitan Transportation Authority (Metro) has determined that your firm meets the eligibility standards to be certified as a Disadvantaged Business Enterprise (DBE) as required under the U.S. Department of Transportation (U.S. DOT) Regulation 49 CFR Part 26, as amended. This certification will be recognized by all of the U.S. DOT recipients in California. Your firm will be listed in the California Unified Certification Program (CUCP) database of certified DBEs under the following specific areas of expertise that you have identified on the NAICS codes form of the application package:

NAICS (2007)	Description
561612	Security Guards and Patrol Services
561611	Investigation Services

Your DBE certification applies only for the above codes. You may review your firm's information in the CUCP DBE database which can be accessed at the CUCP's website at www.californiaucp.org. Any additions and revisions must be submitted to Metro for review and approval.

In order to ensure your continued DBE status, you are required to submit an annual No Change Declaration Form (which will be sent to you) along with supporting documentation. If no changes are noted, then your DBE status remains current. If there are changes, Metro will review to determine continued DBE eligibility. Please note, your DBE status remains in effect unless Metro notifies you otherwise.

Should any changes occur that could affect your certification status prior to receipt of the No Change Declaration Form, such as changes in your firm's name, business/mailling address, ownership, management or control, or failure to meet the applicable business size standards or personal net worth standard, please notify Metro immediately. Failure to submit forms and/or change of information will be deemed a failure to cooperate under Section 26.109 of the Regulations.

Metro reserves the right to withdraw this certification if at any time it is determined that it was knowingly obtained by false, misleading, or incorrect information. Your DBE certification is subject to review at any time. The firm thereby consents to the examination of its books, records and documents by Metro.

Congratulations, and thank you for your interest in the DBE program. Should you have any questions, please contact us at [213-922-2600](tel:213-922-2600). For information on Metro contracting opportunities, please visit our website at www.metro.net.

Sincerely,

Marilyn White
Certification Consultant – HSW Services
Diversity & Economic Opportunity Department

E:\North American Security & Investigation Inc. File #6655 - DBE Approval Letter - Marilyn-7.doc



Metro

Los Angeles County
Metropolitan Transportation Authority

One Gateway Plaza
Los Angeles, CA 90012-2952

213.922.2000 Tel
metro.net

April 2, 2015

Metro File # 6655

Arthur Lopez
North American Security & Investigation Inc.
550 East Carson Plaza Drive, Suite #222
Carson, California 90746

Re: Small Business Enterprise Certification

Dear Mr. Lopez:

We are pleased to advise you that after careful review of your application and supporting documentation, the Los Angeles County Metropolitan Transportation Authority (Metro) has determined that your firm meets the eligibility standards to be certified as a Small Business Enterprise (SBE) as required under Metro's SBE Program. Your firm will be listed in Metro's SBE database of certified SBEs under the following specific areas of expertise:

NAICS (2007)	Description
561612	Security Guards and Patrol Services
561611	Investigation Services

Your SBE certification is good for five years from the date of this letter and applies only for the above NAICS 2007 codes. Any additions and revisions must be submitted to Metro for review and approval.

After the five-year certification period, your entire file will be reviewed in order to ascertain continued SBE certification status. You will be notified of the pending SBE status review and any documentation updates necessary prior to the expiration date.

Also, should any changes occur that could affect your certification status prior to receipt of the renewal application, such as changes in your firm's name, business/ mailing address, ownership, management or control, or failure to meet the applicable business size standards or personal net worth standard, please notify Metro immediately.

Metro reserves the right to withdraw this certification if at any time it is determined that it was knowingly obtained by false, misleading, or incorrect information. Your SBE certification is subject to review at any time. The firm thereby consents to the examination of its books, records, and documents by Metro.

Congratulations, and thank you for your interest in Metro's SBE Program. Should you have any questions, please contact us at [213-922-2600](tel:213-922-2600). For information on Metro contracting opportunities, please visit our website at www.metro.net.

Sincerely,

Marilyn White
Certification Consultant, HSW Services
Diversity & Economic Opportunity Department

BACKGROUND INVESTIGATIONS FOR THE FT. LAUDERDALE POLICE DEPARTMENT

NARRATIVE SUMMARY

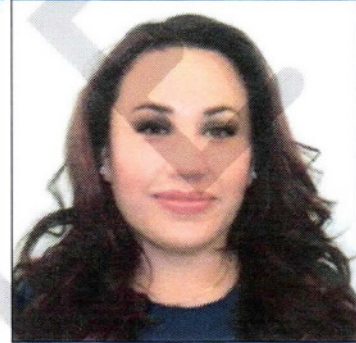
Page 1

FILE: 999X

APPLICANT NAME: **JONES, Jane Susan**

PERSONAL

The following are personal descriptive data concerning the referenced Police Officer Applicant. There is no disqualifying information in this area



Full Name: JONES, Jane Susan
AKA: Ramirez, Jane Susan
Address: 1012 N. Main St., Anytown, FL 33300
Personal Phone: Home: Not Provided Cell: (954) 332-xxxx
Work Phone: Not Provided
Date of Birth: March 10, 1982
Place of Birth: Los Angeles, California
Citizenship: United States Citizen
Social Security Number: 614-44-0000
Driver's License Number: S780-255-80-403-0 (Florida)
Height: 5'4"
Weight: 160 Pounds
Hair Color: Brown
Eye Color: Brown
FBI Number: Not Identified
FDLE Number: 98123456789
Fingerprint Class: Not Identified

LOS ANGELES MAIN OFFICE
 PO Box 3879
 Granada Hills, CA 91394
 (323) 634-1911, x 1002
 (323) 983-7999 (Fax)

www.NASI-PI.com
Info@NASI-PI.com
 License CA PI-27434

HIGH DESERT OFFICE
 6806 SVL Box
 Victorville, CA 92395
 (909) 463-7864
 (909) 999-5506 (Fax)

RELATIVES, REFERENCES & ACQUAINTANCES

No disqualifying information. With the exception of her ex-husband, all of the Applicant's references were positive and supporting. The husband's account of the Applicant's personality may be based upon fact but may also be tinged with an emotional element.

EDUCATION

No disqualifying information. The Applicant graduated from Milor High School in Tampa, Florida, on January 26, 2001. The Applicant claims to have attended Southeastern College (Miami, FL) and Rhodes College (Boston, MA) but there were no documents provided supporting this claim.

RESIDENCES

No disqualifying information. The Applicant lives in public housing on a voucher system with her boyfriend, Michael Garcia and her children. The neighbors interviewed provided no information that could be considered disqualifying in nature. Many of the adjacent homes were unoccupied at the time of our visit so questionnaires and return envelopes were provided. To date, none have responded.

EMPLOYMENT

Possible disqualifying information. The Applicant was employed by Wal-Mart in Miami from March 2013 to February 2016 as an Asset Protection Associate. She claims she was terminated from this position by being overly aggressive while attempting to apprehend a shoplifter.

The Applicant claims she stopped the shoplifter, who reportedly had over \$300 worth of merchandise, just as he exited the store. When the shoplifter tried to strike the Applicant, two male employees restrained him and the three of them escorted him to the store office and held for police. The police responded and the shoplifter was cited and released.

The Applicant stated she was told that she should have let the shoplifter go when he became agitated, pursuant to company policy, and that she was subsequently fired because of the incident.

Note: Wal-Mart would provide no written records absent presentation of a subpoena.

MILITARY

No disqualifying information. The Applicant is not required to register with the Selective Service and she has not served in the Armed Forces of the United States.

FINANCIAL

Possible disqualifying information. The Applicant's credit report was reviewed. She has several accounts that were either marked as a complete charge-off, were seriously delinquent, or have been assigned to a debt collection firm. One of the delinquent accounts is with Western International University, an on-line college based in Tempe, AZ. NOTE: The Applicant did not report this institution in her PHS or PIQ. The Applicant also stated on her PHS that she has never had an account turned over to collections.

LEGAL

Possible disqualifying information. During the divorce proceedings the Applicant was ordered to appear in court on certain dates and times. On at least two (2) occasions she failed to do so and was admonished and sanctioned by the court.

In December 2012 a restraining order was issued against the Applicant by Maya Y. Ramirez (current wife of her ex-husband). In this order the Applicant was directed to either sell or relinquish any firearms she may own. The restraining order expired on January 7, 2014. She stated in her PHS that she currently owns a HiPoint 9mm pistol however she stated in a telephonic interview that she purchased this weapon in May 2016.

MOTOR VEHICLE OPERATION

Possible disqualifying information. The Applicant reported in her PHS that she has received but one traffic citation in the preceding seven (7) years. A review of her driving history shows that she has been cited and convicted six (6) times during this period. In addition her driver's license has been suspended two (2) times during this same period. She stated in her PHS that her license had never been suspended. She had to have been aware as each suspension required a re-issue fee be paid to regain the license. However, she did admit the suspension in her PIQ. In addition, on at least three (3) of these citations the Applicant failed to appear in court and in each instance a subsequent charge was added to the case. She admitted to one failure to appear in 2011 in her PIQ.

MOTOR VEHICLE OPERATION (Continued)

There was no proof of insurance coverage provided with her application package. She was telephoned and asked to provide this proof of coverage yet none has arrived as of the date of this report.

GENERAL TOPICS

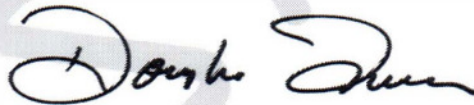
No disqualifying information.

MEDICAL & PSYCHOLOGICAL ISSUES

These examinations are held subsequent to the completion of this investigation. No medical or psychological information was obtained during the course of this investigation.

This background report and the completed Investigation Narrative are based solely upon the interviews conducted and the reviews of public & proprietary data.

Supporting documentation is appended



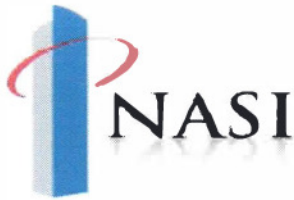
Investigator Signature

November 21, 2016

Date

DOUGLAS IVERSEN

Print Name



NORTH AMERICAN SECURITY AND INVESTIGATIONS, INC.

BACKGROUND INVESTIGATIONS FOR THE FT. LAUDERDALE POLICE DEPARTMENT

EXECUTIVE SUMMARY

Page 1

APPLICANT NAME: **JONES, Jane Susan**

ANALYSIS AND CONCLUSIONS

The completed background investigation of Police Officer Applicant Jane Susan JONES revealed several items that by themselves could be considered disqualifying.

CONSCIENTIOUSNESS

Although her references and most of her relatives describe her as a conscientious individual, certain other factors belie that description. There are several issues directly in conflict with her PHS. She admitted in her PIQ that she lied to her employer when she called in sick knowing that she was not. She failed to admit that she had received numerous traffic citations then tried to rationalize it by stating that she didn't receive subsequent notification in the mail.

CONFRONTING AND OVERCOMING PROBLEMS, OBSTACLES AND ADVERSITY

The Applicant appears to confront her challenges by simply ignoring that they ever occurred. By not paying her bills on time and letting them go to collection makes them go away. Simply ignoring traffic citations and hoping the court would mail her directions is not acting responsibly and certainly at the standards of a police officer or one who aspires to become one. By having physical confrontations with her ex-husband and his current wife in the presence of their children is not confronting challenges in a mature manner

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Granada Hills, CA 91394
(323) 634-1911, x 1002
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Victorville, CA 92395
(909) 463-7864
(909) 999-5506 (Fax)

File: 999x

APPLICANT NAME: **JONES, Jane Susan**

Contact Date: September 18, 2016

The Applicant is married to Jeffrey Ramirez but they are separated at the present time. They have four children aged 4, 7, 12, and 14. The Applicant lives with her children BUT her husband lives in the City of Bell with his parents. The Applicant said that even though she is not with her husband they get along very well. She said they are not together because he cheated on her. Cesar provides the Applicant and the children \$1500 each month as child support and visits the children often.

The Applicant's residence is a newer, two-bedroom condo located between two other units. The outside of the unit is freshly painted and the surrounding area is clean and well kept.

The Applicant is employed at the Youth Correctional Facility in the City of Tampa and works with very violent inmates. She said she has been off-work after she was injured while attempting to take the inmate into custody. The Applicant said the inmates are not allowed to cover the window on the cell door but on that day this one inmate had it covered. She said the window cannot be covered so that the officers can see what the inmate is doing in the cell at all times.

The Applicant said this one inmate had the window covered so she opened the door to remove the cover. She said that once she had opened the door the inmate rushed her got her in a bear hug and picked her up off the floor. She said that she was able to take control of the inmate and with the assistance of other officers she was controlled.

The Applicant said she is willing to take a \$2000 salary cut just to be closer to home and care for her children.

File: 999X

APPLICANT NAME: **JONES, Jane Susan**

The Applicant said her parents are very supportive in whatever she decides to do in her life. The Applicant said her parents have no problem with her having weapons at her residence and said she knows how to handle weapons. She said she has prepared herself to work the position she is trying to obtain by working for the Department of Corrections and the Youth Authority where she is employed at the present time.

The Applicant said she does not use any type of illegal drugs and does not drink alcoholic beverages. The Applicant maintained a calm demeanor the entire time our Investigator spoke with her and answered the questions without hesitation. The Applicant said she loves what she does and is eager to work at the Hospital.

SAMPLE

CONTACT WITH PREVIOUS EMPLOYERS

File: 8011

APPLICANT NAME: **JONES, Jane Susan**

Employer: Wal-Mart, 1120 S. Mt. Vernon Ave., Miami, FL 33000
Susan Williams

Contact Date: August 11, 2016

Ms. Williams was very brief in her responses to our questionnaire. She did indicate that the Applicant left because of a "misunderstanding of time and apprehension." Other than that she was considered a good employee, honest and truthful. There were no reasons noted why the Applicant should not succeed as a police officer

Note: Attempts were made to review the personnel file at this store but our Investigator was told without a subpoena this could not occur. The store management was briefed on the requirements of California Government Code §1031.1, but they continued to decline our request.

Tampa Police Department
Edith Franco

August 17, 2016

Ms. Franco verified that the Applicant served as a Cadet but all records have been purged.

The Stockyard, 510 E. State St., Miami Beach, FL
Firm has gone out of business

CONTACT WITH PREVIOUS EMPLOYERS

File: 8011

APPLICANT NAME: **JONES, Jane Susan**

Employer: Clinique / Este Lauder
Naval Air Facility, Atsugi, Japan

Contact Date: No inquiry made

SAMPLE

File: 999X

APPLICANT NAME: **JONES, Jane Susan**

The Applicant has indicated that he/she filed applications and/or tested with the following law enforcement agencies.

Application to: Maricopa County Sheriff's Department
Contact Date: August 11, 2016
Status: No record found

Application to: Los Angeles Police Department
Contact Date: August 15, 2016
Status: Passed written and oral examinations, failed physical agility test

SAMPLE

File: 8011

APPLICANT NAME: JONES, Jane Susan

Relative: Jeffrey Garcia, ex-husband
Telephonic Interview

Contact Date: August 11, 2016

Mr. Garcia has known the Applicant since high school and was married to her from 1999-2008. Because of the contentious nature of their present relationship he was reluctant to elaborate on the questions asked about the Applicant, however he appeared candid and was willing to cooperate with the background investigation.

When asked whether he felt she would be effective in a job where responsibility is key, Mr. Garcia stated that it would depend on the task at hand. He said she was not consistently responsible.

Mr. Garcia stated that the Applicant is not honest in issues regarding him. He indicated that she has made false accusations against him to the police and to his daughters. As to handling difficult problems and emergencies, Mr. Garcia said that at times she is effective and other times erratic. According to Mr. Garcia, the Applicant does not keep her commitments when dealing with child custody issues, citing time management issues with visitation. Mr. Garcia has primary custody of the children.

Mr. Garcia stated that he is unaware of any drug use by the Applicant and that he has never seen her express or display any bias or prejudice towards others.

Mr. Garcia concluded the interview by stating he would not trust the Applicant with his or his family's personal safety.

File: 8011

APPLICANT NAME: JONES, Jane Susan

Relative: Myrna Avocado and Jose Jones, Applicant's Parents
4212 W. 99th St., Ft. Lauderdale, FL 33000

Contact Date: August 20, 2016

On August 20, 2016 our field investigator interviewed the Applicant's parents, Myrna Avocado and Jose Jones at Ms. Avocado's residence.

Both parents had only positive statements to make about their daughter.

According to Ms. Avocado and Mr. Jones, the Applicant was always a good student who usually stayed after school to help others. Thus, helping others seems very natural for the Applicant. The parents consider the Applicant to be a very honest person, always candid with them while growing up. The parents stated that the Applicant handles problems and emergencies calmly and thoughtfully. She meets her commitments and is punctual.

The parents are unaware of any drug use by the Applicant or biases or prejudices. The parents were foster parents during the Applicant's youth and she got along well with a diverse group of children.

The Applicant, according to the parents, is a great mother who gets along well with others. They totally support the Applicant in her long time desire to become a police officer.

File: 8011

APPLICANT NAME: **JONES, Jane Susan**

Relative: Leslie Garlic, Applicant's sister
4212 W. 99th St., Ft. Lauderdale, FL 33000

Contact Date: August 20, 2016

Ms. Garlic totally supports the Applicant's desire to become a police officer. She described the Applicant as someone who is always willing to help others, and in fact was a constant help to her and their foster brothers and sisters while growing up. She claimed that the Applicant is very honest and deals with problems in a calm manner.

Ms. Garlic said the Applicant is usually punctual and always keeps her commitments. She is not aware of illegal drug use or alcohol abuse. The Applicant, according to Leslie, has never displayed any bias or prejudice towards others. The family's foster children were a very diverse group regarding race and religion and this presented no challenges to the Applicant.

Ms. Garlic feels the Applicant would make a very good police officer, as evidenced by her temperament and willingness to help others.

Relative: Ilene Perez, Applicant's sister
4212 W. 99th St., Ft. Lauderdale, FL 33000

Contact Date: Ms. Perez feels the Applicant would make a fine police officer, as she is responsible and has a history of helping others. She stated that the Applicant has always been honest with her and other family members.

Ms. Perez said the Applicant is very effective when handling emergencies and challenges. She is calm and analyzes the situation before taking action. She is not aware of any illegal drug use and doesn't believe the Applicant drinks alcohol. She stated that the Applicant is not biased or prejudiced, as evidenced by her interaction with diverse groups of people.

The Applicant, according to Ms. Perez, is a good mother and trusted by all family members. Ms. Perez totally supports the Applicant in her quest to obtain her "dream job."

CONTACT WITH RELATIVES AND REFERENCES

File: 8011

APPLICANT NAME: **JONES, Jane Susan**

Reference: Valerie House, personal friend
9999 N. Elderberry Ave., Miami FL

Contact Date: August 20, 2016

Ms. House has been a close friend of the Applicant for about 23 years, ever since elementary school. Ms. House echoed the remarks of the other references. She fully supports the Applicant's desire to be a police officer and believes she will be an effective one. She stated that the Applicant is calm when confronted with challenges and thinks things through before acting. She said the Applicant is honest, responsible, and trustworthy. She is unaware of any illegal drug use.

Ms. House stated the Applicant has never displayed any bias or prejudice towards others, is always willing to help others and she would make a fine police officer. She would trust the Applicant with her own personal safety and that of her family.

Reference: -----
Melinda Nunez, personal friend
5555 W. 23rd St., Anytown, FL

Contact Date: August 24, 2016

Ms. Nunez stated that she has known the Applicant for the past three years, having met when they both worked at Wal-Mart. Ms. Nunez said that the Applicant was a great co-worker, always willing to help others, got along well with her colleagues and handled problems and emergencies in a calm thoughtful manner.

Ms. Nunez stated that the Applicant is very honest and trustworthy, and in fact has watched her children on several occasions. She is considerate, keeps her commitments and is punctual. She has never displayed bias or prejudice towards others in her presence and she is not aware of any illegal drug use by the Applicant.

Ms. Nunez believes the Applicant would make a good police officer and would trust her with the safety and welfare of her own family.

File: 999X

APPLICANT NAME: **JONES, Jane Susan**

Residence: 1012 N Main St., Anytown, FL
Home of Applicant, Jane Susan Jones

Contact Date: August 17, 2016

The Applicant's residence is managed by a housing based voucher program. The neighborhood can be described as less than desirable. While the outside of the home matched those of her neighbors, little landscaping and some in need of repair, the inside of the Applicant's home was clean, organized and well furnished.

The Applicant lives with her children and boy-friend, Mike Garcia. All were present during our Investigator's visit. Her son was outgoing and friendly and appeared to be well taken care of. Mr. Garcia was very supportive of the Applicant and felt she would do an outstanding job as a police officer. He noted her long standing desire to be in law enforcement.

Mr. Garcia stated neither he nor the Applicant use drugs and the only alcohol presence is an occasional beer while watching Sunday football.

Both Mr. Garcia and the Applicant state that firearms in the home would pose no problem. Safety would always be a priority.

Mr. Garcia could find no reason not to hire the Applicant. He describes her as a good mother, honest and trustworthy.

File: 999X

APPLICANT NAME: **JONES, Jane Susan**

Residence: 1054 N. Main St., Anytown, FL
Antonio Cowbell

Contact Date: August 17, 2016

Mr. Cowbell stated that he has lived next door to the Applicant for about two years. He said he gets along well with the Applicant who is very friendly and who appears to be a good mother to her son. He also said she appears to get along well with the other neighbors.

Mr. Cowbell has never observed the Applicant to drive in an unsafe manner in the neighborhood, nor is he aware of any police presence at the Applicant's home. He has not observed the Applicant display any prejudices and is not aware of any subversive organizations she might belong to.

Mr. Cowbell is not aware of any drugs and indicated that her boy-friend Mike might have one or two beers while watching Sunday football.

Residence: 1053 N. Main St., Anytown, FL
Robert Collar

Contact Date: August 17, 2016

Mr. Collar stated that the Applicant is a friendly neighbor whom he talks to and occasionally socializes with. He said she gets along well with the other neighbors, is very polite and exhibits no bad driving habits.

Mr. Collar stated that he is not aware of any biases the Applicant might harbor, nor is he aware of or suspects any subversive group association. He has never seen the police at the Applicant's home or heard of any disturbance.

Mr. Collar feels the Applicant would make a good police officer due to her friendliness and respect for others. He is not aware of any drug use and didn't believe either the Applicant or her boy-friend drank alcohol.

File: 999X

APPLICANT NAME: JONES, Jane Susan

Residence: 1696 160th St., Anytown, FL
Vaiv LeBlanc

Contact Date: August 17, 2016

Vaiv LeBlanc, the neighbor on the corner, across the street from the Applicant, likewise had only positive things to say about the Applicant.

She stated the Applicant was a very good neighbor who always drove safely and was very friendly. She has never observed the Applicant display any prejudice or meanness to anyone. She is not aware of any group the Applicant might belong to and has never seen or heard a disturbance at her home or is aware of any police presence.

Ms. LeBlanc does not socialize with the Applicant so she is unaware of any alcohol or drug use. She would feel comfortable with the Applicant being in a position of authority and public trust.

Neighborhood Check

August 17, 2016

Homes adjacent to the Applicant's current and past residences were approached to conduct a neighborhood contact. Only those identified above answered their doors. The remainder of the homes in the immediate area were unattended at the time of the contact. Questionnaires, cover letters and stamped envelopes were left at each home.

As of the date of this report, there were no mailed-in questionnaires.

File: 999X

APPLICANT NAME: **JONES, Jane Susan****Landlord**

Lucy Leslie, Landlord
1738 W. 224th St., Anytown, FL

Contact Date:

August 24, 2016

Our Investigator interviewed the manager, Lucy Leslie, of the housing based voucher program located at 1738 W 9th Street in Anytown. The site is just over one mile from the Applicant's residence.

Ms. Leslie stated that she only knew the Applicant as a resident, who was accepted into the voucher program and has resided in her present home since April 29, 2014.

Ms. Leslie reported that the Applicant is a "good payer" who pays her rent on time. She further stated that she is unaware of any problems the Applicant has had with her neighbors and she would continue to rent to the Applicant as long as she qualifies for the program.

Ms. Leslie does not know the Applicant personally and is therefore reluctant to discuss her fitness for the position of police officer.



NORTH AMERICAN SECURITY
AND INVESTIGATIONS, INC.

BACKGROUND INVESTIGATIONS FOR FT. LAUDERDALE POLICE DEPARTMENT

INVESTIGATIVE CONCLUSION

Upon completion of this background investigation it has been determined that the Applicant, **Jane Susan Jones**, does not meet the basic minimum qualification to become a Peace Officer with the Ft. Lauderdale Police Department

A handwritten signature in black ink, appearing to read 'Douglas J. Iversen', is written over a horizontal line.

Douglas J. Iversen
Background Investigator

Date: November 21, 2016

SAMPLE