

REQUEST FOR PROPOSALS FOR JANITORIAL SERVICES - RFP-RH-15-051					
PROPOSALS TABULATION					
NAME	American Cleaning Company	Du-All Cleaning, Inc.	Grace Management Services, Inc.	Kristel Group, Inc.	The Professional Group
ADDRESS	52844 Karon Drive Macomb Township, mi 48042	13334 W. Star Drive Shelby Township, MI 48315	26211 Central Park Blvd., Suite 510 Southfield, MI 48076	136 S. Rochester Road Clawson, MI 48017	719 Griswold, Suite 2100 Detroit, MI 48226
Contact Name	Brisida Bibashani	Mondi Rakaj	John D. Allen	Ben Pllumaj	Ken Lamontagne
Telephone Number	586.677.9240	586.580.3617	248.208.8900	248.850.8850	313.496.3500
Years in Business	(proposal line blank)	13	8	14	16
Years providing janitorial services	17 years	13	8	14	16
Full Time Employees	9	27	30	80	458
Part Time Employees	27	100	14	75	1542
Experience:	American Cleaning has 16 years of quality service in the building maintenance industry. Operate in Oakland, Macomb and Wayne counties. Small minority owned and operated business. Can provide cleaning and janitorial services to any facility of any size. Purchased a facility in 2002 to house main offices and rent a storage facility for a total of over 15,000 square feet for supplies storage space. Two more experienced regional project managers joined the company at the main office in 2013. Offer a variety of services from occasional cleaning, emergency cleaning or daily heavy-duty cleaning.	Du-All has 13 years experience in business. Provides janitorial services for many municipalities. Have attached a list of references.	Grace is a certified minority / woman owned small business that services over 30 accounts in MI and 2 in Ohio, ranging from automotive suppliers & office buildings to Federal & military buildings	Experience with municipal buildings, commercial buildings, colleges, schools, industrial buildings. Company is Michigan based and works in multiple counties. Headquartered in Clawson, MI	Headquartered in Detroit, MI, cleaning over 54,000,000 sq. ft of office and retail space in Metro Detroit. Have the resources, experience and proven ability to clean. Multi-division corporation with five companies collectively called The Professional Group (TPG): Professional Building Maintenance, Preferred Building Services, Colman Wolf Sanitary Supply Company, Professional grounds Service and Professional Landscaping Services.
Financial Capability:	American Cleaning state they are financially stable among the strongest of any other janitorial service provider in the State, sustained growth and invest strategically for the future	Financially sound; multi-million dollar company and bonded.	No financials provided; Grace stated their account on vacation and could provide at anytime.	Financially sound & capable	Collectively these companies have exceeded \$70,000,000 annually. Together these companies will meet the City's needs.
Staff assigned to City of Rochester Hills	Brisida Bibashani (Owner) 18 years; Jimmy Jones (Building Supervisor) 18 years; Vera Dedvukaj (Operation Manager) 17 years; Ibrahim Neviri (Project Manager) 20 years City Hall: 3 Technicians at City Hall (at least one year exp.) 1 Working Supervisor (at least two years exp.)	Ekleda Xhumri, Night Supervisor, 7 yrs exp.; Luljeta Njebza, Asst. Supervisor, 15 yrs exp; Emanuela Vushaj, 2 yrs exp.; Valentina Dushaj, 6 yrs exp.; Nikoleta Frangaj, 10 yrs exp.; City Hall will be assigned 3 employees and 1 working supervisor daily (16 hours of work per day)	Joe Bolm, Field Operating Coordinator, 20yrs; Elizabeth Bittner, Admin Manager, 10 yrs; Charles Rowe, Account Supervisor, 20yrs	Tony Pllumaj, Executive Manager, 20 years; Mike Jackson, Director of Operations, 18 years; Giyste Dushaj, Supervisor, 15 years; Arben Bejleri, Non-working Supervisor	6 people will be assigned to the City of Rochester Hills, this number does not include the Sheriff's office which may start later. There are three people assigned to City Hall. Names will be provided at the time of award.
Point of Contract/Supervisor	Working supervisor (TBA) is well trained with sufficient knowledge and expertise to render a variety of janitorial assignments. Reports directly to the Operations Manager and will be based in the building throughout the contract.	Ferdi Rakaj, 10 yrs of cleaning experience, 2 yrs with RH; Mond Rakaj, 13 yrs experience in cleaning industry; and Ekleda Xhumri, 7 yrs experience of cleaning experience, 6 mths shift supervisor at RH	Chuck Rowe, 20 years of supervisory experience overseeing 20+ employees. Vast knowledge in payroll supervision, work duties, cleaning process, cleaning equipment, experience in employee relations - hire, fire, correction training, placement. Joe Bohm, over 20 year of janitorial experience, able to train crews, inspect building and resolve deficiencies.	Giyste Dushaj. Worked as both a custodian and a custodial supervisor. 5 years experience as a supervisor and she has worked closely with customers and facilities managers.	Ken Lamontagne; has more than 30 years of proven experience in facilities/property management. Demonstrates a proven ability to develop company initiatives throughout an entire chain to lower expenses and increase efficiency. Areas of specialization include: Facility Management; Property Management; Project Management, etc....

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Number of customers currently serving with similar services	30	14 customers with multi-facilities; 12 customers private organizations	Over 30, including Kellogg Foundation, Johnson controls, Piston Automotive, NSI, Dakkota Integrated Systems, Selfridge Army Base, etc...	Currently serving 24 customers	Clean hundreds of buildings currently in the tri-county area.
Client References	City of Rochester	City of Warren	JCI	City of Rochester Hills	DTE
	City of Ferndale	50th District Court	NSI	City of Troy	One Campus Martius
	City of Roseville	City of Taylor	Dakkota Integrated Systems	City of Pontiac	St. John Health
	City of Eastpointe	Bloomfield Twp. Library	Kellogg Foundation	Walsh College	Simon
	Charter Township of Shelby	City of Flint	Selfridge Air Force Base	Key Safety Systems	Somerset Mall
Availability to begin work	As soon as it is required in the contract; minimum of 20 days	Immediately	Successfully transition services by the beginning of October	Available right away	60 days
Response Time for service call or problem:					
No Shows	2 hours	1 hour	1-2 hours	1/2 hour	1 hour
Incomplete Cleaning	1 hour	1 hour	1-2 hours	1/2 hour	1 hour
Employee Problems	1 hour	1 hour	1 hour	1/2 hour	1 hour
Subcontractors	None	None	N/A	None	N/A - We will self perform this work
Work Plan	Uses a team support work as a style of cleaning services. Uses special trained employees who undertake specific tasks. Methodology enables to save customers considerable amount of money on labor and equipment by correctly structuring and scheduling the cleaning operations. Employees are trained in specific tasks and are accountable with no time and equipment wastage. Have production rates that determine how long it takes to undertake any cleaning task. Their methods covers all area that require cleaning, improves the standard of cleaning services. Break staff down by three categories: Cleaning Technician; Restroom Cleaning Technician; and Utility Technician.	Detailed work plan including number of employees at each location (additional in the beginning) for Customer Satisfaction. Eight full and part-time employees and 1 shift leader and 1 supervisor designated to oversee RH operations. Supervisors will check work every day and night to make sure that nothing is missed. 2 additional employees on call for any sick employee. Quality control lists, log books and off hours procedures will be provided. Quality control checklists and 24 hour emergency response contact person. Communication logs to document concerns checked daily, security key area managers and compliance with all laws, ordinance, register and codes. Staff is encourage to work as a team to help transition into a new facility easy, prior training and customer satisfaction.	Grace guarantees the following: adherence to all listed scope work, proper storage & inventory of all equipment, employees adhere to both Grace and clients policy, uniformed employees, ongoing quality supervision, weekly/bi-weekly auditing process, stringent hiring & screening practices for all personnel	Meet w/ Facilities Mgr at RH as soon as possible after award; review contract for complete understanding & mutual agreement of scope of work outlining the job assignments, frequencies and any special client needs. Will provide telephone numbers; list of key personnel & provide preliminary implementation plan; and start-up plan of action	TPG provided a implementation plan with a 60 day transition. If awarded, training will begin prior to the actual start date. Training coordinator will work in conjunction with the City to facilitate any site specific training that will be provided by the City personnel. TPG personnel will be selected for the demonstrated skills & experience. TGP provides quality control with Cleantelligent, web based system pre-programmed with proven best practices, standards of takes & specific janitorial frequencies. Goal of day-to-day operations is to inspect, identify & resolve problems and issues before they become complaints within 24 hours. Will respond to emergencies immediately. TPG will implement a Push Technology Smart Clock that professionals will use fingerprint to punch-in. Employees will be in proper uniform and identifiable with picture IDs

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Training	Train people by demonstrating their methods, observing & correcting the new employee's work, requiring reading of Training Manual & Employee Handbook; supervision & reinforcement training. Follow checklist of training categories to ensure that nothing gets missed. If awarded, will train new employees prior to the contract initiation: Building Maint. Health & Safety Training Program (safety orientation, chemical hazards, electrical hazards, ergonomic hazards, injuries on the job, planning for emergencies, robberies & assaults, slips and free falls); WHMIS training, Basic Bio Hazard Training. Training includes 45 min. twice a year on WHMIS; 15-30 min. training for supervisors once a year; & 3 hours of Bio Hazard Training. 1 supervisor for every 6 employees.	Provided in house training from a Spartan Chemical technician for chemical and equipment use. All employees receive a certification once training is complete.	All new hires undergo an introductory training & supervisors provide weekly training in topics ranging from "theory of room cleaning" to "theory of infection cleaning ". All new hires are also required to undergo hazard and blood borne pathogen cleaning as well.	All new hires are required to have multiple training in blood borne pathogens, security awareness, hard floor care, restroom care, chemical awareness, ladder safety, personal protection and equipment.	All employees are processed by HR to protect the integrity of the screening process. Applicants are interviewed, drug tested, Michigan State criminal convictions records check, Social Security Number verification, MIOSHA training, Blood Borne Pathogen Training. TPG's training program focuses on their principles including task training, action and immediate action oriented, taking responsibility for their work, step-by-step, confidence building, reinforcement. TPG also provides equipment and chemical use training, safety training, carpet care training, hard floor, wall and upholstery care; proper waste handling, management and technical training courses.
Training/Support for Language Barriers	Language interpreting service will be provided by American Cleaning LLC (for all training modules) to all those employees who have a language barrier or are reading challenged.	Du-All has 93% English speaking employees & 7% that are not are put in positions where there is no need to speak. Any of the 7% that don't speak English are assigned to work w/ English speaking employees & mgmt	Weekly course offerings are offered in both English and Spanish and given by Account Supervisor	Employees with language barriers or reading challenges are put to work with employees who can write, speak and read English. There has never been a problem in this area.	Use train the trainer method and have several employees that are bilingual who are able to assist those who don't speak English very well.
Member of International Sanitary Supply Assn?	No	Not a member, but familiar with the program	Yes, certificate included with proposal. Grace is familiar with 447 cleaning times.	Yes, member # given and familiar with ISSA 447	Yes, member number given and they are familiar with the ISSA 447 Program
Familiarity with ISSA 447 Program?					
Safety Program	Provided Health & Safety Program Information	In-house Safety Training Program. Trained through Spartan Cleaning Chemical Classes by a certified trainer. Safety training is part of the orientation program.	Included 69 page document outlining their safety & loss control policy; includ-Safety Admin. Procedures; Govn't Safety & Health Compliance Programs; Safety Education & Training; Construction Safety & Health Requirements; Substance & Alcohol Abuse & Hazard Communication.	Safety is Kristel Group's top priority and the objective is to prevent accidents. We strive to ensure a clean safe and healthy environment for everyone.	Safety Policy provided consists of learning-centered training modules designed to encourage active participation in, and practice of the safety principles of each topic including: safety orientation, hazardous material, blood borne pathogens, lockout / tag out, asbestos awareness, personal protective equipment and
Safety training provided by certified trainer	No	Yes	Yes	Yes	Yes
Training certificate for RH assigned employees	Yes	Yes	Yes	Yes	Yes
Bankruptcy/Reorganization in past 36 months	No	No	No	No	No
Financial Statement	Yes	Yes	No	No	No
Insurance & Bond Requirements	Yes	Yes	Yes	Yes	Yes
Special Advantages:	1. Believe in Hiring local qualified workforce, supply more local jobs for increased growth of community 2. Have an eco-friendly company & are committed to the environment & will not only use the right products but will use sustainable system 3. Spent time and money on safety training and have a high cleanliness standard 4. High quality standards 5. Bonded, insured and have excellent other MI municipality references	1. Financial Stability 2. Quality Work 3. Honest and Hard Working Employees 4. Public Relations Skills / Problem Solving 5. Full Service Company, Able to Handle Your Needs	1. Mission Control Facility Management 2. Quality Management 3. Minority Spend Offering 4. Vendor Insurance Tracking 5. Environmental Policy	1. Very Customer focused - want to provide the best service 2. Expert floor care programs 3. KaiVac Machine for daily cleaning 4. Experience in all types of municipal facilities 5. Dedicated and well trained staff	1. TPG strives to help others be more successful at what they can do 2. TPG prides itself on keeping their customers' buildings clean 3. TPG takes its partnerships with their customers seriously 4. TPG uses biometric timeclocks to maintain attendance at their customers' sites 5. TPG uses Cleantelligent to get real time information on f the quality of cleaning at the

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COST PROPOSAL:					
Base Bid-Continual Services					
<u>City Hall:</u>					
Cost Per Month	\$4,850.00	\$4,440.00	\$7,150.00	\$4,959.00	\$4,081.00
Annual Cost	\$58,200.00	\$53,280.00	\$85,800.00	\$59,508.00	\$48,966.00
Error in Annual Cost (\$4,081 x 12 = \$48,972), not \$48,966					
<u>Dept of Public Services Garage</u>					
Per Hour	\$16.00	\$14.00	\$16.50	\$14.50	\$18.84
Est. Annual Cost (7 hours/day; 5 days/week)	\$29,120.00	\$25,480.00	\$30,030.00	\$26,390.00	\$34,288.80
<u>Fire Station # 1</u>					
Per Hour	\$16.00	\$15.00	\$16.50	\$14.50	\$19.06
Est. Annual Cost (5 hours/day; 2 days/week)	\$8,320.00	\$7,800.00	\$8,580.00	\$7,540.00	\$9,911.20
<u>Museum Buildings</u>					
Per Hour	\$16.00	\$16.00	\$16.50	\$14.50	\$18.83
Est. Annual Cost (8 hours/day; 5 days/week)	\$33,280.00	\$33,280.00	\$34,320.00	\$30,160.00	\$39,166.40
Total Annual Cost - Base Bid	\$128,920.00	\$119,840.00	\$158,730.00	\$123,598.00	\$132,332.40
* Mathematical Error in proposal, actual cost \$132,338.40					
<u>OCSO (optional)</u>					
Per Month	\$2,250.00	\$1,480.00	\$2,860.00	\$1,975.00	\$3,264.00
Est. Annual Cost (12 month/year)	\$27,000.00	\$17,760.00	\$34,320.00	\$23,700.00	\$39,168.00
*Error in Annual Cost (\$3,264 x 12 = \$39,172), not \$39,168					
<u>On-Call/Optional Additional Services</u>					
Capable of providing additional staffing	Yes	Yes	Yes	Yes	Yes
<u>Other City Facilities:</u>					
Per Hour	(proposal line blank)	\$15.00	\$17.00	\$16.25	\$19.06
<u>Overtime Rate</u>					
Overtime Rate	(proposal line blank)	After 40 hours per each employee starts overtime rate	Overtime rate is 1.5 x regular rate	After 40 hours	Once an employee works over 40 hours per week
State Overtime Rate	(proposal line blank)	\$22.00 per hour	\$24.75	\$18.25 per hour	\$26.69
<u>Double Time Rate</u>					
Double Time Rate	(proposal line blank)	Du All Cleaning will not charge RH double time	Grace does not pay double time	Saturdays, Sundays, Holidays	On Sundays, once an employee is over 40 hours
State Double Time Rate	(proposal line blank)	NA		\$24.00 per hour	\$34.31
<u>Exceptions:</u>					
Exceptions:	(proposal line blank)	None	None	None	None

REQUEST FOR PROPOSALS FOR JANITORIAL SERVICES			
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NAME	Thundermop Maintenance Co.	Triple F Commercial Cleaning	US Metro Group, Inc.
ADDRESS	6650 Highland Road, Suite 207 Waterford, MI 48327	1250 Souter Troy, MI 48083	1601 Farnsworth Street Detroit, MI 48211
Contact Name	Gene Edwards	Gino Mallia	Vincent Jackson
Telephone Number	810.343.0647	586.863.7123	313.929.5214
Years in Business	40	16	40
Years providing janitorial services	40	16	40 years janitorial; 30 years facility maintenance
Full Time Employees	14	75	50 Metro Detroit region
Part Time Employees	41	112	75 Metro Detroit region
Experience:	Serviced RH from 2004 - 2012 without any major incidents. Provide services to Oakland County for 19 years clean two public health locations, all of Children's Village, Facilities, Maintenance, and Operations building, Friend of the Court, Probation facility, animal control facility, WRC building and Morgue. Serve Oakland County Mental Health Authority, RCOC Waterford Facility, and the Resource and Crisis Center on the County Campus, along with dozens of general and medical building in the private sector.	Triple F has been in business since 1999. Have grown every year since they started. Currently servicing over 4.2 million sq feet. For all new contracts, set operating costs account which the minimum amount is double the monthly billing.	US Metro Group current customer base demonstrates our corporate and management abilities to successfully provide janitorial services to municipalities such as Rochester Hills. US Metro Group experiences includes City of Ventura and the County of Monterey, both are in LA, CA. US Metro Group also provided facility maintenance services to the Detroit Public Schools.
Financial Capability:	Provide over one million a year in business and are qualified to do the project, but Privately held company and prefer to keep financials private and not part of a FOIA.	Financially sound and are willing to share financials	Unaudited financials provided
Staff assigned to City of Rochester Hills	Jodi Parson, Operations Manger, 7 years; Brian Kalakay, Supervisor (all of RH), 17 years; City Hall assigned employees: Paul Temple, Janitor, 8 years at CH, 13 overall; TBD other 2 employees DPS/FS1 assigned employee: Bill Young, Janitor, 45 years	Gino Mallia - Sr. Account Manager Andy Mucollari - Night Supervision Christine Archer - Customer Service Rep.	Vincent Jackson, General Manager, 34 yrs exp. James Montgomery, Sr. Manager, 40 yrs exp. Robin Toliva, Manager, 19 yrs exp.
Point of Contract/Supervisor	Brian Kalakay will be supervisor as he was in 2004-2012; currently manages five other accounts in Rochester Hills / Auburn Hills area. Brian has known Bill Young for 16 years and Paul Temple for 13 years. Brian is familiar with City personnel and knows what is expected of him and Thundermop. In Brian's absence, both Jodi Parsons and Gene Edwards are available.	Gino Mallila has been in the janitorial business for over 30 years. He has experience in building account management, floor care, green cleaning, etc... Also a trainer in the health care services.	Vincent Jackson has 35 years of experience leads US Metro's efforts to advance facilities management solutions an capabilities. Has developed and implemented programs to ensure customer satisfaction. Will oversee all aspects of the contract with City of Rochester Hills.

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Contact Name	Gene Edwards	Gino Mallia	Vincent Jackson
Telephone Number	810.343.0647	586.863.7123	313.929.5214
Number of customers currently serving with similar services	Over 40	Over 50 customers in Metro Detroit Area, including class A buildings, government buildings, hospitals, office buildings and banks.	Currently 4
Client References	Oakland County	City of Grosse Pointe Woods	City of Brea
	Oakland County Community Mental Health	City of Grosse Pointe Shores	County of Monterey
	Road Commission of Oakland County	City of Huntington Woods	City of Ventura
	Core Partners	Johnson Controls	California State Univ Northridge
	Paragon Property Mgt	Clarkston Medical Building	Detroit Public Schools
Availability to begin work	2 weeks for Museum; 72 hours for other sites	Within 2 weeks of contract award	30 days after awarded, experience gives the ability to anticipate and prevent transition problems.
Response Time for service call or problem:			
No Shows	less than 1 hour	1 hour	1 hour
Incomplete Cleaning	less than 1 hour	1 hour	1 hour
Employee Problems	less than 1/2 hour	1/2 hour	1 hour
Subcontractors	Gary's Carpet Cleaning	None	None
Work Plan	<p>City Hall would have 3 janitors (2 on second floor to clean offices, meeting rooms, restrooms, etc). The 3rd (Paul Temple 8yrs at CH) would take over all of the common areas, entrances, stairs, and assist Brian with new employees.</p> <p>DPS/Fire Hall tentatively staffed by Bill Young who worked DPS for 2 years, knows City personnel and what is expected. Was 30 years as Waterford school custodian.</p> <p>Museum would be new territory and quality of character is just as important as cleaning skills. Brian would be the primary back up for absentee purposes.</p>	<p>Use procedures manual of standard operations. Divide job specifications, security procedures and communication plan. Have account manager and night supervisor develop a day-to-day operation log.</p>	<p>Meet with Rochester Hills' facility manager to review contract. Senior Manager has years of experience managing start ups and will implement transition plan. US Metro transition plan includes staffing, training, and security compliance along with a communication plan. US Metro Group manager will establish an on-site custodian team along with a quality control plan and procedures. Special support staff will perform quarterly and semi-annual floor care.</p>

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Training	All new employees go through an orientation that covers payroll issues, appearance, attendance, politeness, work rules, performance, equipment care, operation and safety. Employees then receive safe practices training regarding the handling of chemicals, power equipment, proper use of wet floor signs, etc. Training on correct cleaning procedures for restrooms, break rooms offices, meeting rooms is conducted on the job site they are assigned to side by side with their supervisor. Expectations, performance standards and safe practices are established at this time.	There is a mandatory 2 weeks training. First week is customer service, account set up, security, policy & procedures. Second week is hands on training.	Orientation - class room setting and video which covers safety, blood borne pathogens, security, site specific rules, company polices and cleaning procedures. On-site training consists of proper cleaning methods, chemicals used, personal protection and proper equipment use. Online training using on demand videos.
Training/Support for Language Barriers	Language barrier is not a issue with Thundermop. Reading challenged support by supervisor or fellow employees. Will make arrangements for alternative ways to communicate with assistance from coworkers.	Our training manuals are also translated to 3 other languages. Also make sure to help individuals with reading challenges.	US Metro Group require that all employees speak and write English. Employees who might struggle with language or writing will be assigned to work with employees who have strong English skills
Member of International Sanitary Supply Assn?	No, not a member of ISSA	No	Not a member, but familiar with ISSA 447 program. Member of BSCAI.
Familiarity with ISSA 447 Program?			
Safety Program	Do not have a formal safety program, but a safe practices company. Provided 3 years worth of Worker's Comp pages.	Have a safety DVD and Safety Book	
Safety training provided by certified trainer	No	Yes	No
Training certificate for RH assigned employees	No	Yes	Yes
Bankruptcy/Reorganization in past 36 months	No	No	No
Financial Statement	No	No	Yes
Insurance & Bond Requirements	Yes	Yes	Yes
Special Advantages:	1. Experience - 8 years of service to RH & 2+ years to DPS	1. Triple F has a customer retention rate of 98.5%	1. Full Service Facility Maintenance Company
	2. Consistency - Low employee turnover to even levels of service	2. Turn over is the lowest in the industry	2. Experience providing janitorial services to facilities similar to City of Rochester Hills
	3. Familiarity - Same faces day in and day out, some for 8 years	3. Long term goals and deep industry expertise.	3. Managers-over 20 yrs of janitorial experience
	4. Security- No complaints of theft from CH/DPS	4. Capable of offering excellent service without the big price tag	4. Financially sound
	5. Integrity- A 40 year old company of proven sound character and honesty	5. The best in the industry.	5. Janitorial training program

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COST PROPOSAL:			
Base Bid-Continual Services			
<u>City Hall:</u>			
Cost Per Month	\$5,010.00	\$3,750.00	\$3,640.00
Annual Cost	\$60,120.00	\$45,000.00	\$43,680.00
<u>Dept of Public Services Garage</u>			
Per Hour	\$17.00	\$13.50	\$14.00
Est. Annual Cost (7 hours/day; 5 days/week)	\$30,940.00	\$24,570.00	\$25,480.00
<u>Fire Station # 1</u>			
Per Hour	\$17.00	\$13.50	\$14.00
Est. Annual Cost (5 hours/day; 2 days/week)	\$8,840.00	\$7,020.00	\$7,280.00
<u>Museum Buildings</u>			
Per Hour	\$19.00	\$13.50	\$14.00
Est. Annual Cost (8 hours/day; 5 days/week)	\$39,520.00	\$28,080.00	\$29,120.00
Total Annual Cost - Base Bid	\$139,420.00	\$104,670.00	\$105,560.00
<u>OCSO (optional)</u>			
Per Month	\$1,842.00	\$1,500.00	To Be Determined
Est. Annual Cost (12 month/year)	\$22,104.00	\$18,000.00	To Be Determined
<u>On-Call/Optional Additional Services</u>			
Capable of providing additional staffing	Yes	Yes	Yes
<u>Other City Facilities:</u>			
Per Hour	\$20.00	\$13.50	\$16.00
<u>Overtime Rate</u>			
	Saturdays will be charged at 1 & 1/2 regular rate	Overtime starts after 8 hours	After 40 hours
State Overtime Rate	\$30.00 per hour	\$18.50	\$16.50
<u>Double Time Rate</u>			
	Sundays, Holidays	Sundays, Holidays	Saturdays, Sundays, Holidays
State Double Time Rate	\$40.00 per hour	\$27.00	\$28.00
<u>Exceptions:</u>			
	None	None	None