

Custodial Services



1

Fundamentals

Motivation
Equipment
Supplies/Materials
Staffing
Organization
Training
Communication
Assessment



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Fundamentals of Custodial Services



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Fundamental: Motivation

**Don't underestimate
the power of DIRTY!**

- The meaning of the word "custodian"
- Extends facilities useful life
- Identifies building maintenance problems
- Contributes to "green" campus environment
- Creates safe environment
- Impacts customer satisfaction
- Ensures success of programs
- Influences campus life on a daily basis
- Comprises large % of total PP operation \$\$

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Fundamental: Equipment

- Inventory
- Repairs
- Routine replacement schedule
- Automate where possible

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Cost/Payback Analysis – Rider Floor Machine

Operation Times	Time now (min)	Time w/ Rider (min)
Biostress	150	64
Rotunda	90	26
NFA	45	28
Admin	35	59
CHE	35	55
DM	90	33
Minutes Daily	585	265
Hrs Daily	9.75	4.42
Hrs Annually	2525.25	1143.92
Cost of Labor	\$50,505	\$22,873

+ \$27,627

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Cost/Payback Analysis – Rider Floor Machine

Labor Savings	\$27,627
Rider Cost	\$10,200
Trailer	\$5,000
Extra Deck	\$2,500
Total Investment	\$17,700
Payback in Months	7.69

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Cost/Payback Analysis – Rider Floor Machine

Soap Scrubbing Operation – Typical Hallway

Time Now 3 people	Time with Rider 1 person
Steps: Dust mop Water down Scrubber Wet dry Rinse water Wet dry	Steps: Type in Dump reload
360 minutes	33 minutes

91% reduction in labor time

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Fundamental: Equipment

- Inventory control
- Repairs
- Employee accountability and involvement
- Routine replacement schedule
- Automate where possible
- Use properly/training
- What's new?
- "Green" equipment

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Fundamental: Supplies and materials

- Working relationship (not marriage ☺) with vendors
- Try new products (but informed change)
- Benefits of standardization
- Bulk vs pre-packaged
- Inventory and control
- Understand the science
- Right products for the right job
- "Green" supplies and materials

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Fundamental: Staffing

The PEOPLE will determine your level of success!

- For new facilities?
- Looking at efficiency measures?
- “Green” staffing considerations
- Under cutback pressure?
- Is outsourcing under consideration?

Staffing matters.....The 80/20 Rule

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Staffing Calculation Methods

- By square foot
- By fixture
- By similar space
- By task/frequency/service level

Any system is not exact....beware of the “extras”!
Other tasks either assigned or unassigned that will take away from available “cleaning” hours

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Use formulas or estimates to answer staffing questions

How many square feet should each of the employees be cleaning?

With the staff that you have assigned are you achieving the results as shown by industry standard?

How do we increase our cleaning results from one level to another?

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Staffing Levels and Results

**Clean?
Cleaner?
Cleanest?**

A successful staffing plan will define results

Defining clean

Clean = Frequencies

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APPA Appearance Levels

Level 1 – Orderly Spotlessness

Level 2 – Orderly Tidiness

Level 3 – Casual Inattention

Level 4 – Moderate Dinginess

Level 5 – Unkempt Neglect

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APPA Appearance Levels

Level 1 – Orderly Spotlessness

- Floors and base molding shine and/or are bright and clean; colors are fresh. There is no buildup in corners or along walls.
- All vertical and horizontal surfaces have a freshly cleaned or polished appearances and have no accumulation of dust, dirt, marks, streaks, smudges or fingerprints. Lights all work and fixtures are clean.
- Washroom and shower fixtures and tile gleam and are odor-free. Supplies are adequate.
- Trash containers and pencil sharpeners hold only daily waste, are clean and odor-free.

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APPA Appearance Levels

Level 2 – Ordinary Tidiness

- Floors and base molding shine and/or are bright and clean. There is no buildup in corners or along walls. But there can be up to two days worth of dust, dirt, stains or streaks.
- All vertical and horizontal surfaces are clean, but marks, dust, smudges and fingerprints are noticeable upon close observation. Lights all work and fixtures are clean.
- Washroom and shower fixtures and tile gleam and are odor-free. Supplies are adequate.
- Trash containers and pencil sharpeners hold only daily waste, are clean and odor-free.

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APPA Appearance Levels

Level 3 – Casual Inattention

- Floors are swept or vacuumed clean, but upon close observation there can be stains. A buildup of dirt and/or floor finish in corners and along walls can be seen.
- There are dull spots and/or matted carpet in walking lanes. There are streaks or splashes on base molding.
- All vertical and horizontal surfaces have obvious dust, dirt, marks, smudges, and fingerprints. Lamps all work and fixtures are clean.
- Trash containers and pencil sharpeners hold only daily waste, are clean and odor-free.

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APPA Appearance Levels

Level 4 – Moderate Dinginess

- Floors are swept or vacuumed clean, but are dull, dingy, and stained. There is a noticeable buildup of dirt and/or floor finish in corners and along walls.
- There is a dull path and/or obviously matted carpet in the walking lanes. Base molding is dull and dingy with streaks or splashes.
- All vertical and horizontal surfaces have conspicuous dust, dirt, marks, smudges, and fingerprints. Lamp fixtures are dirty and some lamps (up to 5% are burned out)
- Trash containers and pencil sharpeners have old trash and shavings. They are stained and marked. Trash containers smell sour.

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APPA Appearance Levels

Level 5 – Unkempt Neglect

- Floors and carpets are dull, dirty, scuffed and/or matted. There is a conspicuous buildup of old dirt and/or floor finish in corners and along walls. Base molding is dirty, stained and streaked. Gum, stains, dirt, dust balls and trash are broadcast.
- All vertical and horizontal surfaces have major accumulations of dust, dirt, smudges, and fingerprints, all of which will be difficult to remove. Lack of attention is obvious.
- Light fixtures are dirty with dust balls and flies. Many lamps (more than 5% are burned out).
- Trash containers and pencil sharpeners overflow. They are stained and marked. Trash containers smell sour.

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Fundamental: Organization

- Match shifts to potential work force and work to be done
- Union vs non-union
- Special Crews
- Team Cleaning/Modified Team Cleaning/Zones
- Academic....athletic....residential life....food service....commons....laboratory....agriculture facilities...special facilities.....
- In-house vs outsourced or combination

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Organization At the top the Manager

- A Student – never stop learning and asking questions
- An Advocate/Teacher – tell the story and tell it well
- A Barometer
- A Consultant – develop relationships with construction side
- A Communicator – 360 degrees
- An Assessor – defining expectations
- A Facilitator – developing relationships

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Organization Next level the Supervisor

- Must receive initial and continuing training
- Must be in the know
- Can be barricade or bridge in disciplinary actions
- Day to Day and Hour to Hour quality assurance
- Will filter/translate departmental and manager priorities
- Working or not? Assigned area to clean?
- Responsible for training/coordinated with trainer?
- Must be given and accept responsibility

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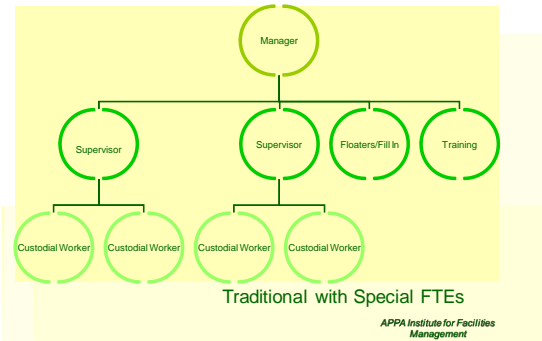
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Organization Options



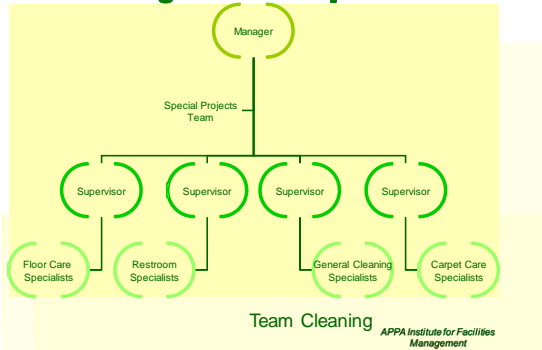
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Organization Options



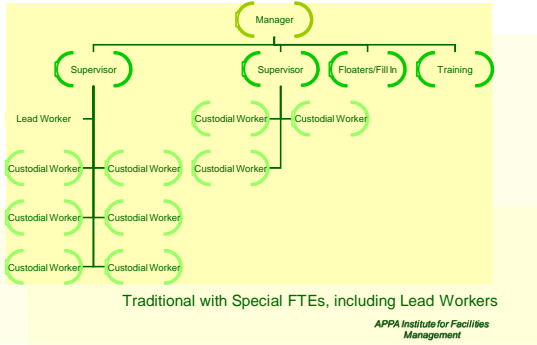
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Organization Options



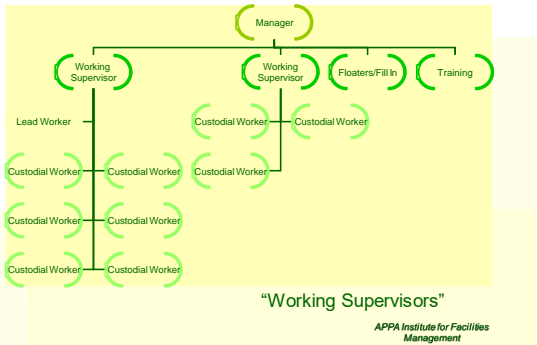
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Organization Options



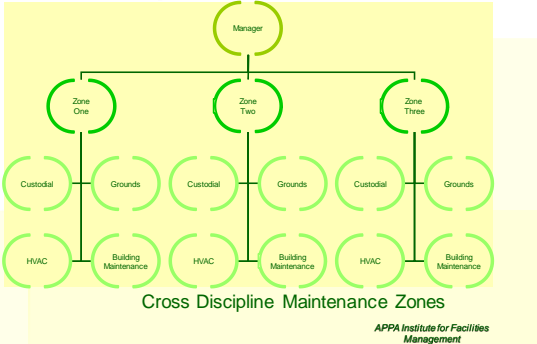
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Organization Options



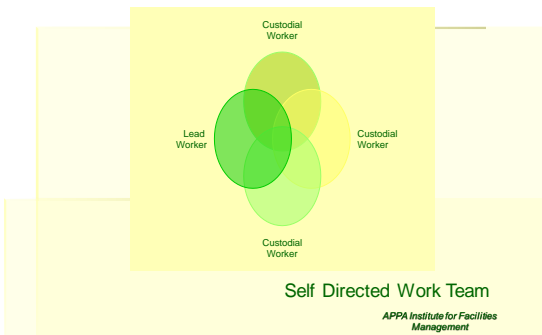
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Organization Options



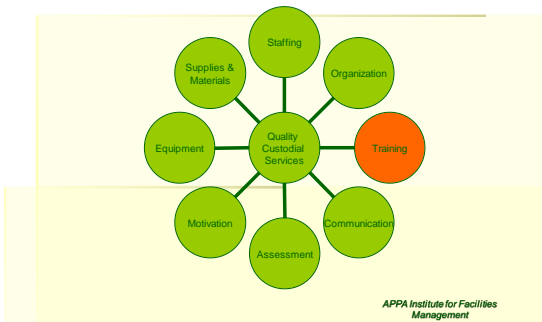
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Organization Options



37

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38

Fundamental: Training

- Integrate frequencies/standards
- The importance of supervisory training
- Assign as an accountability
- Not just about new products/equipment
- Requires resources and commitment
- Safety training (MSDS, PSE, lab safety, etc)

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More on Training

- Timely and Specific
- Consistent and Frequent
- Use both hands-on and classroom setting
- Use both text and pictures
- Program for new employee's training and continuing education

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Fundamental: Communication

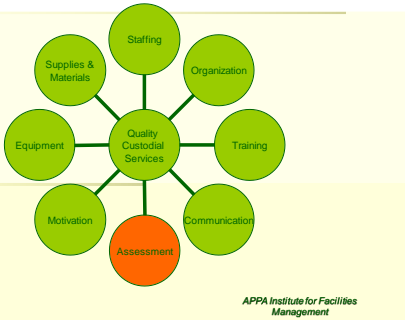
- With employees
- With customers
- With decision makers
- In correct form and content



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43

Fundamental: Assessment

- Are service levels documented and published?
- Are cleaning frequencies defined?
- Have we defined "clean"? (quality control)
- Do we have the right equipment job?
- Can we "quantify" our work?
- What are our "green" standards?

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Green Cleaning

LEED Credits for Green Credits

- High Performance Cleaning Program
- Custodial Effectiveness Assessment
- Sustainable Cleaning Products and Materials
- Sustainable Cleaning Equipment
- Entryway Systems
- Indoor Integrated Pest Management

(from LEED Standards for Existing Buildings)

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Fundamental: Assessment

- Is there a system in place for ongoing operational auditing?
- Are good (automated?) assessment tools in place to make it easy to gather data?
- Are employee performance evaluations done well? Includes goal setting?
- Are job descriptions accurate and understood?
- Do your employees feel valued?

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Fundamental: Assessment

PERCEPTIONS are reality!

- How are we viewed within the university community?
- Do our efforts match public priorities?
- Are customers aware of custodial services? Too aware for the wrong reasons?
- Are we considered **mission critical**?
- Are we watching for.... ready for **change**?

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Group Exercise One

The VP needs a proposal for a 20% reduction in staff by Friday.

What ideas do you investigate?

What do you propose?

What facts can you provide to document the ideas in your proposal?

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Group Exercise Two

The VP gives Custodial Services a one-time fund source of \$50,000 providing that you can demonstrate a significant impact.

How do you use the money?

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Group Exercise Three

A new office building has just been approved by the legislature. The VP needs an estimate for annual Custodial Services allocation.

How do you determine staffing and budget needs?

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Group Exercise Four

A proposed reorganization of facilities services includes reassignment of athletic custodial services (previously an independent operation) to your section (previously serving only academic type space)

The VP needs an estimate for annual Custodial Services allocation increase.

What do you need to provide the estimate?
What facts are important?

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Group Exercise Five

The Custodial Services has a 25% vacancies for over six months.

What do you do?

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Group Exercise Six

You have determined that many of your personnel situations and operational problems are linked back to the poor quality of supervision.

What do you do?

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Group Exercise Seven

In a recent reorganization, you have just been assigned to manage Custodial Services. Although you have been in facilities for years, you have not been directly involved with custodial services.

What do you do to get started?

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Fundamentals in 60 minutes

Motivation
Equipment
Supplies/Materials
Staffing
Organization
Training
Communication
Assessment



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Thank you for your participation



56
