

BENTONVILLE PUBLIC SCHOOLS

Facilities Department
8579 West Ford Springs Road
Bentonville, Arkansas 72712

Request for Proposal on Lawn Care and Maintenance Services

Bentonville School District (District) is accepting proposals from interested parties for Lawn Care and Snow Removal Services (Company/Contractor). The District is asking interested parties to answer this Request for Proposal (RFP). If a change in services were determined to be in the District's best interest, the change would occur June 1, 2026, for the 2026-27 school year. This contract shall be for a period of one year, with up to four 1-year renewals with mutual agreement between the District and Contractor.

Proposals must be submitted to the address listed in this RFP no later than **January 30, 2026, 2:00 p.m.**, at the address shown above. An official authorized to bind the Contractor, shall sign the proposal. The proposal shall contain a statement to the effect that the proposal is effective for a period of at least ninety (90) days from the date listed for submission of proposals.

This request for proposals does not commit the District to award a contract, to pay any costs incurred in the preparation of a proposal, or to procure or contract for services. The District reserves the right to accept or reject any or all proposals received as a result of this request, to negotiate with any or all qualified Contractors, to waive any non-material irregularities of informalities in any proposal, or to cancel in part or in its entirety this request for proposal, if it is in the best interest of the District.

All questions concerning this request may be directed to Michael Veliquette, Director of Facilities at 479-254-5085. Contractor should not contact the Superintendent, school board of education members, or other school employees concerning this bid proposal until final resolution of the bidding and awarding process. Any such contact may result in bid disqualification.

GENERAL INFORMATION AND INSTRUCTIONS

District Overview

The Bentonville School District currently has a student enrollment of 19,900 on 24 campuses—13 elementary schools, five middle schools, four junior high schools and two high schools. In addition to school campuses, there are other buildings/sites--one administration building, one technology center, one maintenance/warehouse complex, one transportation center, one student services center, old administration buildings, one farm/warehouse, one Alternative Learning center, Tennie Russell preschool, Ignite classroom/lab facility, Ignite construction shop, and one preschool/administration building. In addition, Wolf Park bicycle trail has to be mowed and contractor will be required to maintain fallen trees and limbs.

There are also land tracts of 20, 53, 60, 89, and 107 acres that are maintained through brush-hogging or by separate hay-leases. The open acreage pasture areas will be negotiated at signing of contract.

The District currently employs 2,724 staff members. Bentonville Schools is the second largest district in the State of Arkansas and one of the fastest growing districts. This growth is expected to continue because of the strong economic conditions in Northwest Arkansas. In the last ten years, the District's student population has increased from 10,682 students in 2011 school year to the present enrollment of 19,900 students.

Scope

The purpose of this RFP is to provide complete lawn care and maintenance services for the Bentonville School District, including, but not limited to personnel for mowing, weed eating, edging, grass/leaf blowing, hedge and tree pruning, mulching of planting beds and playgrounds, erosion prevention, trash pickup on grounds, snow removal (hourly rates apply), weed control, sprinkler systems and RPZ maintenance, power washing and professional landscaping. Also included is the management of personnel, training of personnel, additional property/grounds services and coordinating schedules for proper maintenance.

The contracted services that will be awarded for lawn care and maintenance services are all inclusive for the selected contractor. The properties will not be divided or sub-divided and awarded to separate contractors. The District is seeking one qualified company to manage and provide lawn care/maintenance services for all of the sites that are included in this bid. The company selected should be capable of maintaining the entire district contract and no sub-contracting will be allowed.

The district reserves the right to eliminate one or several school/facility sites for this contract. Those sites will be maintained by district personnel to keep the cost of this contract to a reasonable amount if deemed necessary by the District. Excluded sites will be listed on the final contract that will be awarded to the selected contractor.

Those responding to this RFP should make no assumptions when responding to this request. In case of ambiguity, inconsistency, error or omission in this document, the Contractor is responsible to address such matters to the attention of the District. The situation will be clarified and each Contractor will be notified through the issuance of a written Addendum if necessary. Verbal instructions do not constitute a part of the RFP.

Proposal Constitutes Offer

By submitting a proposal, the Contractor agrees to be governed by the terms and conditions as set forth in this document. Any proposal containing variations from the terms and conditions set forth herein may, at the sole discretion of the District, be rendered non-responsive. Any inconsistencies between the RFP and any other contractual instrument shall be governed by the terms and conditions of this RFP, except where subsequent amendments to any contract resulting from the RFP are specifically agreed to in writing by engaged parties to supersede any such provisions of this RFP.

Submission

Contractors should submit one original and 3 copies of the proposal in a sealed envelope(s) to:

Michael Veliquette
Director Facilities
Bentonville Public Schools
8579 W. Ford Springs Road
Bentonville, AR 72712

The Contractor is required to mark the envelope or package as containing Proposal Request for Lawn Care and Maintenance Services. Electronic emailed copies with attachments will be accepted, but is the responsibility of the Contractor to verify submission is completed in full by submission date. An incomplete submission without downloadable attachments will not be considered as a complete and acceptable RFP. No telephone or fax proposals will be accepted.

Proposal Signatures

The proposal must be made in the official name of the Contractor or the individual under which business is conducted (showing the official business address). A person duly authorized to legally bind the Company/Contractor must sign the proposal. The District requires that the "Statement of Assurances and Compliance's" and Non-collusion Affidavit-Arkansas Code § 6-21-304(a) which are included with this packet must be included with the RFP.

Interviews

The District may require qualified contractors to participate in an oral interview to discuss their proposal and to answer any questions the District may have concerning the proposal. Such interviews may be in person or by telephone conference. If required the District will contact the individual listed on the proposal. Companies should not contact the District for interviews.

District Facility Visits

Knowing the condition and composition of district grounds/property is an integral part of the proposal. To assist Contractors, a pre-bid meeting for those interested in submitting proposals will be held to review the specifications and to clarify any questions with school officials on **Jan 19 , 2026 at 9:00 a.m.** The meeting location is 8579 West Ford Springs Road, Bentonville, AR. Attendance at the pre-bid conference is optional but highly encouraged.

For the purposes of this RFP, contractors are not to visit any District facilities during school hours. Addresses and locations of the districts property to be maintained will be made available at the pre-bid meeting and upon request from interested parties. If the District believes that a site visit creates an undue burden or a distraction to the education process, it will be denied. Contractors are not to request additional information from District personnel other than clarification of information provided in this proposal.

References

The Contractor understands that the District is free to contact any reference given in the proposal, any vendor which may service the Contractor, and/or other references or school districts which may not be given in the proposal. If deemed necessary, the District may tour another school district given as a reference after contacting the official name as listed in the proposal. Under this proposal, Contractor must provide references that are similar in size and complexity to District.

No Obligation to the District

Neither the District nor any agent thereof on behalf of the District will be obligated in any way by a response to this RFP.

Proposal Costs

The Contractor will bear all costs associated with the preparation of this RFP, and any interviews that may be requested by the District.

Late Proposals

The District requires that copies of the proposal be submitted no later than the date and time specified in this RFP. Companies mailing or emailing proposals should allow a sufficient mail delivery period to ensure timely receipt of their proposals by the issuing office. Any proposal received

after the date and time specified in this RFP will not be considered. Emailed copies must have all attachments that are complete and able to download and print by the district representative.

Exclusions

Facilities excluded from this proposal for lawn care are the Tiger Athletic Complex and Wolverine Athletic Complex for both sites; stadium, baseball/softball complex, soccer/track complex. Sprinkler systems will be included into the contract for these sites. The district also reserves the right to eliminate one or multiple school/facility sites for this contract. Those sites will be maintained by district personnel to keep the cost of this contract to a reasonable amount if deemed necessary by the District. Excluded sites will be listed on the final contract that will be awarded to the selected contractor. As mutually agreed by both parties, the District may purchase equipment, materials, and supplies through the Contractor for these facilities. Pricing determination for these supplies shall be established on a yearly basis based upon price list.

CRITERIA TO BE USED IN THE EVALUATION OF PROPOSALS

It is the intent of the District that this agreement for lawn care and maintenance services may be awarded to the contractor that best meets the criteria as outlined below. Experience, qualifications, stability, ability to respond to District needs, and references will be used to determine the award of services. The District may also use any subjective criteria in making its determination. The selected contractor who submits proposals may be asked to make a presentation to members of the Board of Education and/or Administration. The date, time and format of such presentations will be determined by the District. However, the District reserves the right to award a contract based upon the initial proposals received without discussion of such proposal.

Each proposal will be independently evaluated. Final selection will be made by the District and approval will be made by the Administration and Board of Education. The following criteria, not in any priority order, will be reviewed.

1. Ability to provide prompt, friendly, and professional interactions between provider and district.
2. Qualifications of the staff servicing the district.
3. Organization, size, structure, and stability of contractor.
4. Experience in managing comprehensive lawn care solutions for similarly-sized or larger organizations.
5. Scope of contractor's services that are available for the school districts consideration.
6. Total cost and transparency of cost structure.
7. Subjective evaluation of quality and desirability of service.
8. Perceived ability of vendor to meet the lawn care needs of the district with minimal district supervision.
9. Other district determinations.

RFP REQUESTS AND REQUIREMENTS

1. Company Information - It is the purpose of the Request for Proposals to obtain as complete data as possible from each interested contractor to enable the District to determine which interested company is best able to meet the criteria of the Board which are to be considered in the award of this contract. Each interested company shall furnish as part of this proposal a complete general description of experience in the field of school/commercial lawn care maintenance. Included shall be the following:

- a. Name and address of the company.
 - b. The duration and extent of experience in providing lawn care maintenance services for public or private schools. Contractor must have been in lawn care maintenance business for a minimum of five years for similar or like properties.
 - c. A list of schools or commercial properties where services of similar scope and size are presently managed. Give name, address, length of service, square foot or acreage of property maintained, and name and telephone number of a contact person for each contract. Additional references may be requested by the District.
 - d. A list of school districts and other similar accounts where services have been discontinued or terminated for any reason within the past two years and the reason why. Include contact person and telephone number.
 - e. A comprehensive description of process the Contractor will use to inspect and insure the proper maintenance of facilities grounds.
 - f. Describe the communication process between the Contractor and its employees and the District Facilities Director.
 - g. Describe the training program for lawn care maintenance staff which may include orientation, equipment use techniques, care of facilities, use of petroleum substances and chemicals, and safety.
 - h. Describe the transition plan to effectively begin service without any interruption of service.
 - i. Describe the experience of your qualified employees.
 - j. List the number of employees that your company will be able to dedicate to the district for this contract.
2. Insurance: The contractor shall provide at all times during the contract period the following insurance coverage:
 - a. Worker's Compensation Insurance, Statutory Benefits and Employer's Liability Insurance with limits of not less than \$500,000.00.
 - b. Commercial General Liability Insurance with limits of not less than \$2,000,000.00 for bodily injury and \$2,000,000.00 for property damage per occurrence, including Contractual Liability coverage.
 - c. Motor Vehicle Liability Insurance with an employer's non-ownership endorsement. Limits of liability shall not be less than \$1,000,000.00 combined single limit.
 - d. The bidder shall furnish District with certificates of insurance within 21 working days after acceptance of a contract.
 - e. District must have ten (10) days' notice of cancellation or change in insurance coverage.
3. Financial Condition – Contractors may be asked to show that its company is operating in a good financial condition by providing the last three years of the most current financial reports. If Contractor is involved in any unsettled lawsuits, those should be listed with details and the status. Any lawsuits that have been resolved through settlement or judgment, in the last 5 years, should be listed with resulting actions. If the Contractor's ownership has changed within the last two years or if the Contractor is considering or in negotiations to change ownership, this must be listed and full explanation given.
4. Services Provided – Detail exactly what services your company will be able to provide.
5. Lawn Care and Maintenance Specifications - See Appendix C. It will be the responsibility of the contractor to provide lawn care services and a level of manicured excellence (determined by the District) for the individual locations in keeping with high standards for an educational institution from the perspectives of aesthetics, public appearance and cleanliness of the physical grounds and landscaping. Notwithstanding, the Contractor will be responsible for keeping the lawn and landscaping mowed and cut at a level of consistency throughout the entire year. Sidewalks, curbs

and driveways will be maintained to a level that is always trimmed and never needing attention between mows.

The Contractor will meet with the District representative no less than on a monthly basis to discuss lawn care standards and performance of contract. In addition to the lawn care and maintenance specifications, a "standard of performance" will be established to measure contract obligations including but not limited to, mowing/edging/trimming specification, level of lawn care, responsiveness to District concerns and service provided.

6. Pricing information – Proposal should show pricing on an annual, quarterly and per site basis. List the hourly rates for emergency situations and/ additional work not included in the original contract price.
7. Staffing: Outline the number of proposed lawn care maintenance hours and employees that it will take to maintain the district grounds. Explain staffing and management plans for each campus and/or facility.
8. Personnel--All matters pertaining to the recruitment, screening, hiring and retention shall be the responsibility of the contractor. These matters shall be done in compliance with federal and state statutes and regulations pertaining to affirmative action, non-discrimination, wage and hour and all other stipulations of personnel management. Contractor is responsible for all taxes pertaining to employees as required by law.

All personnel shall be dressed in uniforms (Identifying shirts/hats) in a manner authorized by the contractor and approved by the District. Personnel shall be neat and clean in appearance. Uniforms and picture identification badges shall be worn which fully identify the worker as member of the Contractor's work force. Describe the uniforms to be worn by contract personnel.

A thorough background screening and check should be performed on all employees prior to beginning employment and work in the District by the employer. This should include compliance with state of Arkansas requirements for school districts including but not limited to a felony records check with fingerprinting requirement. Contractor shall be responsible for submission of police clearance records upon request by the District.

Only those personnel who have been properly trained and cleared shall be assigned duties under this contract. Any employee whose work habits and/or conduct are deemed objectionable shall be removed from the work force upon request of the authorized District representative.

8. Safety and Security--The Contractor shall be responsible for the training as necessary in the application of chemicals and the use of equipment to facilitate safe conditions outlined by OSHA for the employees, and the district's students and staff.

The contractor shall be responsible for training employees in security requirements of District and shall be responsible for the enforcement of the same. The Contractor shall be responsible for safeguarding against loss, theft, or damage of all District property, materials, equipment and accessories which might be exposed to the Contractor's personnel. Guns, knives or other dangerous weapons shall not be allowed on campus. Alcohol and drugs are prohibited on the campus. Keys should be properly handled to maintain property security and safety. Additionally, contractor shall be fully responsible for the replacement of any lost keys if assigned.

9. Supervision--All supervision as required for the execution of those contractual responsibilities assumed by the Contractor shall be done by the Contractor or his/her designated representative.
10. Damage--Contractor shall be responsible for the repair/replacement to the satisfaction of District's representative of any damage to the facility caused by any employee of this contract.

11. Equipment and Supplies/Materials--The procurement and maintenance of all equipment required for the successful execution of this contractual obligation shall be the contractor's responsibility. District shall not be responsible for losses, which may be incurred due to theft and/or vandalism.
 - a. A listing of all equipment which will be used by the successful contractor must be submitted for approval prior to initial service under the contract. Changes may be made only after duly authorized.
 - b. All chemicals which will be used by the contractor must be submitted for approval prior to initial service under the contract. Changes may be made only after duly authorized. Contractor must have certificate or license to purchase and dispense chemicals used for weed or grass control.
 - c. All chemicals and equipment must meet or exceed OSHA requirements and commonly recognized safety requirements. Material Safety Data Sheets (MSDS) will be required.
 - d. The contractor will furnish all equipment, products to operate the machinery, chemicals and supplies that are used to maintain grounds.
12. Emergencies--All emergency conditions shall be promptly reported to the District's authorized representative.
13. Contract Manager--A contract manager shall be appointed within fifteen (15) days after receipt of contract, and this person shall be available as deemed necessary by the representative for purposes of reporting problems, requesting schedule changes, etc. This individual must be dedicated solely to District and shall be the main contact person for routine daily matters.
14. Scheduling Lawn Care Maintenance--The majority of mowing and lawn care maintenance shall be done after school hours to pose a minimum disruption to normal school functions and safety to the children and staff. Weekends are available to access the property for maintenance.
15. Warehousing and Storage—The District will not provide designated storage space at each school or building site for lawn care supplies, gasoline, machines and equipment. Equipment or trailers are not permitted to stay on property or parking lots overnight unless authorized by district. The district will not be responsible for theft or damage if authorization is given.
16. Scope of Coverage School Related Activities—Contractor will provide lawn care services for all schools and district facilities as part of this proposal. School grounds are generally not available to maintain during school hours. It is the responsibility of the Contractor to schedule mowing times after school, evenings and weekends. Adjusting for after school activities, practices, PTO events, school carnivals and other events are part of the yearly routine for this contract. Such functions will include but are not limited to the following: athletic events, dances, concerts, school sponsored clubs and early childhood activities. Contractor may be asked to secure the facility grounds if areas are routinely locked to maintain safety for the school grounds.
17. Compliance with Laws—The Contractor shall comply with the provisions of all applicable federal, state, and local laws, ordinances, regulations, and codes which includes the procurement of any required permits and certificates to fulfill services as outlined in the proposal.

PRICING AND TERMS

Termination

The District shall have the right to terminate this agreement for failure of performance of the Contractor. Such failure of performance shall be brought to the attention of the Contractor by written notice. Upon receipt of such notice, contractor shall immediately remedy such breach of performance. Should the Contractor fail to remedy breach within ten (10) day period, The District shall have the option to terminate this agreement by providing Contractor with a thirty (30) day written notification of termination. Notwithstanding the above, either party shall have the right to terminate the agreement by providing the other party with a sixty (60) day written notification of termination. Notification of termination shall be sent by certified mail.

Price Adjustment

On each anniversary date of the contract, the proposal shall specify any cost of service adjustment and the index which any increase is based upon.

Legal Notice and Timeline

Notice is hereby given that Bentonville School District is accepting qualifications from interested parties for lawn care and maintenance services. Copies of Request for Proposals (RFP) can be obtained from Facilities Department Offices, 479-254-5082. Proposals are to be submitted according to the format prescribed by the District to Bentonville Schools, 8579 West Ford Springs Road, Bentonville, AR, 72712, by January 30, 2026 @ 2:00 P.M.

Interested parties may contact:

Michael Veliquette, Facilities Director
Bentonville Public Schools
8579 West Ford Springs Road
Bentonville, AR 72712
479-254-5085

No offer of intent should be construed from this legal notice that Bentonville School District intends to enter into a contract with any party for lawn care maintenance services unless, in the sole opinion of District, it is in the District's best interest.

Bentonville School District #6 reserves the right to accept any proposal which it deems most favorable to the interest of the District and to reject any or all qualifications or any portion of any proposal submitted which in the District's opinion, that is not in the best interest of the District.

Timeline

Request for Proposal Released to Public	January 5, 2026
Pre-Bid Meeting, Location Review and Vendor Questions	9:00 AM, January 19, 2026
Proposal Due	2:00 PM January 30, 2026
Public Proposal Opening	9:00 AM February 2, 2026
Review of Proposals and D-scope bids	February 3– February 16, 2026
Recommendation & Board Approval	February 17, 2026
Contract Commencement	July 1, 2026

Format of Proposal

Contractors must submit a proposal containing all documents and information requested below in the format and order specified. Failure to comply may affect proposal evaluation including disqualification.

The proposal layout and content requirements are:

- Executive Summary
- Company Information: overview and history
- Staffing: number of staffing
- Training: training schedule and programs
- Supplies and Equipment: equipment and supply list
- Transition Plan
- Quality Assurance: communications and inspections
- Pricing and Terms
- Required Documents: insurance and bonds
- References, lost accounts and lawsuits
- Other Items: financial reports

Proposal

Proposal includes contract lawn care and maintenance services for year around grounds and landscaping maintenance, including; mowing, weed eating, edging, grass/leaf blowing, hedge and tree pruning, mulching of planting beds and playgrounds, erosion prevention, trash pickup on grounds, snow removal, weed control, sprinkler systems and RPZ maintenance, power washing and professional landscaping. Removal of all materials from district facilities is required and cannot be left on property. Use of trash dumpsters on site for anything other than paper/trash that is removed from district grounds is prohibited. ***Proposal should be stated in annual amount, quarterly/monthly payments and per site cost.***

Appendix

- A. Statement of Assurances and Compliance
- B. Non-collusion Affidavit
- C. Lawn Care and Maintenance Specifications
- D. District Facility Site Name and Addresses
- E. District Facility Parcel Location

STATEMENT OF ASSURANCES AND COMPLIANCES

The undersigned Vendor certifies that the general and special conditions of this solicitation have been read and understood.

The Vendor hereby provides assurance that the contractor represented in this proposal, as indicated below:

1. Will comply with all requirements, stipulations, terms, and conditions as stated in the RFP;
2. Currently complies with all applicable Federal and State laws and regulations relative to non-discrimination in employment practices;
3. That such agent as indicated below is officially authorized to represent the Vendor in whose name the proposal is submitted.

Company/Contractor REPRESENTED

Name of Company _____

Address of Company _____

City _____

State _____ Zip _____

Phone # of Company _____

Name of Authorized Agent _____

Authorized Signature _____

Date ____/____/____

Please include a completed copy of this sheet with your proposal.

APPENDIX B

Bentonville School District No. 6
Benton County
500 Tiger Blvd
Bentonville, Arkansas 72712

Non-collusion Affidavit-Arkansas Code § 6-21-304(a)

I, _____, hereby state the following:

I am the duly authorized agent of _____, the bidder submitting the competitive bid which is attached to this statement, for the purpose of certifying the facts pertaining to the existence of collusion among and between bidders and state officials, as well as facts pertaining to the giving or offering of things of value to government personnel in return for special consideration in the awarding of any contract pursuant to the bid to which this statement is attached.

I am fully aware of the facts and circumstances surrounding the making of the bid to which this statement is attached and have been personally and directly involved in the proceedings leading to the submission of the bid.

Neither the bidder nor anyone subject to the bidder's direction or control has been a party:

- (1) To any collusion among bidders in restraint of freedom of competition by agreement to bid at a fixed price or to refrain from bidding;
- (2) To any collusion with any state official or employee as to quantity, quality or price in the prospective contract, or as to any other terms of the prospective contract; or
- (3) In any discussions between bidders and any state official concerning exchange of money or other thing of value for special consideration in the awarding of a contract.

I hereby guarantee that the specifications outlined in the bid shall be followed as specified and that deviations from the specifications shall occur only as part of a formal change process approved by the Board of Directors of the Bentonville School District.

Signature _____

Notary

State of _____

County of _____

Subscribed and sworn to before me this _____ day of _____, 20____.

(Signature of Notary)

(Print Name of Notary)

My commission expires on _____

APPENDIX C

Lawn Care and Maintenance Specifications

List of duties that will be performed at each location for every mow

**Minimum of 31 mows/site. Additional mows will depend on growing season at no additional cost to the District*

- Property sites mowed and manicured
 - All grass, islands, playgrounds and fields
- Weed eat and edge
 - All sidewalks
 - Around buildings
 - Around playgrounds, playground enclosures and play equipment
 - All curbs and parking lots
 - All fencing types, bollards, out building structures and soccer goals
- Weed control
 - Around and along all fence lines
 - Parking lots
 - Common areas
 - Sidewalks and curb joints
 - Flower beds
 - Playground interiors
 - Trash dumpster surroundings and enclosures
- Grass, clippings and pruned materials bagged and taken off of property for proper disposal
- Trash pickup on grounds before mowing and excess trash/items around dumpster areas maintained
- Machine Blowing of all concrete and pavement after all cutting and lawn service is performed

Pruning of Trees and Shrubs

- ❖ All shrubs, bushes and trees maintained at manicured lengths at all times
- ❖ Pick up all dead and fallen limbs
- ❖ Provide pruning on all trees with limb diameter of 3" or less
- ❖ Cutting and removal of saplings or trees growing in unwanted areas

Mulching, Landscaped Beds and Islands

- Provide labor for keeping beds mulched year around (District will cover cost of mulch)
- Provide labor for keeping playgrounds mulched per code (District will cover cost of certified mulch)
- Removal of old mulch before installing new when levels of decomposed mulch overflows bedding
- Maintain rock beds and islands and keep all rocks inside appropriate areas

Sprinkler Maintenance

- Proper and certified RPZ installation
- Check all control boxes, sprinkler heads, sprinkler valves and identify broken lines at start up
- Labor and Materials for repairs billed out separately
- Winterization of all lines to be drained, blown out and RPZ's removed and stored at District Warehouse

Pricing of Hourly Rates on these Additional Services;

- Labor for Mulching/per yard (both flower bed and playground areas)
- Landscaping Services to school sites upon request (planting of trees, shrubs, perennials, annuals, rock beds, metal edging installation, and etc.)
- Labor for Sprinkler System repairs
- Labor and Power Washing combined rate
- Labor for tree removal and stump grinding
- Labor for general lawn maintenance
- Labor for Snow Removal from sidewalks and walk-ways (shovel, snow blowing, ice melt dispensing)
- Labor for Snow Removal from parking lots and drives with equipment (Specify all types of equipment w/ rates for each type)

