



# Wage and Benefits Requirements for New Janitorial Services Request for Proposal (RFP)

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# RECOMMENDATION



Staff recommends that Council review and provide direction on the wage and benefits requirements for the new Janitorial Services Request for Proposal (RFP).

# EXISTING JANITORIAL CONTRACT



- Current contract expires August 31, 2023
- 2017 RFP included:
  - Emphasis on performance rather than lowest cost
  - Minimum staffing levels
- 2017 Contract results:
  - Quality, reliable service
  - higher employee retention rate

# REQUEST FOR PROPOSAL FOR NEW CONTRACT



- Draft RFP currently includes:
  - Continue 2017 RFP emphasis on performance and staffing levels
  - Add specific baseline wages and benefits requirements
  - Add two additional janitorial job classifications with higher wages

# WAGE & BENEFIT REQUIREMENT OPTIONS



Option 1: City-Determined Wages/Benefits (current draft RFP)

Option 2: PUC Prevailing Wages/Benefits

Option 3: PUC + Union Wages/Benefits (Colleagues Memo recommendation)

# WAGE & BENEFIT REQUIREMENT OPTIONS



**Table 1: Comparison of Janitorial Worker Hourly Wage Options Applicable in May 2023**

Classification	City-determined Wages*	PUC Prevailing Wage	PUC + Union Wage
Custodian	\$17.50	\$20.00	\$20.00 or higher
Parking Garage Custodian	\$19.50	\$20.00	\$20.00 or higher
Parks Custodian	\$19.50	\$20.00	\$20.00 or higher
Utility Custodian	\$21.50	\$20.00	\$20.00 or higher
Lead Custodian	\$22.50	\$20.00	\$20.00 or higher
Police Department Custodian	\$25.50	\$20.00	\$20.00 or higher
Supervisor	\$30.50	n/a	unknown

\*Classifications and wages developed by staff for the current draft RFP.

# WAGE & BENEFIT REQUIREMENT OPTIONS

Table 2: Comparison of Janitorial Worker Custodian Classification Wages and Benefits  
Expressed on an Hourly Wage Basis Applicable in May 2023



May-23	City-determined Wages/Benefits	PUC Prevailing Wage/Benefits	PUC + Union Wage/Benefits
Hourly Staff Cost Wage	\$17.50	\$20.00	\$20.00 or higher
Sick & Vacation Benefits	\$0.34	\$0.81	\$0.81 or higher
	1-week PTO	5-10 days vacation, 3 days sick	5-10 days vacation, 3 days sick or more
Holiday	\$0	\$0.46	\$0.46 or higher
	no paid holidays	4 holidays	4 holidays or more
Health & Welfare	\$3.00*	\$8.25	\$8.25 or higher
		Only after 24 months of service	After 24 months of service or earlier
Pension	\$0	\$0.30	\$0.30 or higher
	401k optional		
Leadership & Education	\$0	\$0.09	\$0.09 or higher
	other training		
Other Payment	\$0	\$0.07	\$0.07 or higher
		Industry Investigation Fund	
<b>Total Wage &amp; Benefits</b>	<b>\$20.84</b>	<b>\$29.98</b>	<b>\$29.98 or higher</b>
<b>% Increase from "City-determined Wages/Benefits"</b>	<b>n/a</b>	<b>44%</b>	<b>44% or higher</b>

\* Estimated based on Health & Welfare benefits provided under current contract.

# RECOMMENDATION



Staff recommends that Council review and provide direction on the wage and benefits requirements for the new Janitorial Services Request for Proposals (RFP).