



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
cokpurchasing@kalamazoocity.org

INVITATION FOR BID (IFB)

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

PROJECT NAME: Public Safety Uniform Apparel

BID REFERENCE #: 20000-001.0

IFB ISSUE DATE: Aug 13, 2024

BID DUE/OPENING DATE: Sep 5, 2024 at 3:00 p.m. Local Time

Facsimile Bids Will Not Be Accepted.

MAILING ADDRESS & INSTRUCTIONS

Mail to:

Purchasing Division
241 W. South Street
Kalamazoo, MI 49007

Questions about this IFB should be directed to:

Department Contact: **Charles Treppa, Public Safety
Executive Lieutenant (269) 337-8126**

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 BID
Public Safety Uniform Apparel

Bid Reference #: 20000-001.0

STATEMENT OF NO BID

NOTE: If you DO NOT 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 (explain below).
- _____ Specifications are unclear (explain below).
- _____ We are unable to meet specifications.
- _____ Insufficient time to respond to the Invitation for Bid.
- _____ Our schedule would not permit us to perform.
- _____ We are unable to meet bond requirements.
- _____ We are unable to meet insurance requirements.
- _____ We do not offer this product or service.
- _____ Remove us from your bidders list for this commodity or service.
- _____ Other (specify below).

REMARKS: _____

SIGNED: _____ NAME: _____
(Type or Print)

TITLE: _____ DATE: _____

FIRM NAME: _____
(if any)

ADDRESS: _____
(Street address) (City) (State) (Zip)

PHONE: _____ FAX: _____

EMAIL: _____

**SECTION I
INSTRUCTIONS TO BIDDERS**

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:

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.



2. Insert SEALED BID here.



- 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: <https://www.kalamazoo.org/bidopportunities>. However, in certain cases the posting of the bid tabulation may extend beyond the 24-hour window.

SECTION II
BID AND AWARD

The undersigned having become thoroughly familiar with and understanding all of the bid/contract documents incorporated herein by reference, and the uniform and accessory specifications attached hereto, agrees to furnish all the items listed below, delivered in the quantities requested, in compliance with all requirements herein and within the time specified at the unit prices stated below:

<u>ITEM</u>	<u>DESCRIPTION</u>	<u>UNIT PRICE</u>
1.	CLASS A UNIFORMS (FORMAL)	
A.	Trousers – per pair	
1.	Men Brand Name: <u>Flying Cross</u> Item/Stock: <u>38200-86</u>	\$ _____
2.	Women Brand Name: <u>Flying Cross</u> Item/Stock: <u>38200-86</u>	\$ _____
B.	Shirts – each	
1.	Men LS Brand Name: <u>Flying Cross</u> Item/Stock: <u>35W78-86</u>	\$ _____
2.	Women LS Brand Name: <u>Flying Cross</u> Item/Stock: <u>35W78-86</u>	\$ _____
C.	Dress Coat – each	
1.	Coat Brand Name: <u>Flying Cross</u> Item/Stock: <u>38803-86 w/ hooks and big and tall options</u>	\$ _____
D.	Ties – each	
2.	Break-A-Way type, all sizes – each Brand Name: <u>Samuel Broome (NOTE: One bid price for all sizes)</u> Item/Stock: <u>45115-3, 45095-3, 45122-3</u>	\$ _____

<u>ITEM</u>	<u>DESCRIPTION</u>	<u>UNIT PRICE</u>
2.	CLASS B UNIFORM (PATROL)	
A.	Trousers – per pair	
1.	Men Brand Name: <u>5.11</u> Item/Stock: <u>74543</u>	\$ _____
2.	Women Brand Name: <u>5.11</u> Item/Stock: <u>64467</u>	\$ _____
B.	Shorts – per pair	
1.	Men Brand Name: <u>5.11</u> Item/Stock: <u>43057</u>	\$ _____
2.	Women Brand Name: <u>5.11</u> Item/Stock: <u>43057</u>	\$ _____
C.	Shirts – each	
1.	Men LS Brand Name: <u>5.11</u> Item/Stock: <u>7207</u>	\$ _____
2.	Women LS Brand Name: <u>5.11</u> Item/Stock: <u>62008</u>	\$ _____
3.	Men SS Brand Name: <u>5.11</u> Item/Stock: <u>71037</u>	\$ _____
4.	Women SS Brand Name: <u>5.11</u> Item/Stock: <u>61016</u>	\$ _____
5.	Men Rapid (under vest) LS Brand Name: <u>5.11</u> Item/Stock: <u>72519</u>	\$ _____
6.	Women Rapid (under vest) LS Brand Name: <u>5.11</u> Item/Stock: <u>62085</u>	\$ _____

- 7. Men Rapid (under vest) SS
Brand Name: 5.11
Item/Stock: 71392 \$ _____
- 8. Women Rapid (under vest) SS
Brand Name: 5.11
Item/Stock: 61047 \$ _____
- 9. Men - Cold Weather LS
Brand Name: 5.11
Item/Stock: 42196 \$ _____
- 10. Women – Cold Weather LS
Brand Name: 5.11
Item/Stock: 32165 \$ _____

D. Suspenders

- 1. Suspenders- each
Brand Name: Elbeco
Item/Stock: VSS1 Suspension System \$ _____

3. CLASS C UNIFORM (FATIGUE)

A. Trousers – per pair

- 1. Men
Brand Name: 5.11
Item/Stock: 74427 \$ _____
- 2. Women
Brand Name: 5.11
Item/Stock: 64402 \$ _____

B. Shirts – each

- 1. Job Shirt
Brand Name: Elbeco
Item/Stock: 3774 \$ _____
- 2. Men – Polo
Brand Name: Elbeco
Item/Stock: K5134 \$ _____
- 3. Women – Polo
Brand Name: Elbeco
Item/Stock: K5174LC \$ _____

4. SPECIALTY UNIFORMS

I. SWAT

- A. Trousers – per pair
 - 1. V. XI XTU Pant
Brand Name: 5.11
Item/Stock: 74554 \$ _____

- B. Shirts – each
 - 1. V. XI XTU Rapid LS
Brand Name: 5.11
Item/Stock: 72508 \$ _____

- C. Coats - each
 - 2. V. XI XTU LT3 Jacket
Brand Name: 5.11
Item/Stock: 48393 \$ _____

II. K-9

- A. Trousers – per pair
 - 1. Men - First Tactical Pant
Brand Name: First Tactical
Item/Stock: 114002 \$ _____
 - 2. Women – First Tactical Pant
Brand Name: First Tactical
Item/Stock: 124002 \$ _____

- B. Shirts – each
 - 1. Men – Rapid (undervest) LS
Brand Name: First Tactical
Item/Stock: 111004 \$ _____
 - 2. Women – Rapid (undervest) LS
Brand Name: First Tactical
Item/Stock: 121004 \$ _____
 - 3. Men – Rapid (undervest) SS
Brand Name: First Tactical
Item/Stock: 112017 \$ _____
 - 4. Women – Rapid (undervest) SS
Brand Name: First Tactical
Item/Stock: 122017 \$ _____

III. MOTOR UNIT

- A. Trousers – per pair
 - 1. Class A Pant
Brand Name: 5.11
Item/Stock: 74407 \$ _____

IV. HONOR GUARD

- A. Trousers – each
 - 1. Class A Pant
Brand Name: Flying Cross
Item/Stock: 38200 \$ _____
- B. Jacket– each
 - 1. Class A Jacket
Brand Name: Flying Cross
Item/Stock: 38800 \$ _____
- C. Shirt – each
 - 1. Class A White Shirt
Brand Name: Flying Cross
Item/Stock: 45w-6600 \$ _____
- D. Tie - each
 - 1. French Blue Velcro Tie
Brand Name: Galls
Item/Stock: 90111-114 \$ _____

VI. KALAMAZOO VALLEY ENFORCEMENT TEAM

- A. Shirts - each
 - 1. SS Combat Shirt Gen II
Brand Name: Condor
Item/Stock: 101293-006-S \$ _____
 - 2. LS Combat Shirt Gen II
Brand Name: Condor
Item/Stock: 101281-002-XS \$ _____
 - 3. SS Trident Battle Top
Brand Name: Condor
Item/Stock: 101117-002-S \$ _____
 - 4. LS Trident Battle Top
Brand Name: Condor
Item/Stock: 101206-002-S \$ _____

VII. PARKING ENFORCEMENT

- A. Shirts – each
 - 1. Short Sleeve
Brand Name: Elbeco UFX Ultralight HiVis
Item/Stock: K5234 \$ _____
 - 2. Long Sleeve
Brand Name: Elbeco UFX Ultralight HiVis
Item/Stock: K5223 \$ _____
 - 3. Jacket
Brand Name: Elbeco HiVis Parka
Item/Stock: SH3404 \$ _____

VIII. BOMB SQUAD

- A. Trousers – each
 - 1. Men Stryke Pant
Brand Name: 5.11
Item/Stock: 74369 \$ _____
- B. Shirts – each
 - 1. Stryke LS
Brand Name: 5.11
Item/Stock: 72399 \$ _____
 - 2. Stryke SS
Brand Name: 5.11
Item/Stock: 71354 \$ _____
 - 3. Performance SS Polo
Brand Name: 5.11
Item/Stock: 71049 \$ _____

5. DUTY JACKETS

- A. All-season (All weather/waterproof)
 - 1. Small – X-Large (regular and long)
Brand Name: Elbeco
Item/Stock: SH3504 (Outer Shell) SH3204 (Inner Liner)
\$ _____
 - 2. XX-Large and Larger (regular and long)
Brand Name: Elbeco
Item/Stock: SH3504 (Outer Shell) SH3204 (Inner Liner)
\$ _____
 - 3. Extended Sizes –
Larger than manufacturers in stock sizes
Brand Name: Elbeco
Item/Stock: SH3504 (Outer Shell) SH3204 (Inner Liner)
\$ _____

6. HEADWEAR

- A. Pershing style – each
Brand Name: Keystone
Item/Stock: Pershing Cap / R801 \$ _____

- B. Baseball cap – each
Brand Name: Richardson \$ _____

7. EMBLEMS – each (Furnish and sew on when directed)

- A. Sergeants Chevrons \$ _____
- B. Formal Coat Arm Ring Designations \$ _____
- C. Years of Service Hash \$ _____
- D. Crest Patches (furnished by City)
 - 1. Uniforms \$ _____
 - 2. Coats \$ _____
 - 3. Embroidered Badges \$ _____
- E. Individual name tag and date imprinted
on all articles of clothing \$ _____

8. BADGES AND BRASS – each

- A. Blackinton - Breast Badge #B879 \$ _____
- B. Blackinton - Hat Badge # B615 \$ _____
- C. Blackinton - Hat Badge # B1274S \$ _____
- D. Blackinton Breast Badge with Wallet Clip #879 \$ _____
- E. Blackinton Fire Marshall Collar Brass #A3953A \$ _____
- F. Blackinton Badge in Clearview Pocket with Clip #A3095 \$ _____
- G. Blackinton Name Bar #J2 \$ _____
- H. Specialty Collar Brass, Ex Lt, Stra, Shirt \$ _____
- I. Specialty Collar Brass, Ex Lt, Stra, Coat \$ _____
- J. Collar Brass Double Bar, Small (pair) #A1975 \$ _____
- K. Collar Brass Double Bar, Large (pair) #A1940 \$ _____
- L. Collar Brass Leaf, Large (pair) #A1143 \$ _____
- M. Collar Brass Leaf, Small (pair) #A1984 \$ _____
- N. Collar Brass Leaf, Small (pair) #A982-3 \$ _____
- O. Collar Brass Leaf, Large (pair) #A2003 \$ _____
- P. Collar Brass Single Bar Gold (pair) #A1973 \$ _____
- Q. Collar Brass KDPS (each) \$ _____
- R. Chain #v313 \$ _____
- S. Tie Bar #A367 \$ _____
- T. Elbeco BodyShield-V3114B-Midnight Navy \$ _____
- U. Blackington Flex Badge #BK-FLX879-H \$ _____
- V. Blackington Name Plate, Blue Embossed #A7239 Nickel \$ _____
- W. Blackington Prof Excellence Enamel A6777 Nickel \$ _____
- X. Blackington Collar Brass CCB-4 Let-Nick (no periods) \$ _____

OPTION: The City reserves the right to purchase or not to purchase the above option; all purchases are subject to the availability of funding.

Bidders shall submit with bid all information requested, a detailed description of the manufacturer’s product by means of literature or current catalog, and if requested to do so by the City, samples of those items bid at no additional cost to the City. Failure to do so and/or failure to provide post-bid requested information may be cause for rejecting the bid as non-responsive.

Guaranteed delivery shall be _____ calendar days after receipt of order.

Contact person for order information shall be:

Name: _____ Phone: _____

Bidder/Contractor has examined and carefully studied the bidding documents and attachments, and acknowledges receipt of the following addenda:

Addendum No: _____
Dated: _____

Bidder shall provide all of the information as requested herein with their bid. Failure to do so and/or failure to provide post-bid requested information may be cause for rejecting the bid as non-responsive.

The City encourages the use of local labor in fulfilling the requirements of this contract.

By my signature below, I certify that the firm bidding on this contract, when making hiring decisions, does not use a past criminal conviction as a bar to or preclude a person with a criminal conviction from being considered for employment with the bidding firm unless otherwise precluded by federal or state law. I further certify that I have read and agree to be bound by the provisions of the City’s Non-Discrimination Clause found in Appendix A and as updated by City Ordinance 1856.

Signed: _____ Name: _____

Title: _____

BIDDERS QUESTIONNAIRE

FAILURE TO PROVIDE ALL OF THE FOLLOWING INFORMATION WITH THE BID MAY RESULT IN THE BID BEING REJECTED AS NON-RESPONSIVE.

Company Name: _____

Address: _____

Person completing this form: _____

1. Contractor's method of operation:

Do you have a local (storefront) facility? Yes _____ No _____

Days and Hours of operations: _____

If no, proposed method of meeting with employees and measuring, delivering and altering employee orders. (Include hours available to schedule and meet, locations of meetings, etc.)

Do you presently inventory items as listed on this bid? Yes _____ No _____

How does your facility provide for taking employee measurements? (Include how many people are available to take measurements, whether sample garments are available in several sizes to try on and limitations as to accuracy of sizes.)

2. Delivery schedule:

A. Employee measurements within _____ days after notification.

B. Initial delivery within _____ days after fittings.

C. Delivery of altered garments within _____ days after alteration fittings.

BIDDERS QUESTIONNAIRE (cont.)

3. Provide the name, phone and facsimile number of person(s) that will be handling the City's account, and their expected role:

4. Include a list of references of similar contracts for uniforms provided by your firm in the last five (5) years: Provide name, contact person and phone number.

Firm Name: _____
Address: _____
Contact Person: _____ Phone: _____

Firm Name: _____
Address: _____
Contact Person: _____ Phone: _____

Firm Name: _____
Address: _____
Contact Person: _____ Phone: _____

Firm Name: _____
Address: _____
Contact Person: _____ Phone: _____

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: _____

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 personal property taxes are paid or provide non-profit status:

The above information is accurate:

Signature: _____

Date: _____

Title: _____

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.)*

Part I: Proof that the bidder does not inquire about an individual’s past arrest or criminal history on the bidders employment application form

- Attach a copy of the current application for employment being used by the bidder

Part II: Certification that the bidder does not use an individual’s past arrest or criminal history to unlawfully discriminate against them by checking *one or more* of the following:

- That pursuant to federal or state law bidder is precluded from hiring persons with certain criminal records from holding particular positions or engaging in certain occupations by providing a cite to the applicable statute or regulation; if checking this box, provide a citation to the applicable statute or rule upon which the bidder is relying: _____
- That bidder conducts criminal history background checks only as necessary, and only after making a conditional offer of employment; that any withdrawal of an offer of employment to an individual because of a past criminal history is job-related and consistent with business necessity after the individual has been provided an individualized assessment opportunity to review and challenge or supplement the history of past criminal conduct being relied upon by the bidder;
- That the use by bidder of criminal history background checks complies with the U.S. Equal Employment Opportunity Commission’s Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions and that the bidder has not had a determination rendered against it in past 7 years that it discriminated against a person through the use of an individual’s arrest or criminal history

I CERTIFY THAT THE ABOVE STATEMENTS ARE TRUE.

Date

Signature

Printed Name

November 2017

Position

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 used by the City for purchase orders, payment and other contractual purposes. If the contractual relationship is with, or the payment made to, another firm please provide a complete explanation on your letterhead and attach to your bid. Please provide for accounts payable purposes:

Tax Identification Number (Federal ID): _____

Remittance Address: _____

Financial Contact Name: _____ Financial Contact Phone Number: _____

Financial Contact Email Address: _____

I hereby state that I have read, understand, and agree to be bound by all terms and conditions of this bid document.

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

SECTION III
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:

Workers' Compensation Insurance 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.

Automobile Liability 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.

Cancellation Notice: 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.

Proof of Insurance Coverage: 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.

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.

SECTION IV
SPECIFICATIONS AND GENERAL REQUIREMENTS

1. INTENT

It is the intent of the City of Kalamazoo Department of Public Safety (KDPS) to enter into a contract to provide its current employees and new hires additional and/or replacement uniforms and accessories on an as required basis.

It is the intent of these specifications to secure uniforms and accessories meeting or exceeding the following minimum specifications. It is not the intent of these minimum specifications, in any way, to preclude reputable bidders from bidding, nor to inhibit free and open competition.

The items listed herein, which together make up the KDPS uniform and accessories, shall be stocked by the Contractor until as such time a written order is received.

2. AWARD AND AWARD CRITERIA

Award shall be made on an aggregate basis, not split, and will be based on quality, cost and other factors which reasonably may be considered. Bidders shall have five or more years of experience with the type and volume of this specific contract.

3. CONTRACT PERIOD AND EXTENSIONS

The contract shall be in effect for a two (2) year period, commencing on or about **November 1, 2024**, subject to availability of funds and the following renewal options. The City may opt to renew this contract for three (3) additional one 1-year periods. All renewals shall be upon mutual agreement of both parties and upon availability of funds.

4. PRICES

Bidders shall provide pricing as indicated on the Bid and Award pages. Any costs associated with additional alterations that exceed that price as bid by the Contractor will be at the expense of the Contractor. All costs incurred with the return, replacement or correction of improper fitting or faulty items will be at the expense of the Contractor.

Bid prices shall remain firm for the duration of this contract and for any negotiated renewal thereof. Prices shall include, in addition to initial uniform/accessories costs, measuring and fitting, all alterations, packing, handling and shipping charges and shall be F.O.B. delivered to Public Safety, 150 E. Crosstown Parkway, Suite A, Kalamazoo, MI 49001 directed to the attention of the Captain of the Service Division. The unit price(s) bid shall constitute the only charge to the City.

5. ORDER FREQUENCY

It is estimated that 200 individual uniforms and/or accessories may be purchased annually. Orders may be for a single item or a complete outfit. The Contractor shall provide the specified services regardless of the quantity orders. Order releases will be grouped when practical.

6. PERSONNEL

A. Regular Sworn Officers

Men	205
Women	40

Community Service Officers

Men	8
Women	4

B. Standard Issue:

Trousers	3 pairs
Trouser Fatigue	3 each
All Season Jacket	1
Light Duty Jacket	1
Cold Weather Shirts	2
Long Sleeve Shirts	4
Short Sleeve Shirts	4
Ties	2
Caps	3
Rapid Shirts LS	3
Rapid Shirts SS	3

7. ESTIMATED QUANTITIES (per year)

As exact quantities cannot be determined, the usage amounts listed below are intended to be used as a guide for bidders. The listed amounts are the quantities estimated to be required per year. The City offers no guarantees as to the exact items or the amounts that may be purchased under this contract and may be more or less than indicated.

Note: Totals include both men, women; Regular and Community Service Officers.

Class A:

Trouser	30 each
Shirt	30 each
Coat	30 each

Class B:

Trousers	125 pairs
Outer Jackets	30 each
Light Duty Jackets	30 each
Cold Weather Shirts	200 each
Long Sleeve Shirts	100 each
Short Sleeve Shirts	100 each
Ties	50 each
Caps	30 each

Class C:

Trousers	90 each
Shirts – LS	75 each
Shirts – SS	75 each

Specialty Units:

Trousers	50 each
Shirts	50 each

8. UNIFORM SPECIFICATIONS

LABELS: ALL APPAREL TO HAVE KALAMAZOO PUBLIC SAFETY, OFFICER'S NAME, DATE OF ORDER, NUMBER OF MATERIALS USED AND OFFICER'S SIZE. THIS INFORMATION IS TO BE ON AN APPROPRIATE SIZE TAG WITH PERMANENT INK.

(Bid Item: 7.E.)

8.1 TROUSERS-CLASS B DUTY

- A. Men / Women – 5.11 SKU 74543 / 64467 **(Bid Item: 2.A.1. and 2.A.2.)**
Same as above, except:

Trouser stripes: Full length of both out seams, 1" wide, (French blue) light blue color. Added to all Regular Officer's trousers (men and women). Applies to Item 74543 and 64467.

9. EMBLEMS

- 9.1 Sergeant's Chevrons: Army size and pattern. Navy blue gabardine with bright blue Swiss embroidery, three bars. Gemsco #22100, 3" x 2 7/8". To be sewn on all jackets and shirts when indicated and bid as a separate item. To be furnished by Contractor.
- 9.2 Shoulder emblems shall be sewn on all jackets and shirts (excluding job shirt and polos). Cost for this service shall be included in the bid price of each garment. Shoulder emblems will be furnished by the City of Kalamazoo.

10. SERVICE REQUIREMENTS

The following services shall be furnished by the contractor and shall be included in the unit prices bid.

- A. Take measurements of Public Safety personnel as required within 7 to 14 days of notification.
- B. Provide all required alterations of new garments.
- C. Adjust, repair or replace defective materials or workmanship other than that due to normal wear and tear.
- D. The contractor will be responsible for all returns, pick ups and deliveries at 150 E. Crosstown Parkway, Suite A, Kalamazoo, MI 49001, due to improper fit, defective materials or workmanship.**
- E. In order to keep alterations to a minimum, the Contractor shall have a variety of sizes of garments and accessories available for fittings. The Contractor shall, in all cases, order sizes requiring the least alterations possible, for example, women's uniforms in women's sizes.

11. TIME SCHEDULE

The Contractor shall be required to provide normal deliveries on all items on a **thirty (30)** day basis beginning with the date of written order release. This time period includes measuring and alterations, as required.

Whereas, the City recognizes that conditions beyond the control of the Contractor may occasionally occur preventing scheduled deliveries, extensions will only be granted after notification by the Contractor, prior to scheduled delivery date, the causes for delay, articles involved and the revised schedule. Extensions will not be granted for more than thirty (30) days.

NOTE: Failure to adhere to the requirements as stated above will constitute breach of contract resulting in the assessment of liquidated damages and grounds for termination of the contract by the City. (See Section 19, Liquidated Damages and Section V, Item 10, Default)

12. SUPERVISION

The Captain of the Public Safety-Service Division or designee shall have general authority over the services provided and make adjustments necessary to uniforms and/or accessories reflecting any changes in personnel and/or department requirements.

Additionally, the Captain or designee shall have the authority to reject any and all items which do not conform to the contract requirements and the general quality of service expected with a contract of this type. Payment will not be made until all requirements have been met.

13. INSPECTION

Prior to submitting bids, the bidders shall inspect and become familiar with the current Public Safety uniform, i.e., the style, material, color, etc. Bidders shall bid only those materials and accessories that conform to these requirements. Deviations **will not** be allowed.

Appointments for uniform inspection shall be made by contacting the Service Division at (269) 337-8126.

No extra charge or compensation will be allowed for any errors, omissions or miscalculations or because of failure on the part of the bidder to investigate or inspect the current uniform.

14. LIQUIDATED DAMAGES

The City shall notify the vendor of contract violations. It shall be the duty of the vendor to take whatever steps may be necessary to remedy the cause of the complaint. Failure to remedy the cause of the complaint within twenty-four (24) hours shall be considered a breach of contract, and for the purpose of computing damages under the provision of this section, it is agreed that the City may deduct from payments due or to become due to the vendor, a minimum assessment of \$20.00 per garment, per day, per occurrence.

The Contract Administrator, or his/her designee, shall have the discretion to assess liquidated damages for performance deficiencies, including, but not limited to the following:

- Substituting items in place of those specifically offered and accepted by the City in the contract.
- Failure to deliver within the time frame as indicated in the contract.
- Failure to properly measure and alter these items requiring adjustments to assure proper fit.
- Failure to meet any one of the requirements and specifications of the contract.

Liquidated damages shall be determined by the City based on the severity of the infraction, frequency of occurrence and inconvenience to City staff. The assessed damages shall be deducted from the Contractor's payment after investigation by the City, whose decision in the matter shall be final and binding upon both parties, unless appealed.

Appeals and Remedies:

Appeals and remedies must be submitted in writing to the Purchasing Manager within ten (10) calendar days after receipt of notice. A copy of that decision will be issued in writing stating the reason for the decisions reached within fourteen (14) calendar days after receipt of such protest or notice of other controversy.

The decision of the Purchasing Manager shall be final and conclusive unless the aggrieved party files a written appeal with the Purchasing Manager, addressed to the City Manager within ten (10) calendar days after receipt of the Purchasing Manager's decision. The City Manager shall issue a decision within fourteen (14) days after receipt of appeal unless the parties agreed to a longer period. The decision of the City Manager shall be final and conclusive. A copy of the decision shall be mailed, or otherwise furnished, to the aggrieved party and shall state reasons for the actions taken. In the absence of a decision by the City Manager within the time specified, the decision of the Purchasing Manager will stand.

15. **QUESTIONS**

Questions relative to the terms and conditions and bidding procedures may be addressed to Kyle Dunn Buyer, at (269) 337-8720 or dunnk@kalamazoocity.org. Questions relative to the specifications may be addressed to Charles Treppa, Public Safety Executive Lieutenant (269) 337-8126 or treppac@kalamazoocity.org. This does not, however, relieve the requirements of Page 1, Item 3.

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.

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 apinvoice@kalamazoocity.org. 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.

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.

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.

DEFAULT (cont.)

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.

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.

* Except for contracts entered into with parties employing less than three employees.