

**Town of Windsor  
Request for Proposals for Residential and Commercial Garbage, Recyclable Material and Organic  
Waste Collection Services**

Addendum No. 8

January 10, 2017

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From: TOWN OF WINDSOR

To: COMPANIES THAT SUBMITTED PROPOSALS

**ADDENDUM NO. 8: Displaced Employees**

Notice is hereby given that this Addendum No. 8 is provided to the companies that submitted proposals to the Town's Request for Proposals (RFP) for the above-referenced project, and shall be subject to all applicable requirements there-under, as if originally shown and/or specified.

Notice is hereby given that the following companies submitted responses to the Towns RFP on the above-referenced project:

- C&S Waste Solutions of California, Inc.;
- GreenWaste Recovery, Inc.;
- Sonoma County Resource Recovery, LLC.;
- Windsor Refuse and Recycling, LLC.; and
- USA Waste of California, Inc.

**All Proposers are required to sign and submit this page of this Addendum No. 8, and required to submit written and electronic responses as specified on the following page of this Addendum No. 8 by Monday, February 13, 2017 by 2:00 p.m. PDT to:**

**Kristina Owens  
Town of Windsor  
9291 Old Redwood Hwy #300A, PO Box 100  
Windsor, CA 95492  
e-mail at [kowens@townofwindsor.com](mailto:kowens@townofwindsor.com)**

Thank you for your participation,

**Kristina Owens  
Town of Windsor**

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**ADDENDUM NO. 8**

**DATED: January 10, 2017**

COMPANY / AGENCY NAME: \_\_\_\_\_

COMPANY ADDRESS: \_\_\_\_\_

REPRESENTATIVE'S NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

**NOTICE REGARDING RETENTION OF DISPLACED EMPLOYEES:**

As was noted during the interview process, AB 1669 puts additional requirements on retention of displaced employees. The Town intends to comply with the requirements and is therefore releasing this Addendum No. 8.

The Town requested information from the current contractor regarding the number of employees who are performing services under the existing contract, and the wage rates, benefits, and job classifications of those employees. The information provided by the current contractor is summarized below. *Please note the Town does not warranty the accuracy of the information as provided by the current contractor.*

| Position   | Number of Employees | Hourly Rates      |
|--|---------------------|-------------------|
| Drivers  | 5                   | \$15.00 – 20.39   |
| Customer Service Representatives   | 2                   | \$14.00 - \$15.00 |
| Mechanics  | 2                   | \$26.37 - \$27.30 |
| Cans   | 1                   | \$16.71           |
| Bin  | 1                   | \$13.00           |
| Sweeper  | 1                   | \$17.45           |
| Box  | 1                   | \$32.26           |
| Manager  | 1                   | \$43.47           |
| Dispatch   | 1                   | \$19.42           |
| Sort Liner   | 4                   | \$10.50           |
| <p><b>Benefits:</b></p> <p><b><u>Vacation:</u></b> 1-2 years employment/5 days paid vacation, 3-4 years/10 days, 5-9 years/15 days, 10 years and over/20 days</p> <p><b><u>Sick Leave:</u></b> 6 days paid sick leave per year of employment (new hires get 3 days paid sick leave after first 90 days of employment)</p> <p><b><u>Paid Holidays:</u></b> 7 paid Holidays per year</p> |                     |                   |

Proposers may re-submit Service Recipient Rates (Form K) **only to the extent** that compliance with AB 1669 impacts your Service Recipient Rates. If you re-submit Service Recipient Rates in response to this Addendum, you **must also provide the basis** of why the Service Recipient Rates were modified, and a statement that Proposer will fully comply with the requirements of AB 1669.

If no changes are being made to the Service Recipient Rates, Proposer must indicate in **writing that no changes** to their Service Recipient Rates are being made and that Proposer will fully comply with the requirements of AB 1669.

**MODIFIED PROCUREMENT SCHEDULE**

| Activity  | Date                                       |
|---|--|
| Release Addendum No. 8  | Tuesday, January 10, 2017                  |
| Submittal of Electronic and Written Responses to Addendum No. 8 | Monday, February 13, 2017 by 2:00 p.m. PDT |
| Proposal Summary to Council                                     | Wednesday, March 15, 2017                  |
| Recommendation to Town Council for Award                        | Wednesday, April 19, 2017                  |
| Start Collection Service  | Monday, October 1, 2017                    |