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PHYSICAL LOCATION
Montgomery County
Administrative Building, Annex III
101 S. Lawrence Street
Montgomery, AL 36104

PURCHASING DEPARTMENT
P.O. BOX 1667
MONTGOMERY, ALABAMA 36102-1667

INVITATION TO BID

Uniform Rental

Bid Date:	Bid Number:	Return Quotation By:
October 31, 2025	53300-26B-004	November 13, 2025 10:00 a.m. CST

Please submit a sealed price quotation on the conditions and requirements listed below. (**Faxed bids will not be accepted.**) The submissions will be received at the Montgomery County Purchasing Department Office, 101 S. Lawrence Street ("Purchasing Department") until the date and time shown above and publicly opened as soon thereafter as practicable. If unable to quote, write "NO BID" and return.

Montgomery County Commission ("Montgomery County") reserves the right to award this bid on an all or none basis, to refuse all bids and to waive technicalities.

Questions regarding this bid should be directed to Cynthia Hill, Buyer II, Purchasing Department, Montgomery County Administrative Building Annex III, 101 South Lawrence Street, Montgomery, Alabama at (334) 832-2526.

Kindell Anderson
County Administrator and Purchasing Agent

GENERAL CONDITIONS AND INSTRUCTIONS

1. The bid number must appear on the outside of the bid envelope.
2. No oral, telephonic, facsimile, modifications or alternate bids will be considered. Bids from firms, individuals, or the same owners of separate companies submitting more than one bid will not be considered.
3. Late bids will not be opened.
4. Three (3) no responses to invitation to bid will be reason for deletion of bidder's name from the bid list. Once deleted from bid list, bidder's name may be returned to bid list with a written request from the bidder.
5. Bidders must submit an original and one (1) copy of their bid. The attached bid form must be completed in its entirety, signed by an authorized agent of the bidder, and submitted with the bid response. Bid forms that are not signed will be disqualified.
6. Bidders must attach to bid a copy of bidder's current City of Montgomery business license and Montgomery County business license, if required by law, and shall be current on payment of all city and county sales taxes. **If bidder is not required to have a City of Montgomery Business license or a Montgomery County business license, bidder shall explain why license is not required.**
7. In accordance with *Ala. Code* § 41-16-50 (1975), bidders having a place of business within the legal boundaries of Montgomery County shall be given a 5% preference over bidders located outside of the legal boundaries of Montgomery County. Separately, Montgomery County reserves the right to award the contract to a local responsible bidder if the bid is within 10% of a foreign entity's bid. A foreign entity is a business that does not have a place of business within the State of Alabama
8. The contract period will be for three (3) years beginning on the date of award. Prices shall remain firm for the duration of the contract.
9. The successful bidder awarded the contract/ purchase order ("Successful Bidder") must provide documentation of its enrollment in the E-Verify program. Successful Bidder will maintain such insurance as will cover and protect Montgomery County and Successful Bidder from claim under Workmen's Compensation Acts, and from claims for damage and/or personal injury, including death which may arise from operations under any contract/ purchase order.
10. Montgomery County or the Successful Bidder reserves the right to cancel this contract with a thirty-day (30) written notice at any time during the contract.
11. If a dispute arises out of or relates to any contract/purchase order or its breach, the parties shall endeavor to settle the dispute first through direct discussions and negotiations. If the

dispute cannot be settled through direct discussions or negotiations, the parties shall endeavor to settle the dispute by non-binding mediation. The location of the mediation shall be Montgomery, Alabama. Either party may terminate the mediation at any time after the initial session, but the decision to terminate must be delivered in person to the other party and the mediator. Engaging in mediation is a condition precedent to any other form of binding dispute resolution. If the parties cannot agree on a mutual resolution, any disputes not resolved by mediation shall be decided in the Circuit Court of Montgomery County, Alabama, governed by the laws of the state of Alabama.

12. If a bidder desires to protest a bid, a formal written protest shall be submitted to the Purchasing Agent within five (5) working days before the bid opening or proposal due date or within five (5) working days after award. The formal written protest may be hand delivered to the Administrator or Administrator's Office at the Montgomery County Commission and/or mailed to the Purchasing Agent by registered certified mail. The bidder and/or his authorized agent or legal representative must sign the formal written protest, or it will not be accepted.

Failure to file the notice of protest within the time limit prescribed herein shall constitute a waiver of any protest to the bid and/or request for proposal process.

The formal written protest shall state with particularity the facts and law upon which the protest is based. Within 30 calendar days of receipt of the timely filed, formal written protest, the Administrator/Purchasing Agent shall issue a written decision with respect to the protest. Should the decision by the Administrator/Purchasing Agent be adverse to the bidder, the bidder may seek relief in accordance with the *Ala. Code* 41-16-31 (1975).

13. The Successful Bidder agrees to protect, defend, indemnify and hold harmless Montgomery County and its employees, agents, officers, servants, and representatives from and against any and all losses, penalties, damages, settlements, claims, costs, charges or other expenses, or liabilities of every and any kind, including attorney fees, in connection with or arising directly or indirectly out of the work or performance by Successful Bidder and/or its employees, agents, and representatives pursuant to any agreement that may arise as a result of the bidding process with Montgomery County on this matter. Without limiting the foregoing, all such claims, suits, or other actions relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged and violations of any applicable statute, ordinance, administrative order, rule or regulation, or decree of any court shall be included in this indemnification obligation. Successful Bidder agrees to investigate, handle, respond to, provide defense for and defend any such claims, demand, or suits at its sole expense. Successful Bidder also agrees to bear all other costs and expense related thereto, even if the claim or claims alleged are groundless, false or fraudulent.
14. Successful Bidder affirms that it will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama for the duration of the contract. A contracting party found to be in violation of

this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.

15. Montgomery County Commission is committed to increased participation by Minority and Women-Owned Businesses ("M/WBs") in the procurement process in Montgomery County; equal opportunity for M/WBs to participate in the procurement process; the prohibition of discrimination on the basis of race, color, religion, national origin, sex, age, disability, or veteran status in the procurement process; and the achievement of a minimum of 30% participation by M/WBs in the procurement process in Montgomery County.
16. Montgomery County may review bidder's qualifications and references as it deems necessary to determine the ability of the bidder to perform the work, and the bidder shall furnish all such information and data for this purpose as Montgomery County may request.
17. Montgomery County Commission reserves the right to reject any bid if the evidence submitted by bidder, or investigation of such bidder fails to satisfy Montgomery County that such bidder is properly qualified to perform the contract and complete the work contemplated therein.
18. While the bid award may be made to the lowest bidder meeting all specifications, Montgomery County will not award the bid on the basis of the low bid only. Factors that may be considered also include quality of work, conformity with specifications, terms of delivery, past service history, and experience.
20. Montgomery County reserves the right to award the bid in any manner that is in the best interest of the County.

Montgomery County Commission desires to enter into a contract for uniform rental, weekly laundering services and facility service products.

VENDOR REQUIREMENTS

1. Outfitting of uniforms shall be new. Uniforms shall be replaced annually at no additional charge.
2. Each employee shall receive eleven (11) sets of uniforms.
3. The Successful Bidder shall measure and fit every employee for appearance, comfort and safety.
4. All garments requiring embroidery or the attachment of emblems shall be included in the price of garment.
5. Uniforms shall be delivered to employees no later than ten (10) days from the date uniforms are fitted.
6. Delivery shall be once a week to each designated location to include pickup of soiled garments and return of clean garments with a five (5) day change.
7. Each employee's uniforms shall be properly laundered, neatly pressed, returned on hangers, covered in protective plastic wrap and delivered to the appropriate work location every week. Pressing uniforms will be in accordance with acceptable standards and the best industry practices.
8. Inspections of necessary repairs will be made by the Successful Bidder during each cleaning. Appropriate repairs will be made by the Successful Bidder as required. All badly damaged garments or garments deemed to be faded, shabby or unfit to wear by the county department representative shall be replaced at no cost to Montgomery County.
9. Garments shall be tagged and returned in a repaired condition or replaced within one (1) week at no cost to Montgomery County.
10. All replacement garments shall be new.
11. There will be no additional charge for decreasing or increasing the number of employees or products.
12. There will be no additional charge if an employee changes sizes or styles during the contract.
13. There will be no additional charge for garments returned at any time during the contract with normal wear and tear.

14. Montgomery County will be responsible for the cost of replacing garments lost or destroyed by County employees. The cost of the garment(s) shall be prorated by the length of time the garment(s) has been in service.
15. Successful Bidder will invoice Montgomery County weekly. Invoice shall list each employee and the type of service provided. Other items shall be listed and priced separately.
16. The quantities listed are for bidding purposes only. Montgomery County reserves the right to purchase unlimited number of items listed.
17. Bidder shall submit samples of the items which bidder proposes to furnish. For easy identification, bidder's name, bid name and number must be affixed to the sample submitted. Bidder must make arrangements for the return of the samples after the contract has been awarded. All shipping costs will be the responsibility of the bidder. If bidder does not make arrangements for return of samples within 10 days after award, the samples will be discarded.

SPECIFICATIONS FOR UNIFORM RENTAL AND CHECKLIST

	COMPLY	
	Yes	No
INDUSTRIAL SHIRT (Item No. 1, 2)		
100% Durable Press Cotton Twill	☐	☐
6 Ounce Weight	☐	☐
Two (2) Hex-Shaped, Button-Through Front Pockets	☐	☐
Bar Tacked Pencil Stall on Left Pocket	☐	☐
Six (6) Buttons with Metal Collar Gripper Closure at Neck	☐	☐
All Seams Three (3) Needle Felled	☐	☐
Sleeve and Bottom Hems Double Folded and Lock Stitched	☐	☐
Thread to be Same Color as the Fabric	☐	☐
All Three (3) Needle Seams Shall be Cleanly Finished	☐	☐
Shirttail Hem	☐	☐
Name patch on Left Side Above Pocket; Company Patch on Right Breast	☐	☐
(Sample of shirt to be submitted with the bid)	☐	☐
INDUSTRIAL SHIRT (Item No. 3,4)		
65% Polyester, 35% Cotton	☐	☐
Two (2) Hex-Shaped, Button-Through Front Pockets	☐	☐
Bar Tacked Pencil Stall on Left Pocket	☐	☐
Six (6) Buttons with Metal Collar Gripper Closure at Neck	☐	☐
All Seams Three (3) Needle Felled	☐	☐
Sleeve and Bottom Hems Double Folded and Lock Stitched	☐	☐
Thread to be Same Color as the Fabric	☐	☐
All (3) Three Needle Seams Shall be Cleanly Finished	☐	☐
Shirttail Hem	☐	☐
Name patch on Left Side Above Pocket; Company Patch on Right Breast	☐	☐
(Sample of shirt to be submitted with the bid)	☐	☐

COMPLY**Yes No****INDUSTRIAL PANTS (Item No. 5)**

100% Cotton Durable-Press Cotton	☐	☐
Two (2) Hip Quarter-Top Front	☐	☐
Front Zipper; Double Button on Waist	☐	☐
All Seams Three (3) Needle Felled	☐	☐
Crotch to be sew-surged; double needle lock stitched	☐	☐
Leg Hems Double Folded and Lock Stitched	☐	☐
Thread to be same color as the fabric	☐	☐
All Three (3) Needle Seams Shall be Cleanly Finished	☐	☐
(Sample of pants to be submitted with the bid)	☐	☐

WORK JEANS, LOOSE-FIT (Item No. 6)

100% Cotton Washed Denim	☐	☐
Multiple Tool and Utility Pockets	☐	☐
Left Leg Hammer Loop	☐	☐
Sewn-on-Seam Belt Loops	☐	☐
Heavy Hauling Reinforced Back Pockets	☐	☐
Straight Leg Opening	☐	☐
Loose Fit	☐	☐
(Sample of jeans to be submitted with the bid)	☐	☐

WORK JEANS: RELAXED CARPENTER (Item No. 7)

100 % Cotton Denim	☐	☐
Triple Stitched Main Seams	☐	☐
Double Hammer Loops, Cell Phone Pocket, Ruler Pocket	☐	☐
Two Reinforced Back Pockets	☐	☐
17.5" Leg Opening	☐	☐
(Sample of jeans to be submitted with the bid)	☐	☐

COMPLY**Yes No****COVERALLS (Item No. 8)**

100% Durable -Press Cotton	☐	☐
Quarter-Top Pockets	☐	☐
Two (2) Hip Pockets	☐	☐
Snap Cuffs	☐	☐
Side Vent Openings	☐	☐
Two (2) Chest Pockets	☐	☐
Gripper Front Closure	☐	☐
(Sample of coveralls to be submitted with the bid)	☐	☐

JACKET: HIP-LENGTH (Item No. 9)

65% Polyester, 35% Cotton Mid-Weight Twill	☐	☐
Quilted Perma-Lining	☐	☐
Two (2) Front Pockets	☐	☐
Left Arm Pencil Pockets	☐	☐
Solid Brass Zipper Closure	☐	☐
(Sample of jacket to be submitted with the bid)	☐	☐

Checklist must be completed and submitted with bid. Bids received without completed checklist will not be considered.

Bid Submittal Form

Item No.	Description	Quantity per Employee	Number Of Employees	Unit Price	Extended Amount**
1.	Shirts: Industrial Wear Long Sleeve 100% Cotton Color to be selected	11	2	\$ _____	\$ _____
2.	Shirts: Industrial Wear Short Sleeve 100% Cotton Color to be selected	11	2	\$ _____	\$ _____
3.	Shirts: Industrial Wear Long Sleeve 65% Polyester; 35% Cotton Color to be selected	11	7	\$ _____	\$ _____
4.	Shirts: Industrial Wear Short Sleeve 65% Polyester; 35% Cotton Color to be selected	11	7	\$ _____	\$ _____
5.	Pants: Industrial Wear 65% Polyester; 35% Cotton Color to be selected	11	3	\$ _____	\$ _____
6.	Pants: Work Jeans, Loose Fit, 5 Pocket Carhartt 100 % Cotton; 11.75 oz. Color to be selected	11	3	\$ _____	\$ _____
7.	Pants: Denim Jeans; Carpenter, Carhartt 100% Cotton; 15 oz. Color to be selected	11	3	\$ _____	\$ _____
8.	Pants: Action Back Coverall 65% Polyester; 35% Cotton Color to be selected	2	1	\$ _____	\$ _____
9.	Jacket: Hip Length 65% Polyester; 35% Cotton Color to be selected	2	7	\$ _____	\$ _____

****Extended Amount = Quantity per Employee x Number of Employees x Unit Price**

Item No.	Description	Quantity	Unit Price	Extended Price
10.	Dust Mop- 36"	1	\$ _____	\$ _____
11.	Floor Mop – 36"	1	\$ _____	\$ _____
12.	Mop Frame – 36"	1	\$ _____	\$ _____
13.	Wood Dust Mop Handle	1	\$ _____	\$ _____
14.	Terry Towel, White 16" x 16"	100	\$ _____	\$ _____
15.	Stripe Swipe Towels	100	\$ _____	\$ _____
16.	3 x 5 Scraper Mat, Black Thickness 3/16"	2	\$ _____	\$ _____
17.	3 x 5 Mat, Black Carpeted, Dense 3/8 Polypropylene, Loop Pile Fibers, Vinyl Backing, Non-Marking and Non- Staining	6	\$ _____	\$ _____
18.	3 x 10 Mat, Black Carpeted, Dense 3/8 Polypropylene, Loop Pile Fibers, Vinyl Backing, Non-Marking and Non- Staining	1	\$ _____	\$ _____
19.	4 x 6 Mat, Black Carpeted, Dense 3/8 Polypropylene, Loop Pile Fibers, Vinyl Backing, Non-Marking and Non- Staining	1	\$ _____	\$ _____
20.	Bowl Clip	7	\$ _____	\$ _____

Total cost of Extended Amounts:

Items 1-20 \$ _____

Please complete this form and return it with your bid proposal. Should you choose not to bid at this time, please complete this form and forward back to our office as soon as possible. It is necessary that you check all categories that apply to your company.

Vendor Name: _____

Address: _____

Email Address: _____

Phone Number: _____

Fax Number: _____

Is the Company Minority Owned: _____ Yes _____ No

Is the Company Owned By: _____ Female _____ Male _____ Both

Is the Company Incorporated: _____ Yes _____ No

Ethnicity of Ownership:

_____ African American

_____ American Indian

_____ Asian American

_____ Caucasian

_____ Disabled

_____ Hispanic

_____ Other (Please Specify) _____

Official Signature _____

Printed Name and Title _____

Date: _____

RESPONSE FORM TO BE ATTACHED TO BID

Company Name _____

Federal I.D. # _____

Mailing Address _____

Phone Number _____

Email Address _____

Quote F.O.B. _____

Terms of Payment _____

Delivery Date _____

Official Signature

Printed Name and Title