

REQUEST FOR PROPOSALS FOR JANITORIAL SERVICES - RFP-RH-14-013					
PROPOSALS TABULATION					
NAME	ABM Janitorial Services	Angel Cleaning Company, LLC	Full Spectrum Supply & Service, Inc. dba CMS Sourcing Solutions	Du-All Cleaning, Inc.	Giant Janitorial Service, Inc.
ADDRESS	1752 Howard Street Detroit, MI 48216	2443 Draper Ave Ypsilanti, MI 48197	29700 Harper Avenue, Suite 2 St. Clair Shores, MI 48082	13334 W. Star Drive Shelby Township, MI 48315	18485 Mack Avenue Detroit, MI 48236
Contact Name	Rina Alongi	Festime Prenci	Rosemary Dygert	Mondi Rakaj	Laura Huthwaite
Telephone Number	313.963.1718	248.238.6556	586.879.0669	586.580.3617	313.886.7797
Years in Business	In Detroit Area - 30+	2.5	12	12	47
Years providing janitorial services	100+	2.5	6	12	47
Full Time Employees	351	2	214	27	35
Part Time Employees	757	6	44	90	27
Experience:	Builds value while reducing operating expenses while keeping bldgs safe, clean, comfortable & energy efficient. Meet virtually all facility needs; simplified support for all solutions; technology enabled workforce, guaranteed energy & sustainability solutions; service excellence & industry expertise; nationwide presence w/ local experts who understand unique needs of area.	Providing reliable service and efficient cleaning, attention to detail and dedication results with people that have more than 10 years cleaning experience. Specialized in Institutional, Commercial and Industrial cleaning.	CMS Sourcing has been providing janitorial services to commercial, manufacturing, medical and municipalities since 2008. CMS was incorporated in 2002 and acquired by current owners in 2008. Owners have held top management positions in other facility management companies such as ARAMARK and once owned a janitorial supply company in Auburn Hills, MI. Woman owned with over 50 years combined years of janitorial experience.	Du-All has 12 years experience in business. Considers themselves to be problem solvers in the industry. Provide customers quality services and full satisfaction. Guarantee a clean healthy working environment. Goal is to exceed customer's cleaning standards, hard working providing good quality services. Mission to have customers as partners, committed to results and quality, and high standards of working conditions and respect for their employees.	Giant has been in business for over 47 years and is one of the oldest Women Business Enterprises (WBE) in the State of Michigan. Currently perform the custodial services for all municipal buildings for the cities of Royal Oak and Madison Heights, and all campuses of Wayne County Community College District. Exemplary managerial talents, superior employee training program, experience with every level & every size of cleaning product& able to implement effective plan using a base model and customizing to fit needs of client.
Financial Capability:	Five year financial data provided; financially sound	Not included	Not included; but available if made a finalist	Financially sound; multi-million dollar company and bonded.	Line of credit of \$1,000,000 letter from Comerica
Staff assigned to City of Rochester Hills	Steven Johnson - 15 yrs + institutional asset & property mgmt experience; Joe Widzinski-Sr Manager w/ 25 yrs of proven leadership skill in labor intensive industry; extensive experience in building account management programs; Rina Alongi – District Manager, over 10 yrs managing janitorial operations; Clarence Morris, Field Operations Manager, over 30 years experience in janitorial; coordinates service activities for assigned buildings.	Festime Prenci , Owner, over 10 years experience; Xhonkarlo Prenci, Supervisor, over 3 year experience; 3 People - Plan	City Hall will have 2.5 full time dedicated employees that will report to a Area Manager - Brandon Gainer who is a military veteran with over 15 years experience in the cleaning business. He began his career with CMS in 2008, as a site manager at a automotive manufacturing facility with 28 janitors, truck drivers and trash haulers 7 days a week. Current role as Operations Manger ensures all sites are compliant in training, safety and governmental regulations. Conducts audits and reports to CMS owners. A working supervisor will be on site five days. CMS prefers to promote from within but if there is a onsite cleaning staff, will interview those if City allows.	Ekleđa 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.; Ndue Njebza, 5 yrs exp.; Ferdie Rakaj, Supervisor, 10 yrs exp.; Gjergji Filip, 8 yrs exp.; Alegra Masters, 6 yrs. exp.; Arsim Pallaska, 10 yrs exp.	Laura Huthwaite, CEO, 46 yrs exp.; Peter Huthwaite, VP, 46 yrs exp.; Christa Froelich, Dir. Of Operations, 22 yrs exp.; Sarah Guglielmetti, Custodial Scheduling Coordinator, 8 yrs exp.; Jennifer Like, Exec. Admin. Assistant, 7 yrs exp.
Point of Contract/Supervisor	Rina Alongi	Festime Prenci, Business Owner, 10 years District Manager for Kristel Cleaning, Inc.	CMS will hire or promote from within a working supervisors to the City's Liaison.	Ferdie Rakaj, 10 yrs of cleaning experience, 2 yrs with RH; Mondie Rakaj, 13 yrs experience in cleaning industry; and Ekleđa Xhumri, 7 yrs experience of cleaning experience, 6 mths shift supervisor at RH	Christa Froelich - Director of operations, 24 yrs; began at Giant as a custodian during college worked her way up to Director of Operations. Been directly supervised ad trained by Laura Huthwaite for her entire career.

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Telephone Number	313.963.1718	248.238.6556	586.879.0669	586.580.3617	313.886.7797
Number of customers currently serving with similar services	ABM currently services 115 customers	7	CMS has several customers that they service with multiple locations (3M in IA; Arcelor Mittal Steel in IL, IN & SC)	14 customers with multi-facilities; 12 customers private organizations	Provides similar services to the following municipalities the City of Royal Oak, the City of Madison Heights and City of Grosse Pointe.
Client References	Genesee County	City of Plymouth	City of Sterling Heights	City of Warren	Wayne County Community College (WCCC)
	Cobo Center	DPWorks , City of Farmington Hills	Secretary of State - Belleville, MI	50th District Court	City of Royal Oak
	Detroit Public Library	City of Ann Arbor	3M Corporation - Ames, IA	City of Taylor	City of Madison Heights
	Auburn Hills Operations Center	Arbor Fit Club	3M Corporation - Knoxville, IA	Bloomfield Twp. Library	WCCC - Western Campus
	Burton Katzman/ Crittenton Medical Plaza	Beth Israel Congregation of Ann Arbor	ArcelorMittal - East Chicago, IN	City of Flint	
	Grand Rapids Area Chamber of Commerce				
Availability to begin work	Within 30 days notice	Upon Award	14 days after award	Immediately	One Week
Response Time for service call or problem:					
No Shows	1 hour	1 hour	2 hours	1 hour	1-2 hours
Incomplete Cleaning	2 hours	1 hour	2 hours	1 hour	1 hour
Employee Problems	1 hour	1 hour	1 hour	1 hour	1-2 hours
Subcontractors	If needed: Modernistic (carpet cleaning); Skywalker (windows); Speed Clean (specialty tile & grout cleaning)	None	None	None	None
Work Plan	ABM Green Care Cleaning for RH. Begin w/ job specification, security compliance & communications plan. Procedures manual of standard operating procedures to ensure right the first time, every time & to objectively measure quality of services. Site Supervisor responsible for day-to-day operations of program at facility & immediate on-site; dist mgr, sr branch mgr, Reg Dir of Operations, Reg VP; transition plan for smooth start-up; importance of on-going communication; Transition Team: Joe Widzinski; Rina Alongi; and Clarence Morris	Planning & controlling to get job done. General inspection to identify any shortages & provide specific solution, identify and clean stains, dust on floors, carpets, walls, doors, glasses & furniture. Right approach to better determine cleaning effectiveness of equipment, tools and cleaning product. Ability to be personally on job working w/daily crew & w/a separate crew for weekly , monthly cleaning tasks. Working everyday on site, will pay close attention detail cleaning, an important task of quality of services.	Provide a working Site Supervisor and 3.5 janitors. Each janitor will be provided a work assignment that can be altered as necessary to provide highest level of customer service to each tenant in the buildings. Site Supervisor will report to RH's Liaison and CMS Area Manager. CMS Area Manager's responsibility includes weekly site visit for site audits and reports directly to Owner, Rosemary Dygert, who provides day-to-day leadership and problem solving to the staff.	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.	Giant's methodology - highly trained employees, close supervision, clear communication with clients and staying on the cutting edge of innovations in cleaning. Giant personnel work as a team. Crew captains participate in all cleaning tasks. Utilizes a regional to assign personnel, arrange equipment and perform quality inspections. Team concept for all members to be trained and certified in all cleaning tasks to minimize disruptions due to absentees, reassignment or other staffing irregularities. Additional personnel are added to the base crew when weekly and monthly cleaning tasks are performed. Special support staff for quarterly, semi-annually, and annual cleaning tasks. Giant provided an transition plan, implementation plan and contingency plan.

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Training	Training sessions RH location in classroom setting include site-specific rules & regs, ABM policies & procedures & basic job training; concentration on specific work tasks demonstrated by supervisors; visual inspections before completing wk; inspections before completing wk; recurrent training sessions	Training done on the job under supervision of manager. Makes sure employees understand their responsibilities before letting them work on their own. Current crew is experienced & reliable & able to carry successfully every challenge.	Training begins with company orientation and a site specific orientation. Includes site emergency training specific to job assignment, chemical awareness, technical training, equipment safe-use instruction, blood borne pathogens, universal precautions, and all required governmental regulations. CMS in their hiring process seeks individuals with prior janitorial experience. Provide ongoing training for safety practices, new technologies, etc...	Each team member must know how to clean properly, how to interact with different environments Orientation program as well as additional training classes conducted and outlined. Available to all employees blood borne pathogen care training.	Giant detailed their In-House training (3 days), On-the-job-training (3 day), and provided their Employee Safety Manual.
Training/Support for Language Barriers	Policies and instructions are available in multiple languages. Supervisors and Field Operations Managers are available to assist the reading challenged	Supervisor will support all employees with language barriers	All CMS training utilizes bilingual labels, training aids and pictorial aids for those who require it.	Du-All Cleaning has 93% English speaking employees and the 7% that are not are not put in positions where they need to speak. Any of the 7% that don't speak English are assigned to work with English speaking employees and management	Ensures that every employee hired is able to adequately communicate in English and able to interact with a Client. If needed, another employee would be charged with assisting.
Member of International Sanitary Supply Assn.	Yes; ABM is a member and familiar with the ISSA 447 Program.	No. Yes, familiar ISSA 447 program	CMS was a member from 2010 thru 2013; are familiar with ISSA 447 and would renew if required	Not a member, but familiar with the program	NA
Familiarity with ISSA 447 Program					
Safety Program	ABM Safety & Health Manual, Safety Communications, OSHA Injury & Illness Record Keeping, Motor Veh Record Ck, Driver Alert Programs, Loss Control, Medical Coverages, Monthly Safety Training Topics	Every employee must study and pass the janitorial training program. The training program is OSHA compliant	All employees required to pass drug screen prior to hiring & have random drug screening for suspicious behavior; member of ISNetworld, compliance in safety regulations. CMS works closely w/ Workers Compensation & insurance provider to utilize safety training courses including webinars & tool box training.	In-house Safety Training Program. Trained through Spartan Cleaning Chemical Classes by a certified trainer. Safety training is part of the orientation program as well as additional training classes in specific areas as blood borne pathogens, infection control, and ladder and lifting safety.	Safety Manual was included.
Safety training provided by certified trainer	Yes	No	Yes	Yes	Yes
Training certificate for RH assigned employees	Yes	No	Yes	Yes	Yes
Bankruptcy/Reorganization in past 36 months	No	No	No	No	No
Financial Statement	Yes	No	No	Yes	No
Insurance & Bond Requirements	Yes	Yes	Yes	Yes	Yes
Special Advantages:	1. Service Excellence with committed long term goals & objectives	1. Woman Owner Business	1. Experienced Management Staff	1. Financial Stability	1. Longevity in the field of janitorial services, more than 47 continuous years
	2. Integrated facility services: janitorial, security, parking, landscaping, etc...	2. Experience in cleaning municipal buildings	2. Standardized work	2. Quality Work	2. Highly reliable
	3. Deep industry expertise	3. Quality work	3. Ongoing Training	3. Honest and Hard Working Employees	3. Lost-step method of cleaning
	4. Technology enabled workforce	4. Honest & hard working Owner & employees	4. Drug-free workforce	4. Public Relations Skills / Problem Solving	4. Dedication to customer service
	5. Guaranteed sustainability solutions	5. Public relations skills / problem solving	5. Responsive to customer	5. Full Service Company, Able to Handle Your Needs	5. Superior quality of service

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COST PROPOSAL:					
Base Bid-Continual Services					
<u>City Hall:</u>					
Cost Per Month	\$4,716.56	\$3,640.00	\$5,814.00	\$4,440.00	\$4,900.00
Annual Cost	\$56,598.72	\$43,680.00	\$69,768.00	\$53,280.00	\$58,800.00
* ABM used 52.2 weeks as their standard for the hourly locations of DPS, FS1 & Museum					
<u>Dept of Public Services Garage</u>					
Per Hour	\$15.00	\$14.00	\$12.80	\$14.00	\$16.45
Est. Annual Cost (7 hours/day; 5 days/week)	\$27,405.00	\$25,480.00	\$23,296.00	\$25,480.00	\$29,939.00
<u>Fire Station # 1</u>					
Per Hour	\$15.00	\$14.00	\$12.80	\$15.00	\$16.45
Est. Annual Cost (5 hours/day; 2 days/week)	\$7,830.00	\$7,280.00	\$6,656.00	\$7,800.00	\$8,554.00
<u>Museum Buildings</u>					
Per Hour	\$15.00	\$14.00	\$13.40	\$17.00	\$16.45
Est. Annual Cost (8 hours/day; 5 days/week)	\$31,320.00	\$29,120.00	\$27,872.00	\$35,360.00	\$34,216.00
Total Annual Cost - Base Bid					
	\$123,153.72	\$105,560.00	\$127,592.00	\$121,920.00	\$131,509.00
<u>OCSO (optional)</u>					
Per Hour	(left blank)	\$2,426.66	\$1,480.00	\$2,218.67	\$999.00
Est. Annual Cost (8 hours/day; 5 days/week)	TBD	\$29,119.92	\$17,760.00	\$26,624.04	\$11,988.00
<u>On-Call/Optional Additional Services</u>					
Capable of providing additional staffing	Yes	Yes	Yes	Yes	Yes
<u>Other City Facilities:</u>					
Per Hour	\$17.00	\$14.75	\$12.80	\$15.00	\$16.45
<u>Overtime Rate</u>					
	OT after 8 hr a day	NA	OT charged when RH requests services outside Scope of Work or on days not normally scheduled	After 40 hours per each employee starts overtime rate	Time and half charges begin after 40 hours in one week
State Overtime Rate	\$26.00 per hour	NA	\$15.75 per hour	\$22.00 per hour	\$24.67 per hour
<u>Double Time Rate</u>					
	7th Day	NA	Double time only on a holiday	Du All Cleaning will not charge RH double time	NA
State Double Time Rate	\$34.00 per hour	NA	\$25.60 per hour	NA	NA
<u>Exceptions:</u>					
	None	None	Prices quoted are based on current Michigan minimum wage rates. IF the minimum wage rate was to escalate to \$9.50 per hour or higher, CMS would need to renegotiate our pricing with the city.	None	None

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NAME	Kristel Group, Inc.	Thundermop Maintenance Co.	Tony's Cleaning, Inc.
ADDRESS	136 S. Rochester Road Clawson, MI 48017	6650 Highland Road, Suite 207 Waterford, MI 48327	54800 Pelican Lane Shelby Township, MI 48315
Contact Name	John Trace	Gene Edwards	Edward Rakaj
Telephone Number	248.850.8850	248.666.2801	586.439.8080
Years in Business	14	39+	13
Years providing janitorial services	14	39	13
Full Time Employees	80	15	53
Part Time Employees	75	41	21
Experience:	Experience with municipal buildings, commercial buildings, colleges, schools, industrial buildings. Company is Michigan based and works in multiple counties, 4 District Managers are responsible for operation of accounts. Headquartered in Clawson, MI	Serviced RH from 2004 - 2012 without any major incidents. Provide services to Oakland County for 18 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 (same as DPS) along with Detroit Lions, and multiple private facilities.	Founded in 2001, all employees go through a background check (ICHAT) and are highly trained. Company is committed to do the best job possible by collaborating and making sure that everything is neat and organized. Objective is to expand company and will work hard.
Financial Capability:	Financially sound & capable	Financial solid with no outstanding long term debt and a line of credit, positive cash flows	Strong financial company
Staff assigned to City of Rochester Hills	Tony Pllumaj, Executive Manager, 20 years; Mike Jackson, Director of Operations, 18 years; Pellumb Simonej, Supervisor, 15 years; John Trace, Office Manager, 8 years	Jodi Parson, Operations Manger, 6 years; Brian Kalakay, Supervisor (all of RH), 16 years; City Hall assigned employees: Paul Temple, Janitor, 8 years at CH, 12 overall; Lindita Marku, Janitor, 1.5 years; Joe Crowder, status unknown; DPS/FS1 assigned employee: Williams Young, Janitor, 45 years Museum Buildings TBD	Eduard Rakaj, Supervisor, 13 years; Artan Gjoka, Shift Leader, 13 years; Griselda Pepo, Custodian, 7 years; Page Schewieskie, Custodian, 6 years; Ndue Rakaj, Custodian, 13 years; Britny Eckins, Custodian, 6 years
Point of Contract/Supervisor	Pellumb Simonej / worked as both a custodian and a custodial supervisor. 5 years experience as a supervisor and he has worked closely with customers and facilities managers.	Brian Kalakay will be supervisor as in 2004-2012; currently manages Paul Temple & Lindita Marku; Is familiar with RH's DPS and manages 5 other buildings in nearby area. In his absence, both Jodi Parson or Gene Edwards will be available	Flora Rakaj, President, 13 years; Eddie, Cleaning Industries, 12 years

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Contact Name	John Trace	Gene Edwards	Edward Rakaj
Telephone Number	248.850.8850	248.666.2801	586.439.8080
Number of customers currently serving with similar services	24	12	10
Client References	City of Troy	Oakland County	Florence Cement Company
	City of Saline	Oakland County Community Mental Health	City of Shelby Township
	City of Pontiac	Road Commission of Oakland County	Riverbent Health Care
	Walsh College	Core Partners	A&m Complete Auto Repair
	Key Safety Systems	The Detroit Lions	I&Q Accounting
			Letica Corporation
Availability to begin work	30 days from award	2 weeks	One week upon award of contract
Response Time for service call or problem:			
No Shows	1/2 hour	less than 1 hour	45 minutes
Incomplete Cleaning	1/2 hour	less than 1 hour	45 minutes
Employee Problems	1/2 hour	less than 1/2 hour	45 minutes
Subcontractors	None	Gary's Carpet Cleaning	N/A
Work Plan	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	City Hall would have 3 janitors (2 on second floor; one on first); Training of new employees will be done by Brian Kalakay . DPS/Fire Hall would be staffed by one each until they are accustom to the locations and Thundermop has a solution for substantial savings for both buildings. . Museum would staffed by a new employee to be trained along side a supervisor to become backup if necessary.	Phase in Transition Plan, Phase Out Plan and Work Stoppage Plan, Training Program, and Safety Program were described. Quality Control and Performance Montoring included their basic deliverables. In the event that an employee will miss, they are instructed to contact their supervisor. With proper notice a replacement will be called to maintain a quality cleaning process.

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Training	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 usage.	All new employees get a short administrative orientation from owner regarding expectations about appearance, politeness, performance, equipment care, operation and safety. Receive safe practices training regarding the handling of chemicals, power equipment and proper display of caution signs. Training on correct cleaning procedures, chemical measurement and usage occur on the job side by side with the immediate supervisor	All employees take part in One Day Course - Trainig Program including vital instruction on how to clean correctly and efficiently and what products to use. Covers Health & Safety issues, COSHH, Risk Management and Working Methods. Once employee has completed, they are prepared confidently and compettenly.
Training/Support for Language Barriers	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.	Never had a language barrier problem. Reading challenged support by supervisor or fellow employees. Will make arrangements for alternative ways to communicate if a reading problem is known.	All employees must speak and write English
Member of International Sanitary Supply Assn.	Yes, member # given and familiar with ISSA 447	No, not a member of ISSA	Not a member, but familiar with ISSA 447 Program
Familiarity with ISSA 447 Program			
Safety Program	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.	Do not have a formal safety program, but owner has attended blood born pathogens cleaning training an safety training provided by chemical companies. Trained in "Green Cleaning" and sustainable products. Working with Oakland County WRC on the use of liquid ozone cleaning in an effort to reduce harsh chemicals to drain system.	Safety Training is a number one priority. Certified by MISHA and blood borne pathogen, infection control
Safety training provided by certified trainer	Yes	No	Yes
Training certificate for RH assigned employees	Yes	No	Yes
Bankruptcy/Reorganization in past 36 months	No	No	No
Financial Statement	No	No	Yes
Insurance & Bond Requirements	Yes	Yes to Insurance / No to Bond	Yes
Special Advantages:	1. Very Customer focused - want to provide the best service	1. Experience - 8 years of service to RH & 2+ years to DPS	1. Honesty, Dignity and Respect
	2. Expert floor care programs	2. Consistency - No wild swings in level of service	2. Financial Stability
	3. KaiVac Machine for daily cleaning	3. Familiarity - Same faces day in and day out, some for 8 years	3. Well-trained workforce
	4. Experience in all types of municipal facilities	4. Security - Zero complaints of theft from CH or DPS	4. Manage on site soley purposed for the job to be done well
	5. Dedicated and well trained staff	5. Integrity- A company of proven sound character and honesty	5. Always on time of the schedule to perform work.

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COST PROPOSAL:			
Base Bid-Continual Services			
<u>City Hall:</u>			
Cost Per Month	\$3,480.00	\$5,010.00	\$3,670.00
Annual Cost	\$41,760.00	\$60,120.00	\$44,040.00
<u>Dept of Public Services Garage</u>			
Per Hour	\$13.25	\$17.00	\$15.00
Est. Annual Cost (7 hours/day; 5 days/week)	\$24,115.00	\$30,940.00	\$27,300.00
<u>Fire Station # 1</u>			
Per Hour	\$13.25	\$17.00	\$16.00
Est. Annual Cost (5 hours/day; 2 days/week)	\$6,890.00	\$8,840.00	\$8,320.00
<u>Museum Buildings</u>			
Per Hour	\$13.25	\$19.00	\$18.00
Est. Annual Cost (8 hours/day; 5 days/week)	\$27,560.00	\$39,520.00	\$37,440.00
Total Annual Cost - Base Bid	\$100,325.00	\$139,420.00	\$117,100.00
<u>OCSO (optional)</u>			
Per Hour	\$1,250.00	\$1,842.00	\$2,175.00
Est. Annual Cost (8 hours/day; 5 days/week)	\$15,000.00	\$22,104.00	\$26,100.00
<u>On-Call/Optional Additional Services</u>			
Capable of providing additional staffing	Yes	Yes	Yes
<u>Other City Facilities:</u>			
Per Hour	\$16.25	\$20.00	\$14.00
<u>Overtime Rate</u>			
State Overtime Rate	After 40 hours \$18.25 per hour	Saturdays will be charged at 1 & 1/2 regular rate \$30.00 per hour	Over 40 hours \$18.00 pe hour
<u>Double Time Rate</u>			
State Double Time Rate	Saturdays, Sundays, Holidays \$24.00 per hour	Sundays, Holidays \$40.00 per hour	Weekends \$20.00 per hour
<u>Exceptions:</u>			
	None	Exempt from providing the performance bond.	