

## PRO'S

COST SAVINGS TO DISTRICT, MORE LABOR HOURS FOR DOLLARS INVESTED

OT COVERAGE DUE TO PTO BENEFITS IS VENDOR LIABILITY

GUARANTEED MONTHLY COST

PTO & RETIREMENT BENEFITS ARE VENDOR LIABILITY

CUSTODIAL EQUIPMENT AND SUPPLIES ARE VENDOR LIABILITY

WORKMAN'S COMP. IS VENDOR LIABILITY

## CON'S

CUSTODIANS ARE NO LONGER DISTRICT EMPLOYEES

DIRECT SUPERVISION OF EMPLOYEES PUSHED TO VENDOR

INITIAL LEARNING CURVE WITH BUILDING FAMILIARITY

EXISTING EMPLOYEES ADJUSTMENT TO NEW STRUCTURE

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# OUTSOURCING

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WHAT CAN WE CONTROL WITH A PROPERLY MANAGED RFP / VENDOR CONTRACT?

CLEANING STANDARDS

SERVICE/SCOPE OF WORK EXPECTATIONS

MANDATED BACKGROUND CHECKS

GUARANTEED MAN HOURS/BUILDING COVERAGE ON A DAILY BASIS

EQUIPMENT AND SUPPLY EXPECTATIONS

LOCATION DEDICATED EMPLOYEES

MINIMUM PAY SCALE OF CONTRACT EMPLOYEES

INVOLVEMENT IN SERVICE INSPECTIONS, AND EMPLOYEE EVALUATIONS

REVIEW OF FRINGE BENEFITS, PTO, RETIREMENT, ETC.

## PRO'S

CUSTODIANS ARE  
DISTRICT  
EMPLOYEES

COMPLETE CONTROL  
OVER CUSTODIAL  
SERVICES

## CON'S

DISTRICT BUDGET  
DICTATES STAFFING  
LEVELS

PTO & RETIREMENT  
BENEFITS ARE  
DISTRICT LIABILITY

CUSTODIAL  
EQUIPMENT AND  
SUPPLIES ARE  
DISTRICT LIABILITY

OT COVERAGE DUE  
TO PTO BENEFITS IS  
DISTRICT LIABILITY

LOW TURNOVER AND  
OPPORTUNITY TO  
"RESTART" SALARY  
STRUCTURE

WORKMAN'S COMP.  
IS DISTRICT LIABILITY

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# IN HOUSE SERVICES

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## WHAT DO WE NEED TO LOOK AT WITH SEIU CONTRACT RENEWAL?

FORMALIZED  
EVALUATION METRIC

OFFERED VACATION  
TIME NEEDS TO BE  
SUSTAINABLE

NIGHT CUSTODIAN  
TO PROVIDE 8  
HOURS OF LABOR

OFFERED SICK TIME  
NEEDS TO BE  
SUSTAINABLE

SALARY PAY  
SCHEDULE AND  
CAPPING

CUSTODIANS TO  
REPORT TO  
DISTRICT ON  
SNOW/WEATHER  
EVENT DAYS