

Janitorial Wage Rate Analysis 2015

		City of Milpitas Janitorial RFP Interested Parties			Malls		Nearby Businesses		
	Steps	* Universal Building Services	Crossroads Diversified Services	Olympic Cleaning Service	* Great Mall - contracted	Stanford Mall - contracted with Trademark Staffing	SanDisk contracted with Medallion	Flextronics contracted with Medallion	Levi Stadium - contracted with ABM
Janitor	1	\$9.50	\$9.00	\$11.50	\$9.40	\$10.00	\$11.00	not available	\$9.00
	2	varies by experience	varies by experience	\$12.50	\$10.40	not available	not available	up to \$14 DOE shifts	\$11.04
	3	up to \$16		up to \$16.50	\$13.94	not available	not available	not available	\$11.53
	4								\$14.54
	5								up to \$15
Currently Posted Janitor Job Opportunities for Business & Government Support Contracts							2015 Varsity Facility Services Data		
	Steps	Janico Building Services, Oakland	Kellymeyer, Livermore	Simply Right, Redwood City	Staffmark, Fremont	EAH, San Jose		Contract Start Date 1/7/14	Area 1L Rates
Janitor	1	\$10.00	\$9.75	\$9.00	\$11.00	\$10.00	New Employee	Start	\$8.50
	2	\$10.75	not available	not available	not available	\$11.00		Year 1	\$8.75
	3	\$11.50	not available	not available	not available	\$12.00	Current Year	Year 2	\$9.00
	4	\$12.25				\$13.00		Year 3	\$9.75
	5					up to \$15		* Year 4	\$13.69

* Union can pay \$0.15 - \$0.25 on top of hourly.
Added benefits after 3 years service

* Master Wage Rate Area 1A/1B

Custodians employed by each city

	City of	Contracted
Custodian	* Fremont	\$14.99
	**San Jose	\$17.03

* Union can pay \$0.25 on top of hourly.
** subject to the Living Wage Policy

Composite Index of business within each city

	City	Starting	Experienced (5+ years)
Janitor	Fremont	\$11.35	\$14.94
	Santa Clara	\$11.35	\$14.94
	San Jose	\$11.35	\$14.94
	San Francisco	\$11.76	\$15.48
	Oakland	\$10.92	\$14.37

Index of all businesses in all cities specified
(salary.com, payscale.com, and Indeed.com/salary)