

# Department of Management Services Purchasing Division

241 West South Street Kalamazoo, MI 49007-4796 Phone: 269.337.8020

Fax: 269.337.8500 www.kalamazoocity.org

# **INVITATION FOR BID (IFB)**

The City of Kalamazoo, Michigan is soliciting sealed bids for:

PROJECT NAME: Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters

**BID REFERENCE#: 91027-023.0** 

IFB ISSUE DATE: January 25, 2024

BID DUE/OPENING DATE: February 21, 2024 @3:30 p.m. Local Time

Facsimile Bids Will Not Be Accepted.

### **MAILING ADDRESS & INSTRUCTIONS**

Mail to:
Purchasing Division

Questions about this IFB should be directed to:
Department Contact: Quentin Pike

241 W. South Street Citywide Facilities Manager

Kalamazoo, MI 49007 (269) 716-3796 or pikeq@kalamazoocity.org

### Include on the Envelope the Project Name and Bid Reference Number. All Envelopes Must Be Sealed.

You are invited to submit a bid for this project. Specifications, terms, conditions and instructions for submitting bids are contained herein. This Invitation for Bid with all pages, documents and attachments contained herein, or subsequently added to and made a part hereof, submitted as a fully and properly executed bid shall constitute the contract between the City and the successful bidder when approved and accepted on behalf of the City by an authorized official or agent of the City. Please review the bid document as soon as possible and note the **DEADLINE FOR QUESTIONS** in the Instructions to Bidders.

All bidders shall complete and return the Bid and Award page(s) and submit all information requested herein in order for a bid to be responsive. The bid document shall be returned in its entirety, in a properly identified and sealed envelope to the Purchasing Division at the above address. **BIDS MUST BE RECEIVED BEFORE THE DUE DATE - LATE BIDS WILL NOT BE CONSIDERED.** The City reserves the right to postpone the bid opening for its own convenience.

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# CITY OF KALAMAZOO - INVITATION FOR BIDS Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters

### STATEMENT OF NO BID

NOTE: If you <u>DO NOT</u> intend to bid on this commodity or service, please complete and return this form immediately. Your response will assist us in evaluating all responses for this important project and to improve our bid solicitation process.

The Purchasing Division of the City of Kalamazoo wishes to keep its bidders list file up-to-date. If, for any reason you cannot supply the commodity/service noted in this bid solicitation, this form must be completed and returned to remain on the particular bid list for future projects of this type.

If you do not respond to this inquiry within the time set for the bid opening date and time noted, we will assume that you can no longer supply this commodity/service, and your name will be removed from this bid list.

	Specifications too "tight", i.	e. geared toward one brand	or manufacturer only (e.	xplain below)
	Specifications are unclear (e	explain below).		
	We are unable to meet spec	ifications.		
	Insufficient time to respond	to the Invitation for Bid.		
	Our schedule would not per	mit us to perform.		
	We are unable to meet bond	l requirements.		
	We are unable to meet insur	rance requirements.		
	We do not offer this produc	t or service.		
	Remove us from your bidde	ers list for this commodity or	service.	
	Other (specify below).			
REMARKS:				
			(Type or Print)	
TITLE:	· · · · · · · · · · · · · · · · · · ·	DATE:		
FIRM NAME:	(if any)			
ADDRESS	(Street address)	(City)	(State)	(Zip)
PHONE:		FAX:	· · · · · · · · · · · · · · · · · · ·	
EMAIL:				

Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters
SECTION I

# INSTRUCTIONS TO BIDDERS

Bid Reference No: 91027-023.0

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- 1. **EXAMINATION OF BID DOCUMENT-**Before submitting a bid, bidders shall carefully examine the specifications and shall fully inform themselves as to all existing conditions and limitations. The bidder shall indicate in the bid the sum to cover the cost of all items included on the bid form.
- 2. **PREPARATION OF BID-**The bid shall be legibly prepared in ink or typed. If a unit price or extension already entered by the bidder on the Bid and Award form is to be altered, it shall be crossed out and the new unit price or extension entered above or below and initialed by the bidder with ink. The bid shall be legally signed, and the complete address of the bidder given thereon.

All bids shall be tightly sealed in an envelope plainly marked SEALED BID and identified by project name, bid opening date and time. Bids opened by mistake, due to improper identification, will be so documented and resealed. The Purchasing Division will maintain and guarantee confidentiality of the contents until the specified opening date and time. Bids submitted electronically will not be accepted.

- 3. **EXPLANATION TO BIDDERS**-Any binding explanation desired by a bidder regarding the meaning or interpretation of the Invitation for Bids (IFB) and attachments must be requested in writing, at least 5 business days before the bid opening so a reply may reach all prospective bidders prior to the submission of bids. Any information given to a prospective bidder concerning the IFB will be furnished to all prospective bidders as an amendment or addendum to the IFB if such information would be prejudicial to uninformed bidders. Receipt of amendments or addenda by a bidder must be acknowledged in the bid by attachment, or by letter or fax received before the time set for opening of bids. Oral explanation or instructions given prior to the opening will not be binding.
- 4. **CASH DISCOUNTS**-Discount offered for payment of less than thirty (30) days will not be considered in evaluating bids for award. Offered discounts of less than thirty (30) days will be taken if payment is made within the discount period, even though not considered in evaluation of the bid.
- 5. **WITHDRAWAL OF BIDS**-Bids may be withdrawn in person by a bidder or authorized representative, provided their identity is made known and a receipt is signed for the bid, but only if the withdrawal is made prior to the exact time set for receipt of bid. No bid may be withdrawn for at least ninety (90) days after bid opening.
- 6. **ALTERNATE BIDS**-bidders are cautioned that any alternate bid, unless specifically requested or any changes, insertions or omissions to the terms and conditions, specifications or any other requirement of this IFB may be considered non-responsive, and at the option of the City, result in rejection of the alternate bid.
- 7. **LATE BIDS**-Any bid received at the office designated herein after the exact time specified for receipt will not be considered. (Note: The City reserves the right to consider bids that have been determined by the City to be received late due to mishandling by the City after receipt of the bid and no award has been made.)
- 8. **UNIT PRICES-**If there is a discrepancy between unit prices and their extension, unit prices shall prevail.
- 9. **BID SUBMITTAL** Bidders can submit sealed bids in one of the following ways:
  - 9.1. **Mail your bid,** to be received before the bid due date and time indicated in the bid document, to the City of Kalamazoo at the following address:

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City of Kalamazoo Purchasing Division 241 West South Street Kalamazoo, MI 49007

- 9.2. **Deliver your bid to City Hall In-Person** before the bid due date and time indicated in the bid document.
- 9.3. **Deliver your bid to the Treasurer's Office Payment Drop Box** located in the northwest corner of City Hall (see photos below) before the bid due date and time indicated in the bid document.





1. Open drop box located at City Hall.





10. **BID TABULATIONS**- The Purchasing Division makes an effort to post bid tabulations to the City of Kalamazoo website within 24 hours after the bid opening date and time at: <a href="https://www.kalamazoocity.org/bidopportunities">https://www.kalamazoocity.org/bidopportunities</a>. However, in certain cases the posting of the bid tabulation may extend beyond the 24-hour window.

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# **SECTION II BID AND AWARD**

The undersigned having become thoroughly familiar with and understanding all of the bid/contract documents incorporated herein, agrees to furnish dumpsters and provide recycling and waste disposal services for the period of April 1, 2024, through March 31, 2026, as specified at the per container, per monthly costs indicated below:

# PER MONTH COST

A. Non-Recyclable Dumpster	Qty &			
	Container Size	Frequency	Per Month Cost Year 1	Per Month Cost Year 2
Station #2- 1007 E. Alcott St	1x 4 yard	1 time / week		
Station #3- 1005 Gull Rd	1x 2 yard	1 time / week		
Station #4/5- 601 N. Park St	1x 8 yard Front Load	1 time / week		
Station #6- 1414 Howard St	1x 6 yard	1 time / week		
Station #7- 2331 Parkview Ave	1x 2 yard	1 time / week		
Pistol Range- 2320 W. Schippers	1x 2 yard	1 time / week		
Headquarters- 150 E. Crosstown Pkwy	1x 8 yard Front Load	3 times / week		
Training Tower- 300 Nazareth Rd	1x 8 yard Front Load	on call service		
Stockbridge Facility- 415 E. Stockbridge Ave	2x 8 yard	2 times / week		
Central Well Field- 215 W. Stockbridge Ave	1x 6 yard	1 time / week		
Water Station 24- 6310 Texas Dr	1x 2yard	1 time/week		
Harrison Facility- 1415 N. Harrison St (Building 6)	1x 8 yard	1 time / week		
Pole Building - 1415 Harrison St	1x 8 yard	1 time/week		
LPO Building- 1415 N. Harrison St	1x 8 yard	1 time / week		
Maintenance Building 24- 1415 N. Harrison St	1x 8 yard	1 time / week		
WAR Building- 1415 N. Harrison St	1x 8 yard	1 time / week		
Instrument Tech Building- 1415 N. Harrison St	1x 8 yard	2 time / week		
City Hall- 241 W. South St	1x 2 yard	1 time / week		
Records Center- 3001 S. Burdick St	1x 2 yard	1 time / week		
Kik Pool- 1018 Walter St	1x 8 yard	3 times/week May-Sept		
Versluis Dickinson- 1924 Douglas Ave	2x 8 yard	2 times/week May-Oct		
Station #5- 619 Douglas Ave	8x 96 Gallon	1 time / week		
Milham Park- 607 E Kilgore	1x 8 yard	2 times / week		
Spring Valley Park- 2346 Mt. Olivet Rd	1x 8 yard	2 times / week May-Oct		
Youth Dev. Center- 230 E. Crosstown Pkwy	1x 4 yard	1 time / week		
Mayors' Riverfront Park- 251 Mills St	1x 8 yard	1 time / week		
Parks & Rec Maintenance- 251 Mills St	3x 8 yard	2 times / week		
Soccer Stadium- 251 Mills St	1x 8 yard	1 time / week		
Т	otal Non-Recycla	able Monthly Cost		
	Yearly Total No	n-Recyclable Price		

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**Frequency** 

**Per Month Cost** 

Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters
B. Recyclable Container/Dumpster

Bid Reference No: 91027-023.0

**Per Month Cost** 

	Size	Frequency	Year 1	Year 2
Station #2- 1007 E. Alcott St	96 Gal	Bimonthly		
Station #3- 1005 Gull Rd	96 Gal	Bimonthly		
Station #4/5- 601 N. Park St	96 Gal	Bimonthly		
Station #6- 1414 Howard St	96 Gal	Bimonthly		
Station #7- 2331 Parkview Ave	96 Gal	Bimonthly		
Pistol Range- 2320 W. Schippers	96 Gal	Bimonthly		
Headquarters- 150 E. Crosstown Pkwy	96 Gal	Bimonthly		
Training Tower- 300 Nazareth Rd	96 Gal	Bimonthly		
Stockbridge Facility- 415 E. Stockbridge Ave	2x 8 yard	1 time/week		
Harrison Facility- 1415 N. Harrison St (Building 6)	1x 6 yard,	1 time/week		
Maintenance Building 24- 1415 N. Harrison St	2x 6 yard,	2 time/week		
City Hall- 241 W. South St	1x 2 yard,	1 time/week		
Wellness Center- 1631 S Westnedge	1x 96 Gal	Bimonthly		
Station #5- 619 Douglas Ave	1x 96 Gal	Bimonthly		
Youth Dev. Center- 230 E. Crosstown Pkwy	1x 2 yard	1 time/week		
Mayors' Riverfront Park- 251 Mills St	1x 2 yard 1x 4 yard	1 time/week		
iviayors Riveriront Fark- 231 iviiiis 3t		le Monthly Cost		
	•	Recyclable Cost		
Name:		a that		is contract
IMPORTANT: Attach a description of rec				is contract
including a list of items which will be accept	ed and what, ii	any, exceptions.		
THIS WILL BE A TWO (2) YEAR TER	M CONTRA	CT-THE ABOV	E PRICING	WILL REMAIN
FIRM FOR THE 2 YEARS ENDING Ap	proximately 1	March 31, 2026	<u>•</u>	
This contract shall be governed, construct Michigan.	ed, and enforce	ced in accordar	nce with the	laws of the State
idder/Contractor has examined and carefully stuf the following addenda:	died the bidding	g documents and	attachments, an	d acknowledges rece
ddendum No:				
Oated:				
by my signature below, I certify that the firm bidderiminal conviction as a bar to or preclude a per with the bidding firm unless otherwise precluded ound by the provisions of the City's Non-Discrim 856.	son with a crimby federal or sta	ninal conviction f ate law. I further	rom being cons certify that I ha	sidered for employmate read and agree to
igned:	Name:			
itle:				

Qty &

Container

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### CITY OF KALAMAZOO LOCAL PREFERENCE POLICY AND CERTIFICATION

The lowest responsive Kalamazoo County bidder whose bid is not low but falls within 2% of the lowest responsive bid is afforded the opportunity to become the successful bidder if it agrees to reduce its bid to match the lowest responsive bid. The City of Kalamazoo is the sole determiner whether a bidder is responsible, qualifies as a Kalamazoo County bidder, and if its bid is responsive to the City's specifications, terms and conditions.

If the lowest Kalamazoo County bidder chooses not to match the lowest bid, the next lowest responsive Kalamazoo County bidder whose bid falls within 2% of the lowest bid, is given the opportunity to match the lowest responsive bid.

To qualify as a Kalamazoo County bidder, the bidder must meet both the following criteria:

- 1. Have a physical presence in Kalamazoo County by maintaining a permanent office, factory or other facility in Kalamazoo County with employees working in Kalamazoo County.
- 2. Have paid real or personal property taxes related to said business to the City of Kalamazoo, County of Kalamazoo or other municipal corporation within Kalamazoo County in the previous tax year, except that a non-profit entity need not meet this requirement.

This local preference policy applies only to purchases for materials, supplies, capital outlay, and services for maintenance, repair or operation of City facilities that are over \$25,000. If more than 50% of the contract is sub-contracted to firms located outside of Kalamazoo County that bid does not qualify for the local preference policy outlined above. The local preference policy will not apply if prohibited by law. The Purchasing Agent has the authority to finally determine if the bidder qualifies as a Kalamazoo County bidder as set forth herein. The Purchasing Agent may take into account the permanency of the business in Kalamazoo, and whether the business appears to be claiming to be a Kalamazoo County business solely or primarily to qualify as a Kalamazoo County business under this Resolution, and any other material factors.

### **CERTIFICATION**

If you qualify as a Kalamazoo County bidder and wish to be considered for the local preference provisions as provided above please certify that fact by providing the information requested below and attesting to its accuracy.

Firm Name:	
Street Address of Business:	
City, State, and Zip Code:	
Number of employees working in Kalamazoo County:	
Name the city or township to which business real and/or per-	sonal property taxes are paid or provide non-profit status
The above information is accurate:	
Signature:	Date:
Title:	-
Revised April 2008	

Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters

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### CITY OF KALAMAZOO EX-OFFENDER POLICY CHECKLIST

As part of the City's commitment to reducing unacceptable poverty, encouraging rehabilitation, reducing recidivism and strengthening families in Kalamazoo, the City has updated its Purchasing Policy to ensure that firms with whom the City does business share in this commitment by utilizing hiring practices that do not unfairly deny people with arrest and conviction records gainful employment. (Important: This requirement also extends to any subcontractors the bidder intends to use to fulfill the contract for goods or services being sought from the City.)

use to	o fulfill the contract for goods or services	being sought from the City.)
	ort I: Proof that the bidder does not ry on the bidders employment applica	inquire about an individual's past arrest or criminal ation form
	Attach a copy of the current applicatio	n for employment being used by the bidder
		s not use an individual's past arrest or criminal them by checking <i>one or mor</i> e of the following:
	criminal records from holding particular	dder is precluded from hiring persons with certain repositions or engaging in certain occupations by e or regulation; if checking this box, provide a citation to the bidder is relying:
	making a conditional offer of employment individual because of a past criminal his necessity after the individual has been	eackground checks only as necessary, and only after ent; that any withdrawal of an offer of employment to an istory is job-related and consistent with business provided an individualized assessment opportunity to be history of past criminal conduct being relied upon by
	Employment Opportunity Commission' and Conviction Records in Employmen	ory background checks complies with the U.S. Equal is Enforcement Guidance on the Consideration of Arrest it Decisions and that the bidder has not had a st 7 years that it discriminated against a person through hinal history
	I CERTIFY THAT THE ABOVE STATE	MENTS ARE TRUE.
	Date	Signature
		Printed Name
		Position

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### SUB-CONTRACTING INFORMATION

Using the table below provide information regarding the sub-contractors that will be working to fulfill the requirements of this contract. Submit as complete a list as possible at the time of your bid. You will have two business days after the bid opening to update the list as needed. The information provided will be used for evaluating your bid and to assist in determining if you qualify as a Kalamazoo County Bidder.

### **INSTRUCTIONS:**

Nature of Contract - State a brief description of the work or product that will be provided.

**BIDDER** – Provide the percentage of services or construction activity that will be provided by your firm.

# **Subcontractors:**

- Provide the Name and Address for each subcontractor providing services or construction activities for this
  contract.
- Indicate with **YES** or **NO** under the "Local?" box if they qualify as a "Kalamazoo County bidder" (see local preference certification page)
- Provide the percentage for the dollar amount of the contract work they will be performing.

If there are not enough lines in the table below make additional copies as needed.

Nature of Contract:		
Subcontractor Name/Address	Local?	% Of Total Contract
BIDDER		

Does this List of Subcontractors need to be updated after the bid opening? Yes \_\_ No \_\_

Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters

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### REFERENCE QUESTIONNAIRE

Please answer the following questions completely. 1. Firm name: Year Number of Employees: 2. Established: 3. Type of organization: \_\_\_\_\_ b. Partnership: \_\_\_\_\_ a. Individual: c. Corporation: \_\_\_\_\_ d. Other: 4. Former firm name(s) if any, and year(s) in business: 5. Include at least 3 references of contracts for similar work performed over the last five (5) years. Include: owner, contact person and phone number and description of work performed. Company Name: \_\_\_\_\_ 5.1 Phone: Type of work or contract: 5.2 Company Name: Type of work or contract: 5.3 Company Name: Contact: Type of work or contract: I hereby certify that all of the information provided is true and answered to the best of my ability. Signed: \_\_\_\_\_\_ Name: \_\_\_\_\_ (type or print)

Title: \_\_\_\_\_\_ Date: \_\_\_\_\_

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Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters Bid Reference No: 91027-023.0 I hereby state that all the information I have provided is true, accurate and complete. I hereby state that I have the authority to submit this bid which will become a binding contract if accepted by the City of Kalamazoo. I hereby state that I have not communicated with nor otherwise colluded with any other bidder, nor have I made any agreement with nor offered/accepted anything of value to/from an official or employee of the City of Kalamazoo that would tend to destroy or hinder free competition.

The firm's identification information provided will be a purposes. If the contractual relationship is with, or explanation on your letterhead and attach to your bid.	the payment made	to, another firm p	please provide	
Tax Identification Number (Federal ID):				
Remittance Address:				
Financial Contact Name:	Financial Contact P	hone Number:		
Financial Contact Email Address:				
I hereby state that I have read, understand, and agree to	be bound by all terms	s and conditions of	this bid docu	ment.
SIGNED:	NAME:	(Type or Print)		_
TITLE:	DATE:			
FIRM NAME:(If any)				
ADDRESS:				
(Street address)	(City)	(State)	(Zip)	
PHONE:	FAX:			
EMAIL ADDRESS:			· · · · · · · · · · · · · · · · · · ·	

FOR CITY USE ONLY - DO NOT WRITE BELOW

Recyclable/Non-recyclable Waste Disposal Pickup Dumpsters

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Bid Reference No: 91027-023.0

# SECTION III SPECIFICATIONS

### 1. INTENT

It is the intent of this Invitation for Bids to have provided by the contractor recycling and waste disposal pickup service from recyclable and non-recyclable dumpsters at various City sites located within the City of Kalamazoo. Pickup and disposal service shall be provided on a regularly scheduled weekly basis from dumpsters and containers furnished by the Contractor. Locations, dumpster sizes and pickup frequencies are provided below. The City reserves the right to award this contract to the bidder that provides more complete recycling services, whatever is in the best interest of the City.

### 2. RIGHT TO MATERIALS

- 2.1 It shall be the Contractor's responsibility to recycle the recyclable materials and dispose of the waste in a manner and fashion that complies with all local, state and federal laws and regulations. The Contractor shall assume ownership of the waste once it has been removed from the containers by the Contractor. The Contractor retains all proceeds received by recycling materials.
- 2.2 The Contractor shall be responsible for the payment of all landfill/transfer station dumping charges.
- 2.3 Containers furnished by the Contractor shall remain the property of the Contractor.

### 3. RECYCLABLE MATERIALS

The list below describes all recyclable items that shall be accepted by the contractor. If any items are not acceptable, please indicate the items.

### Paper including:

Catalogs (paperback only)	Business cards	Business forms	Copier Paper
Coated paper	Computerprintouts	Envelopes	File folders (manila)
Index cards	Junk mail	Maps	Magazines
Newspapers (incl. inserts)	Office stationery	Pad & tablet paper	Post-it notes
Paper bags (brown, not lam	inated or waxed)	Telephone books	Trade journals

- Cardboard including: Boxes (cereal type, uncoated), Corrugated cardboard
- Glass, both clear and colored, bottles and jars
- Plastics #1 PET, #2 HDPE, #3 PVC, #4 LDPE, #5 PP, #6 PS, #7
- Metals, aluminum and steel cans, aluminum foil and trays.

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### 4. AWARD

Award shall be made on an aggregate basis, not split, subject to the appropriation of funds.

### 5. CONTRACT PERIOD AND EXTENSIONS

- 5.1 The contract shall be in effect for a two (2) year period commencing on or about April 1, 2024 and shall continue through March 31, 2026.
- 5.2 The City may opt to extend this contract for three additional one (1) year periods. Extensions shall not exceed three (3) one-year periods. All extensions shall be upon mutual agreement of both parties.

### 6. PRICES AND DELIVERY

All unit prices shall include free delivery to each location. Fuel surcharges and delivery charges will be unacceptable.

### 7. ORDERING

By establishing a janitorial supplies contract, the City will have the authority to order directly from the vendor to fill departmental requirements. Orders will be placed by telephone for delivery by the vendor or for customer pick-up.

# 8. UNIT PRICE(S)

Unit prices shall remain firm for at least one (1) year. City of Kalamazoo will review price increases for each year of the contract.

### 9. SCHEDULE, LOCATIONS AND CONTAINER SIZES

	Trash	Trash	Co-Mingle / Single Stream
	Qty & Container Size	Pickup Frequency	Recycling Container
A. PUBLIC SAFETY			
Station #2- 1007 E. Alcott St	1x 4 yard	1 time / week	96 Gal- Bimonthly
Station #3- 1005 Gull Rd	1x 2 yard	1 time / week	96 Gal- Bimonthly
Station #4/5- 601 N. Park St	1x 8 yard Front Load	1 time / week	96 Gal- Bimonthly
Station #6- 1414 Howard St	1x 6 yard	1 time / week	96 Gal- Bimonthly
Station #7- 2331 Parkview Ave	1x 2 yard	1 time / week	96 Gal- Bimonthly
Pistol Range- 2320 W. Schippers	1x 2 yard	1 time / week	96 Gal- Bimonthly
Headquarters- 150 E. Crosstown Pkwy	1x 8 yard Front Load	3 times / week	96 Gal- Bimonthly
Training Tower- 300 Nazareth Rd	1x 8 yard Front Load	on call service	96 Gal- Bimonthly

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			Co-Mingle / Single Stream
	Container Size	Pickup Frequency	Recycling Container
B. PUBLIC SERVICES			
Stockbridge Facility- 415 E. Stockbridge Ave	2x 8 yard	2 times / week	2x 8 yard, 1 time/week
Central Well Field- 215 W. Stockbridge Ave	1x 6 yard	1 time / week	No
Water Station 24- 6310 Texas Dr	1x2 yard	1 time/week	No
Harrison Facility- 1415 N. Harrison St			
(Building 6)	1x 8 yard	1 time / week	1x 6 yard, 1 time/week
Pole Building – 1415 Harrison St	1x 8 yard	1 time/week	No
LPO Building- 1415 N. Harrison St Maintenance Building 24- 1415 N. Harrison	1x 8 yard	1 time / week	No
St	1x 4 yard	1 time / week	2x 6 yard, 2 time/week
WAR Building- 1415 N. Harrison St Instrument Tech Building- 1415 N. Harrison	1x 8 yard	1 time / week	No
St	1x 8 yard	2 time / week	No
City Hall- 241 W. South St	1x 2 yard	1 time / week	1x 2 yard, 1 time/week
Wellness Center – 1631 S Westnedge	1x 4 yard	1 time/week	96 Gal – Bimonthly
	Container Size	Pickup Frequency	Co-Mingle / Single Stream
	Container Size	Fickup Frequency	Recycling Container
C. CITY CLERK			
C. CITY CLERK Records Center- 3001 S. Burdick St	1x 2 yard	1 time / week	No
	1x 2 yard	1 time / week	No Co-Mingle / Single Stream
Records Center- 3001 S. Burdick St			No Co-Mingle / Single
Records Center- 3001 S. Burdick St  D. PARKS AND RECREATION	1x 2 yard  Container Size	1 time / week  Pickup Frequency	No  Co-Mingle / Single  Stream  Recycling Container
D. PARKS AND RECREATION Kik Pool- 1018 Walter St	1x 2 yard  Container Size  1x 8 yard	1 time / week  Pickup Frequency  3 times/week May-Sept	No  Co-Mingle / Single Stream Recycling Container  No
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave	1x 2 yard  Container Size  1x 8 yard 2x 8 yard	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct	No  Co-Mingle / Single Stream Recycling Container  No No
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week	No  Co-Mingle / Single Stream Recycling Container  No No No 1x 96 Gal - Bimonthly
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave Milham Park- 607 E Kilgore	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote 1x 8 yard	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week 2 times / week	No  Co-Mingle / Single Stream Recycling Container  No No
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week	No  Co-Mingle / Single Stream Recycling Container  No No No 1x 96 Gal - Bimonthly
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave Milham Park- 607 E Kilgore	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote 1x 8 yard	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week 2 times / week	No  Co-Mingle / Single Stream Recycling Container  No No No 1x 96 Gal - Bimonthly No
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave Milham Park- 607 E Kilgore Spring Valley Park- 2346 Mt. Olivet Rd	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote 1x 8 yard 1x 8 yard	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week 2 times / week 2 times / week May-Oct	No  Co-Mingle / Single Stream Recycling Container  No No 1x 96 Gal - Bimonthly No No
D. PARKS AND RECREATION Kik Pool- 1018 Walter St Versluis Dickinson- 1924 Douglas Ave Station #5- 619 Douglas Ave Milham Park- 607 E Kilgore Spring Valley Park- 2346 Mt. Olivet Rd Youth Dev. Center- 230 E. Crosstown Pkwy	1x 2 yard  Container Size  1x 8 yard 2x 8 yard 8x 96 Gallon Tote 1x 8 yard 1x 8 yard 1x 8 yard 1x 4 yard	1 time / week  Pickup Frequency  3 times/week May-Sept 2 times/week May-Oct 1 time / week 2 times / week 2 times / week 1 time / week	No  Co-Mingle / Single Stream Recycling Container  No No 1x 96 Gal - Bimonthly No No 1x 2 yard, 1 time / week

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# 8. SERVICING OF DUMPSTERS

Seasonal dumpsters must be either picked up or locked off during the off-season. All dumpsters must be capable of being locked by City staff.

### 7. INVOICING

Upon delivery the vendor shall leave an itemized copy of the packing slip with the using agency and obtain signature of proof of delivery. The vendor shall submit a monthly invoice in duplicate listing detail of items and cost.

All original invoice(s) will be sent to the Financial Services Division, 241 W. South Street, Kalamazoo, MI 49007 or via email at <a href="mailto:apinvoice@kalamazoocity.org">apinvoice@kalamazoocity.org</a>. The Finance Division processes payments after receipt of an original invoice from the Contractor and approval by the department. The City of Kalamazoo's policy is to pay invoice(s) within 30 days from the receipt of the original invoice if the services or supplies are satisfactory and the proper paperwork and procedures have been followed. In order to guarantee payment to the vendor on a timely basis, the vendor needs to receive a purchase order number before supplying the City of Kalamazoo with goods or services." All original, and copies of original invoice(s), will clearly state which purchase order they are being billed against.

The City of Kalamazoo is a government municipality and therefore is tax exempt from all sales tax.

The vendor is responsible for supplying the Finance Division with a copy of their W9 if they are providing a service to the City of Kalamazoo.

### 9. RESPONSIBILITY OF CONTRACTOR

- a. The Contractor shall be responsible for the satisfactory and complete execution of the work in accordance with the true intent of the specifications. He/she shall provide, without extra charge, all incidental items required as a part of the work even though not particularly specified or indicated.
- b. Contractor must within 24 hours respond, acknowledging a service request received from the City and within one week make the requested change. If the service request is to report missed service, it must be colTected within 24 hours.
- c. Data Collection: The Contractor shall submit a monthly report consisting of a summation of the weight of materials collected, both recyclable and landfill. All data collection shall be provided with each monthly invoice. The Contractor shall retain all data and program information for the period of the Agreement.
- d. Provide addresses of any and all Landfills, Transfer Stations, and Material Recovery Facilities utilized to manage the materials collected.

### 10. CITY'S PROJECT MANAGER

The City's Project Manager or his/her duly authorized representative shall have general authority to stop the work whenever such stoppage may be necessary to ensure the proper execution of the contract, and to decide questions or interpretation which may arise from the contract documents.

The City's Project Manager will have the right to inspect any equipment to be used in carrying out the terms of the contract.

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Equipment or completed work not complying with the terms of this contract may be rejected by the City's Project Manager of designated representative and will be replaced by the Contractor at no cost to the City.

# 13. QUESTIONS

Bidders shall address questions regarding the specifications to Quentin Pike, Citywide Facilities Manager, at (269) 716 – 3796 or <u>pikeq@kalamazoocity.org</u>. (This does not relieve the requirements of Page 1, Item 3.) Questions regarding terms, conditions and other related bid requirements may be addressed to Nicole Kling, Buyer, at <u>klingn@kalamazoocity.org</u> or (269) 337-8746.

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# SECTION IV INDEMNITY AND INSURANCE

Contractor, or any of their subcontractors, shall not commence work under this contract until they have obtained the insurance required under this paragraph, and shall keep such insurance in force during the entire life of this contract. All coverage shall be with insurance companies licensed and admitted to do business in the State of Michigan and acceptable to the City of Kalamazoo within ten (10) days of the Notice of Award. The requirements below should not be interpreted to limit the liability of the Contractor. All deductibles and SIR's are the responsibility of the Contractor.

The Contractor shall procure and maintain the following insurance coverage:

<u>Workers' Compensation Insurance</u> including Employers' Liability Coverage, in accordance with all applicable statutes of the State of Michigan.

Commercial General Liability Insurance on an "Occurrence Basis" with limits of liability not less than \$1,000,000 per occurrence and aggregate. Coverage shall include the following extensions: (A) Contractual Liability; (B) Products and Completed Operations; (C) Independent Contractors Coverage; (D) Broad Form General Liability Extensions or equivalent, if not already included and (E) XCU coverage if the nature of the contract requires XC or U work.

<u>Automobile Liability</u> in accordance with all applicable statutes of the State of Michigan, with limits of liability not less than \$1,000,000 per occurrence, combined single limit for Bodily Injury, and Property Damage. Coverage shall include all owned vehicles, all non-owned vehicles, and all hired vehicles.

Additional Insured: Commercial General Liability and Automobile Liability, as described above, shall include an endorsement stating that the following shall be *Additional Insureds*: The City of Kalamazoo, all elected and appointed officials, all employees and volunteers, all boards, commissions, and/or authorities and board members, including employees and volunteers thereof. It is understood and agreed that by naming the City of Kalamazoo as additional insured, coverage afforded is considered to be primary and any other insurance the City of Kalamazoo may have in effect shall be considered secondary and/or excess.

To the fullest extent permitted by law the Contractor agrees to pay on behalf of, indemnify, and hold harmless the City of Kalamazoo, its elected and appointed officials, and employees against any claims, demands, suits, or loss, including all costs connected therewith, and for any damages which may be asserted, claimed, or recovered against or from the City of Kalamazoo, by reason of personal injury, including bodily injury or death and/or property damage, including loss of use thereof, caused in whole or part by any negligent act or omission by the Contractor, its employees, agents, or officers which arises out of, or is in any way connected or associated with, this contract.

<u>Cancellation Notice</u>: All policies, as described above, shall include an endorsement stating that it is understood and agreed that thirty (30) days, or ten (10) days for non-payment of premium, Advance Written Notice of Cancellation, Non-Renewal, Reduction, and/or Material Change shall be sent to: City of Kalamazoo, Purchasing Division, 241 W. South Street, Kalamazoo, MI 49007.

<u>Proof of Insurance Coverage</u>: The Contractor shall provide the City of Kalamazoo at the time that the contracts are returned by him/her for execution, or within 10 days of Notice of Award, whichever is earlier, a Certificate of Insurance as well as the required endorsements. In lieu of required endorsements, if applicable, a copy of the policy sections where coverage is provided for additional insured and cancellation notice would be acceptable. Copies or certified copies of all policies mentioned above shall be furnished, if so requested.

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# INDEMNITY AND INSURANCE Continued

If any of the above coverages expire during the term of this contract, the Contractor shall deliver renewal certificates and/or policies to City of Kalamazoo at least ten (10) days prior to the expiration date.

Scope of Coverage: The above requirements and conditions shall not be interpreted to limit the liability of the Contractor under this Contract, but shall be interpreted to provide the greatest benefit to the City and its officers and employees. The above listed coverages shall protect the Contractor, its employees, agents, representatives and subcontractors against claims arising out of the work performed. It shall be the Contractor's responsibility to provide similar insurance for each subcontractor or to provide evidence that each subcontractor carries such insurance in like amount prior to the time such subcontractor proceeds to perform under the contract.

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# SECTION V TERMS AND CONDITIONS

### 1. AWARD OF CONTRACT

A. This contract will be awarded to that responsible bidder whose bid, conforming to this solicitation, will be most advantageous to the City, price and other factors considered. The City reserves the right to accept or reject any or all bids and waive informalities and minor irregularities in bids received. Other factors include, as an example but not limited to, delivery time, conformance to specifications, incidental costs such as demurrage and deposits, etc.

Notification of award will be in writing by the Purchasing Agent. Upon notification, the Contractor shall submit to the Purchasing Division all required insurance certificates (if required) and such other documentation as may be requested or required hereunder. Upon their receipt and subsequent approval by the City, the Purchasing Agent will forward to the Contractor a written **NOTICE TO PROCEED**. Work shall **NOT** be started until such **NOTICE TO PROCEED** is received by the Contractor.

- B. Unilateral changes in bid prices by the bidder shall not be allowed. However, the City, at its sole option, reserves the right to negotiate with bidders in the event of, but not limited to:
  - 1) No bids received;
  - 2) A single bid being received; or
  - 3) Prices quoted or bid are over budget and/or unreasonable.

### 2. COMPLETE CONTRACT

This bid document together with its addenda, amendments, attachments and modifications, when executed, becomes the complete contract between the parties hereto, and no verbal or oral promises or representations made in conjunction with the negotiation of this contract shall be binding on either party.

### 3. SUBCONTRACTORS - NON ASSIGNMENT

Bidders shall state in writing any and all sub-contractors to be associated with this bid, including the type of work to be performed. The Contractor shall cooperate with the City of Kalamazoo in meeting its commitments and goals with regard to maximum utilization of minority and women-owned business enterprises.

The Contractor hereby agrees and understands that the contract resulting from this solicitation shall not be transferred, assigned or sublet without prior written consent of the City of Kalamazoo.

### 4. TAXES

The City of Kalamazoo is exempt from all federal excise tax and state sales and use taxes.

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### 5. **INVOICING**

All original invoice(s) will be sent to the Financial Services Division, 241 W. South Street, Kalamazoo, MI 49007 or via email at <a href="mailto:apinvoice@kalamazoocity.org">apinvoice@kalamazoocity.org</a>. The Finance Division processes payments after receipt of an original invoice from the Contractor and approval by the department. The City of Kalamazoo's policy is to pay invoice(s) within 30 days from the receipt of the original invoice, if the services or supplies are satisfactory and the proper paperwork and procedures have been followed. In order to guarantee payment to the vendor on a timely basis, the vendor needs to receive a purchase order number before supplying the City of Kalamazoo with goods or services." All original, and copies of original invoice(s), will clearly state which purchase order they are being billed against.

The City of Kalamazoo is a government municipality and therefore is tax exempt from all sales tax.

The vendor is responsible for supplying the Finance Division with a copy of their W9 if they are providing a service to the City of Kalamazoo.

### 6. **PAYMENTS**

Unless otherwise specified by the City in this contract, the Contractor will be paid in not more than thirty (30) days after receipt of a properly executed invoice, the sum stipulated herein for supplies delivered and accepted, or service rendered and accepted. Payments are processed by the Management Services Financial Services Division after receipt of an original invoice from the Contractor and approval by the department.

### 7. CHANGES AND/OR CONTRACT MODIFICATIONS

The City reserves the right to increase or decrease quantities, service or requirements, or make any changes necessary at any time during the term of this contract, or any negotiated extension thereof. Price adjustments due to any of the foregoing changes shall be negotiated and mutually agreed upon by the Contractor and the City.

Changes of any nature after contract award which reflect an increase or decrease in requirements or costs shall not be permitted without prior approval by the Purchasing Agent. City Commission approval may also be required.

ANY CHANGES PERFORMED IN ADVANCE OF PURCHASING AGENT APPROVAL MAY BE SUBJECT TO DENIAL AND NON-PAYMENT.

### 8. LAWS, ORDINANCES AND REGULATIONS

The Contractor shall keep himself/herself fully informed of all local, state and federal laws, ordinances and regulations in any manner affecting those engaged or employed in the work and the equipment used. Contractor and/or employees shall, at all times, serve and comply with such laws, ordinances and regulations.

Any permits, licenses, certificates or fees required for the performance of the work shall be obtained and paid for by the Contractor.

This contract shall be governed by the laws of the State of Michigan.

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### 9. RIGHT TO AUDIT

The City or its designee shall be entitled to audit all of the Contractor's records, and shall be allowed to interview any of the Contractor's employees, throughout the term of this contract and for a period of three years after final payment or longer if required by law to the extent necessary to adequately permit evaluation and verification of:

- A. Contractor compliance with contract requirements,
- B. Compliance with provisions for pricing change orders, invoices or claims submitted by the Contractor or any of his payees.

### 10. HOLD HARMLESS

If the negligent acts or omissions of the Contractor/Vendor or its employees, agents or officers, cause injury to person or property, the Contractor/Vendor shall indemnify and save harmless the City of Kalamazoo, its agents, officials, and employees against all claims, judgments, losses, damages, demands, and payments of any kind to persons or property to the extent occasioned from any claim or demand arising therefrom.

### 11. **DEFAULT**

The City may at any time, by written notice to the Contractor, terminate this contract and the Contractor's right to proceed with the work, for just cause, which shall include, but is not limited to the following:

- A. Failure to provide insurance and bonds (when called for), in the exact amounts and within the time specified or any extension thereof.
- B. Failure to make delivery of the supplies, or to perform the services within the time specified herein, or any extension thereof.
- C. The unauthorized substitution of articles for those bid and specified.
- D. Failure to make progress if such failure endangers performance of the contract in accordance with its terms.
- E. Failure to perform in compliance with any provision of the contract.
- F. **Standard of Performance** Contractor guarantees the performance of the commodities, goods or services rendered herein in accordance with the accepted standards of the industry or industries concerned herein, except that if this specification calls for higher standards, then such higher standards shall be provided.

Upon notice by the City of Contractor's failure to comply with such standards or to otherwise be in default of this contract in any manner following the Notice to Proceed, Contractor shall immediately remedy said defective performance in a manner acceptable to the City. Should Contractor fail to immediately correct said defective performance, said failure shall be considered a breach of this contract and grounds for termination of the same by the City.

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### **DEFAULT** (cont.)

In the event of any breach of this contract by Contractor, Contractor shall pay any cost to the City caused by said breach including but not limited to the replacement cost of such goods or services with another Contractor.

The City reserves the right to withhold any or all payments until any defects in performance have been satisfactorily corrected.

In the event the Contractor is in breach of this contract in any manner, and such breach has not been satisfactorily corrected, the City may bar the Contractor from being awarded any future City contracts.

G. All remedies available to the City herein are cumulative and the election of one remedy by the City shall not be a waiver of any other remedy available to the City either listed in this contract or available by operation of law.

### 12. TERMINATION OF CONTRACT

The City may, at any time and without cause, suspend the work of this contract for a period of not more than ninety days after providing notice in writing to the Contractor. The Contractor shall be allowed an adjustment in the contract price or an extension of the contract times, or both, directly attributable to the suspension if Contractor makes an approved claim.

The City may, without prejudice to any other right or remedy of the City, and with or without cause, terminate the contract by giving seven days written notice to the Contractor. In such case the Contractor shall be paid, without duplication, for the following items:

- A. Completed and acceptable work executed in accordance with the contract documents prior to the effective date of termination, including fair and reasonable sums for overhead and profit on such work;
- B. Expenses sustained prior to the effective date of termination in performing services and furnishing labor, materials or equipment as required by the contract documents in connection with uncompleted work, plus fair and reasonable sums for overhead and profit on such expenses;
- C. All documented claims, costs, losses and damages incurred in settlement of terminated contracts with Subcontractors, Suppliers and others; and
- D. Reasonable expenses directly attributable to termination.

The Contractor shall not be paid on account of loss of anticipated profits or revenue or other economic loss arising out of or resulting from such termination.

### 13. INDEPENDENT CONTRACTOR

At all times, the Contractor, any of his/her employees, or his/her sub-contractors and their subsequent employees shall be considered independent contractors and not as City employees. The Contractor shall exercise all supervisory control and general control over all workers' duties, payment of wages to Contractor's employees and the right to hire, fire and discipline their employees and workers. As an independent contractor, payment under this contract shall not be subject to any withholding for tax, social security or other purposes, nor shall the Contractor or his/her employees be entitled to sick leave, pension benefit, vacation, medical benefits, life insurance or workers' unemployment compensation or the like.

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### 14. **MEETINGS**

The Contractor and/or Project Supervisor shall be available to meet with the Department Head or Project Manager at a mutually agreeable time to discuss problems, issues or concerns relative to the contract. Either party may call a meeting at any time. When such a request for a meeting is made, the meeting date shall, in no case exceed five (5) working days after the request; and, if in the sole opinion of the Department Head, the severity of the circumstance warrants, no more than one (1) working day.

### 15. INSPECTION OF WORK SITE

Before submitting bids or quotes for work, the Contractor shall be responsible for examining the work site and satisfying himself/herself as to the existing conditions under which he/she will be obligated to operate, or that in any way affects the work under this contract. No allowance shall be made subsequently, in behalf of the Contractor, for any negligence on his/her part.

### 16. CONTRACT PERIOD, EXTENSIONS, CANCELLATION

- A. The contract shall be in effect for the term stated in the specifications.
- B. The City may opt to extend this contract upon mutual agreement of both parties. The number of extensions shall be limited to that stated in the specifications.
- C. The City may, from time to time, find it necessary to continue this contract on a month-to-month basis only, not to exceed a six (6) month period. Such month-to-month extended periods shall be by mutual agreement of both parties, with all provisions of the original contract or any extension thereof remaining in full force and effect.
- D. All contracts, extensions and cost increases are subject to availability of funds and the approval of the City Commission (if required).
- E. The City reserves the right to cancel the contract due to non-appropriation of funds by the City with thirty (30) days written notice.
- F. Either party may terminate the contract (or any extension thereof) without cause at the end of any twelve (12) month term by giving written notice of such intent at least 60 days prior to the end of said twelve (12) month term.
- G. All notices are in effect commencing with the date of mailing. Written notices may be delivered in person or sent by First Class mail; faxed or emailed to the last known address.
- H. If cancellation is for default of contract due to non-performance, the contract may be canceled at any time (see Item 11, DEFAULT)

# APPENDIX A NON-DISCRIMINATION CLAUSE FOR ALL CITY OF KALAMAZOO CONTRACTS

The Contractor agrees to comply with the Federal Civil Rights Act of 1964 as amended; the Federal Civil Rights Act of 1991 as amended; the Americans With Disabilities Act of 1990 as amended; the Elliott-Larson Civil Rights Act, Act. No. 453, Public Act of 1976 as amended; the Michigan Handicappers Civil Rights Act, Act No. 220, Public Act of 1976 as amended, City Ordinance 1856 and all other applicable Federal and State laws. The Contractor agrees as follows:

- 1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability, family status, sexual orientation or gender identity that is unrelated to the individual's ability to perform the duties of the particular job or position. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment advertising, layoff or termination; rates of pay or other forms of compensations; and selection for training, including apprenticeship.
- 2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability family status, sexual orientation or gender identity that is unrelated to the individuals ability to perform the duties of the particular job or position.
- 3. If requested by the City, the Contractor shall furnish information regarding practices, policies and programs and employment statistics for the Contractor and subcontractors. The Contractor and subcontractors shall permit access to all books, records and accounts regarding employment practices by agents and representatives of the City duly charged with investigative duties to assure compliance with this clause.
- 4. Breach of the covenants herein may be regarded as a material breach of the contract or purchasing agreement as provided in the Elliott-Larsen Civil Rights Act and City Ordinance 1856.
- 5. The Contractor will include or incorporate by reference the provisions of the foregoing paragraphs 1 through 4 in every subcontract or purchase order unless exempted by the rules, regulations or orders of the Michigan Civil Rights Commission\* and will provide in every subcontract or purchase order that said provision will be binding upon each subcontractor or seller.
- 6. The Contractor will not preclude a person with a criminal conviction from being considered for employment unless otherwise precluded by federal or state law. (for contracts over \$25,000)

The Elliott-Larson Civil Rights Act, Sec. 202 of Act. No. 453 of 1976 reads in part as follows:

Sec. 202. (1) An employer shall not:

- (a) Fail or refuse to hire, or recruit, or discharge or otherwise discriminate against an individual with respect to employment, compensation, or a term condition or privilege of employment because of religion, race, color, national origin, age, sex, height, weight or marital status.
- (b) Limit, segregate or classify an employee or applicant for employment in a way which deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of religion, race, color, national origin, age, sex, height, weight or marital status.
- (c) Segregate, classify or otherwise discriminate against a person on the basis of sex with respect to a term, condition or privilege of employment, including a benefit plan or system.

<sup>\*</sup> Except for contracts entered into with parties employing less than three employees.