

## FACT SHEET ON CUSTODIAL RECOMMENDATION

### SUPERINTENDENT'S FY 2020 BUDGET

#### Why

- 1) Prior recommendation of Facility and Board
- 2) Prior assessment and recommendation to reduce through attrition (Gibson)
- 3) Equity amongst our facilities
- 4) Improve the delivery and quality of services to industry standard

#### By-products

- 1) Cost savings

#### How

- 1) Carefully thought out strategy
- 2) Concerned plan for employees
- 3) Time rollout consistent us/respect and care (6 months)

Less than 20 Years of Services	Offerings
	<u>Training:</u> <ol style="list-style-type: none"> <li>a) Résumé building (via The Employment Commission)</li> <li>b) Computer usage</li> </ol>
	<u>Job Assistance:</u> <ol style="list-style-type: none"> <li>a) ACPS opportunities</li> <li>b) Other City opportunities (Fairfax and Arlington)</li> <li>c) Coordinate with Employment Commission –Virginia (Workforce Development Program) to obtain training, résumé building, and job searching</li> <li>d) Selected Custodial Contractor opportunities</li> </ol>
	<u>Severance Package (if current contract year is fulfilled):</u> <ol style="list-style-type: none"> <li>a) \$1,500 per full year</li> <li>b) \$125 per each addition month</li> </ol>
	<u>Employee Assistance Program:</u> <ol style="list-style-type: none"> <li>a) Financial Support</li> <li>b) Employee &amp; Family Counseling</li> </ol>
	<u>Other Offerings Based on Conditions of Layoff:</u> <ol style="list-style-type: none"> <li>a) Unemployment benefit</li> <li>b) Employees with 3+ years of service, pay out of leave accordingly</li> <li>c) Job services</li> </ol>