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300 N. Girl Scout Rd. / Amarillo, TX 79124-2363

TOM FRISBIE / 359-1554



February 7 2011

Mike Hurt, RRISD

Dear Mr. Hurt,

We would like to thank you, the school board, the administration, the faculty, and the students & parents for the cleaning contract for RRISD during the past 2 years. The feedback we have received has been positive about the appearance of your facilities—our goal has been to improve the overall image of the school district, and we hope everyone involved feels that we have. It is a constant challenge to keep everything looking shiny and clean and sanitary.

As we discussed, the contract is up for renewal April 30 and we would like to have it renewed, as our investment in equipment and training of personnel was made with hopefully longer than just the 2 year original contract in mind. We invested over \$30,000 in equipment to start with. And recently during the summer we added a special scrubbing machine for refinishing the High School gym floor (as well as other floors) that cost \$7500 and we added a \$5000 scrubbing machine for doing the High School Locker areas, and we added a new propane powered buffer for \$3000. The investments have produced good results.

However, continued investments come at a price, and retention of qualified employees comes at a price. In times past during the last few decades we went up about 3% per year in order to keep our successful format. However, with the tight economy and school funding problems, I would like to propose renewal at 0% increase for the next 2 year contract. In other words, we will absorb the cost of new equipment and personnel raises—but please note our overhead is increasing not decreasing.

Speaking of personnel raises, we have given head custodians raises (up to 11%) and other key employees 5 to 7% as a reward for their challenging job and to retain them. I intend to give our manager Gilbert DeLeon another 7% raise in May as a reward for his continuous efforts. Even in this poor economy we want to give some increases to retain our people—an example of what can happen is HPISD hired away one of our day custodians by offering him \$14 per hr plus benefits.

Again, we want to express appreciation for our contract and the jobs RRISD has made possible.

Your truly
Tom Frisbie