

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 9/24/2025

Staff Report No. 25-434

TO: AC Transit Board of Directors
FROM: Salvador Llamas, General Manager/Chief Executive Officer
SUBJECT: Service Wear Apparel Uniform Contract

ACTION ITEM

AGENDA PLANNING REQUEST: ☐

RECOMMENDED ACTION(S):

Consider authorizing the General Manager, or his designee, to execute documents through OMNIA Partners, Public Sector, a national cooperative purchasing organization, for a three-year agreement with two (2) option years with Service Wear Apparel.

Staff Contact:
Aaron Vogel, Chief Operating Officer

STRATEGIC IMPORTANCE:

Goal - High-Performing Workforce
Initiative - Service Quality

This contract provides the District with high-quality, professional uniforms for its Bus Operators. High-quality Bus Operator uniforms reflect a high-performance workforce and provide a positive perception of the District.

BUDGETARY/FISCAL IMPACT:

The total expected cost for Service Wear Apparel is estimated at \$799,000 per year or \$2,397,000 during the total 3-year contract and will be included in the annual operating budget. This contract was last awarded in 2022 estimated costs of \$809,760 per year. This new contract provides an estimated savings of 1.3%.

BACKGROUND/RATIONALE:

Since 2017, the District contracted with Service Wear Apparel to provide professional uniforms for Bus Operators, Dispatchers, and Transportation Supervisors. Service Wear Apparel has consistently demonstrated its ability to meet the District's needs, notably during the pandemic when other vendors faced significant challenges. Their continued commitment to high-quality service, particularly their swift turnaround times, has allowed District staff to focus on other critical operational areas.

To ensure ongoing satisfactory service, staff works closely with the Uniform Committee, which includes representatives from both ATU Local 192 and AFSCME Local 3916 Unions. The Uniform Committee plays a key role in monitoring the performance of Service Wear Apparel. The Uniform Committee have expressed

satisfaction with the vendor’s professionalism and adherence to contract terms.

The District is using a cooperative purchasing agreement to streamline this procurement processes and secure competitive pricing. The agreement with Service Wear Apparel is executed through OMNIA Partners, Public Sector, a national cooperative purchasing organization. U.S. Communities, National IPA, and the National Cooperative Purchasing Alliance (NCPA) are wholly owned subsidiaries of OMNIA Partners, doing business as OMNIA Partners, Public Sector. This cooperative purchasing mechanism enables the District to leverage publicly solicited and competitively awarded contracts, ensuring compliance with procurement regulations while benefiting from the collective purchasing power of participating agencies. AC Transit’s Board Policy 465 section IV.C.4 allows for using this type of efficient procurement method: “To foster greater economy and efficiency, the District may avail itself of federal, state, and local intergovernmental agreements for the procurement of Goods or Services.”

The current contract expires October 31, 2025; therefore, staff recommends authorizing the General Manager to enter into a new three-year agreement with Service Wear Apparel, with two (2) one-year option periods, to continue providing uniform services for District employees.

ADVANTAGES/DISADVANTAGES:

The advantage of partnering with Service Wear Apparel is the array of benefits it brings to the District. They offer high-quality uniforms for employees at competitive prices, ensuring exceptional value. Additionally, their dedicated customer service team provides prompt and personalized support, enhancing the overall experience. With additional perks, including free hemming services and the option to purchase specialty items, this partnership streamlines the procurement process and enhances cost-effectiveness for the District.

ALTERNATIVES ANALYSIS:

The District could issue a new solicitation for professional operator uniforms; however, staff believes this is unlikely to result in a more competitive pricing or list of potential vendors than using the cooperative agreement.

PRIOR RELEVANT BOARD ACTION/POLICIES:

Staff Report 16-057d - One-year agreement with two (2) one-year options with Service Wear Apparel

Staff Report 16-057e - Exercise a one-year option with Service Wear Apparel to provide uniforms for bus operators

Staff Report 16-057f - Exercise option year two with Service Wear Apparel

Board Policy 465 - Procurement Policy

ATTACHMENTS:

None.

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