

From: [Smith, James "Bubba"](#)
To: [ARR Solicitations](#)
Cc: [ARR Solicitations; Smith, James "Bubba"](#)
Subject: Solicitation No: RFI 1500 SLW6002
Date: Tuesday, January 29, 2019 11:35:47 AM
Attachments: [Austin Landfill V2.docx](#)
[COA RFI 1500 SLW6002 Cover Sheet.pdf](#)

Pleas find the attached RFI 1500 SLW6002.

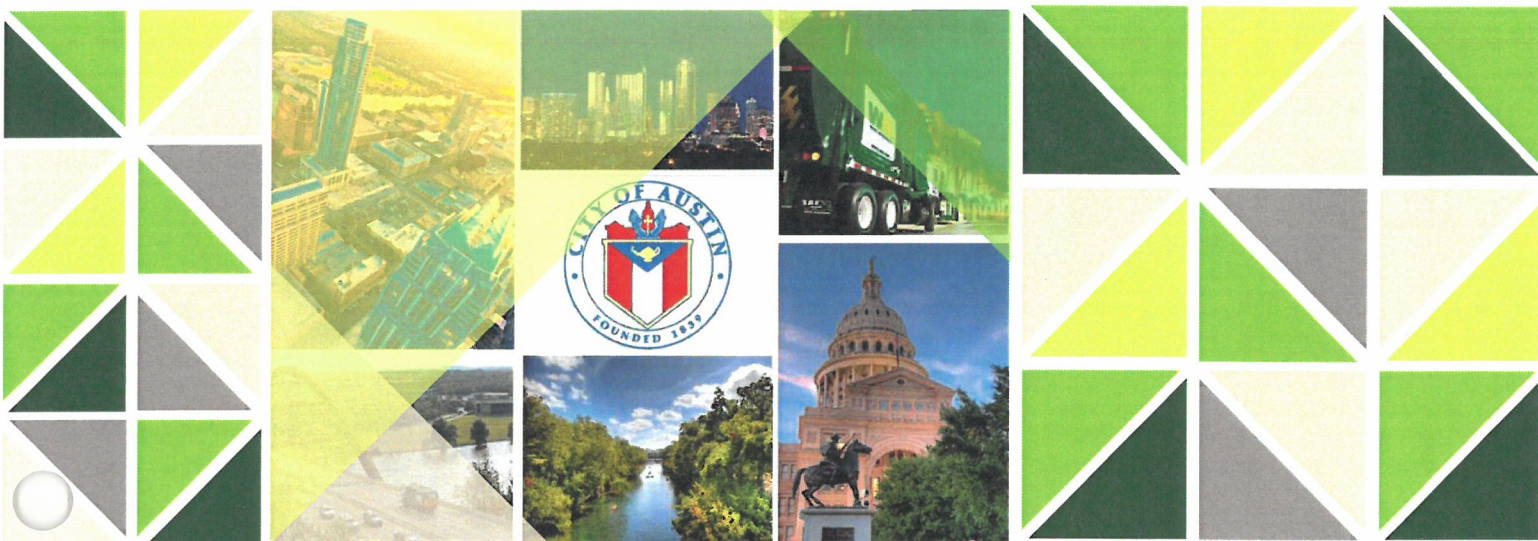
thanks

James "Bubba" Smith
Area Manager of Disposal Ops
Texas-Oklahoma Area
jsmith18@wm.com

Waste Management
9900 Giles Rd.
Austin, TX 78754
Tel 512-272-9387
Cell [REDACTED]

Recycling is a good thing. Please recycle any printed emails.

CITY OF AUSTIN, TEXAS



Landfill Criteria Matrix for Landfill Eligibility

RFI 1500 SLW6002

January 29, 2019, 2:00 p.m.

Submitted by
Waste Management of Texas, Inc.
9900 Giles Lane
Austin, Texas 78754

James Smith, Area Manager of Disposal Operations
Jsmith18@wm.com.com | (512) 272 9387



COVER LETTER

January 29, 2019

City of Austin
Austin Resource Recovery - Finance
P.O. Box 1088
Austin, TX 78767

Re: RFI 1500 SLW6002

Waste Management of Texas, Inc. is pleased to submit this proposal to the City of Austin in response to RFI 1500 SLW6002 for Landfill Criteria Matrix for Landfill Eligibility. We currently provide service in numerous cities in Texas and are pleased to present a competitive, efficient answer to your RFI as detailed.

Waste Management provides solid waste collection services to more than 21 million customers in North America – from households to public venues to large companies. All told, after recycling or diverting various materials for reuse, we safely manage the disposal of nearly 100 million tons of waste annually, including common municipal trash and highly specialized materials such as medical and industrial waste.

To handle this volume, Waste Management operates the largest network of landfills in our industry and manages the disposal of nearly 100 million tons of waste each year. We currently own and operate 243 active landfills. Our sites are operated in accordance with internal company safety and environmental policies intended to ensure that our landfills go beyond regulatory requirements. We continually monitor and work to improve the safety and environmental security of our disposal facilities and are committed to reporting the results of these efforts. We strive to avoid conditions that cause concern for neighbors and communities (e.g., odors, noise, etc.), regardless of whether those conditions are covered in our regulatory obligations.

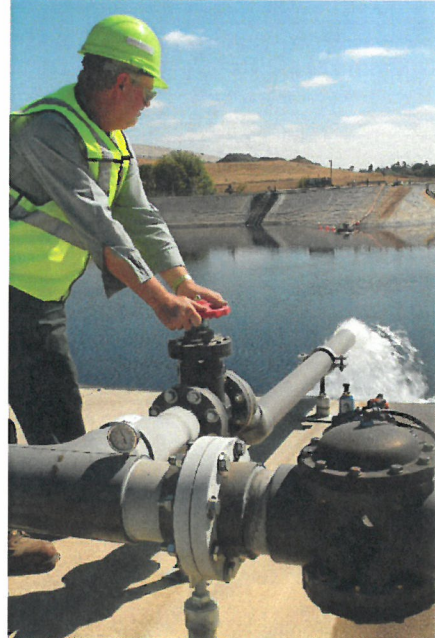
Modern landfills are the products of sophisticated engineering, providing both secure containment systems for the disposal of waste and the opportunity to capture value through the conversion of waste to energy. Waste Management's modern landfills in the United States were developed under the federal Resource Conservation and Recovery Act (RCRA), which requires rigorous siting evaluation, site characterization, and scientific engineering design, as well as a comprehensive permitting and regulatory approval process that includes public notification and comment. RCRA standards also require a range of measures to prevent environmental contamination, including the use of engineered liners and covers, collection and control systems for landfill gas, and collection and treatment systems for leachate (water that accumulates in and filters through waste).

All across America, Waste Management landfills are creating green solutions from ordinary waste. They are also creating unexpected economic benefits for the communities they serve. Our 131 landfill-gas-to-energy projects generate enough clean, renewable energy to power 4.6 million megawatt-hours of electricity – enough to power more than 470,000 homes each year. These projects also reduce emissions of greenhouse gases into the atmosphere.

We also work with waste sector experts to understand what happens within landfills after they are closed. Studies have shown that modern municipal solid waste landfills tend to improve predictably over time, steadily producing less gas and less (and cleaner) leachate. Many of our landfills are designed and managed to ensure they can be used after closure for commerce, industry, or even conversion into wildlife habitat or public parks. For example, through our partnership with the Wildlife Habitat Council, we've converted more than 24,000 acres of landfill space to protected wildlife habitat.

As a dedicated environmental steward, Waste Management uses the latest advances in landfill technology to protect local ecosystems and ensure their long-term integrity. All our facilities are designed, operated, and maintained to meet or exceed local, state, and federal regulations

Waste Management utilizes extensive engineering controls and practices to protect surface water and groundwater, and we're always seeking ways to improve upon these. We maintain a comprehensive network of more than 6,000 groundwater-monitoring wells around our facilities, and every landfill uses monitoring strategies (many involving sophisticated statistical evaluations) to ensure that water quality in adjacent surface water and groundwater bodies is not impacted. We are pleased to report that our modern municipal solid waste landfill liners continue to perform as designed, not allowing leakage through the liner that would require corrective action to clean up groundwater under neighboring properties. To make sure that remains the case, we employ a staff of nearly 200 professional engineers, environmental scientists, regulatory experts, and technicians who ensure that every facility works to protect surface water, stormwater, and groundwater from any potential operational impacts.



We use managed basins, tanks, containment structures, and separators to redirect for proper disposal and treatment any contact water that is created. We also audit our on-site wastewater treatment plants to optimize efficiency and utilize a toolkit of best management practices for our field operations. This toolkit has facilitated the reduction of water that comes in contact with waste or contaminants.

For 10 of the past 11 years, Waste Management has been named one of the "World's Most Ethical Companies" by Ethisphere Institute, which honors organizations that raise the bar on ethical leadership and corporate behavior by fostering a culture of ethics and transparency at every level of the company

We look forward to discussing this proposal with you in detail. If there are any questions or items requiring clarification, please do not hesitate to contact me, James Smith, Area Manager of Disposal Operations, at (512) 272 9387.

Respectfully Submitted,

James Smith
Area Manager of Disposal Operations
Waste Management of Texas, Inc.

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COVER SHEET



CITY OF AUSTIN, TEXAS
Request for Information (RFI)
Cover Sheet



SOLICITATION NO: RFI 1500 SLW6002, Landfill Criteria Matrix for Landfill Eligibility

COMMENTS DUE: 2:00 PM (Central Time), Tuesday, January 29, 2019

The purpose of this Request for Information ("RFI") is to gather responsive data from permitted landfill operators ("Landfill Operators") to establish eligibility to receive municipal solid waste ("MSW") controlled by the City of Austin ("City"). The goal of this process is to ensure that Landfill Operators competing for City contracts adhere to the best operational practices of landfill management.

IMPORTANT: The City will use responses to this RFI to establish landfills eligible to receive City-controlled MSW. Responses will be scored based on the Landfill Criteria Matrix ("Matrix") to develop a list of landfills eligible to receive City-controlled MSW as part of the City procurement process. Future procurements will restrict contract awards to processors and haulers that use only eligible landfills. Any permitted landfill operator who wishes to process or accept City-controlled MSW must complete and submit this RFI in accordance with the guidelines below to be considered for eligibility as a disposal site for City-controlled MSW.

Note that the responsiveness and eligibility of Landfill Operators may also affect contract eligibility for trash haulers. Eligibility decisions will exclude consideration of the disposal and hauling of residuals resulting from the processing of City-controlled recyclables or compostable material.

SUBMISSION OF RESPONSES: All completed responses to this RFI are due by Tuesday, January 29, 2019 at 2:00 PM (CT). To be considered for eligibility, Landfill Operators must submit all answers, comments, questions, and suggestions with this cover sheet via email to ARR.Solicitations@austintexas.gov and hardcopy mailed to City of Austin; Austin Resource Recovery – Finance Solicitations; P.O. Box 1088; Austin, TX 78767; by the due date and time above.

All material submitted to the City becomes public property and is subject to the Texas Open Records Act upon receipt. No information submitted in response to the RFI should contain proprietary and/or confidential information.

The undersigned ("Respondent"), by their signature, acknowledges that they are authorized to represent the organization below. The Respondent, by submitting and signing below, acknowledges that this request is not a solicitation and will not result in a contract award. Additionally, the undersigned also certifies that the statements and information contained in these documents are true, accurate, and complete.

Signature of Person Authorized to Sign

Signer's Name and Title (Please Print)

Company Name: WASTE MANAGEMENT OF TX, INC.

Address: 9900 Giles Road

City, State, Zip Code: Austin TX, 78734

Phone No. (512) 272-9387

Email Address: j.smith18@wm.com



SECTION 4.1.1 -

Tab 1: Basic Information

- A. Waste Management of Texas, Inc
Austin Community Landfill
- B. 9900 Giles Lane
Austin, Texas 78754
- C. James Smith
Area Manager of Disposal Operations
- D. (512) 272-9387
- E. Jsmith18@wm.com



SECTION 4.1.2 -

Tab 2: Company Overview

Waste Management of Texas, Inc.'s (Waste Management's) Austin Community Landfill is a municipal solid waste landfill operating under the regulations of the Texas Commission on Environmental Quality (TCEQ) and the U.S. Environmental Protection Agency (EPA).

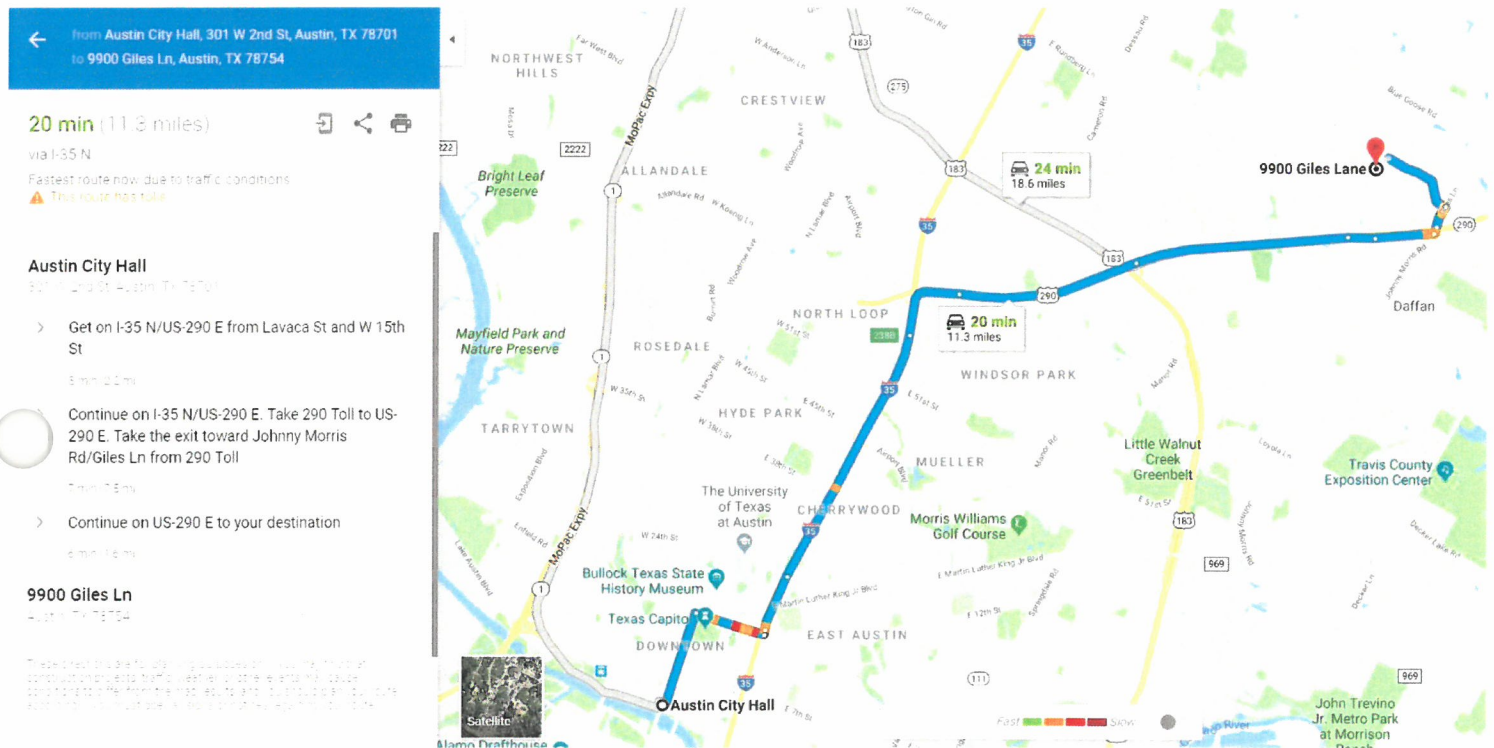
The landfill is permitted to accept non-hazardous household, commercial, industrial, and special waste, as well as construction and demolition debris. The landfill does not accept hazardous or radioactive waste.

The Austin Community Landfill currently accepts approximately 3,500 tons of waste each day, the majority of which comes from Travis County residents and businesses.

SECTION 4.1.3 -

Tab 3: Landfill Location

Austin Community Landfill is located at 9900 Giles Ln in Austin Texas or 11.3 miles from Austin City Hall.





SECTION 4.1.3 -

Tab 3: Landfill Location

Austin Community Landfill is located at 9900 Giles Ln in Austin Texas or 11.4 miles from Austin City Hall.



SECTION 4.1.4 -

Tab 4: Landfill Compliance

Austin Community Landfill does not have any “Unsatisfactory Compliance Ratings” from TCEQ or any other regulatory agency



SECTION 4.1.5 -

Tab 5: Alternative Equivalent Measures

Not Required

SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 1: Matrix Item 1a

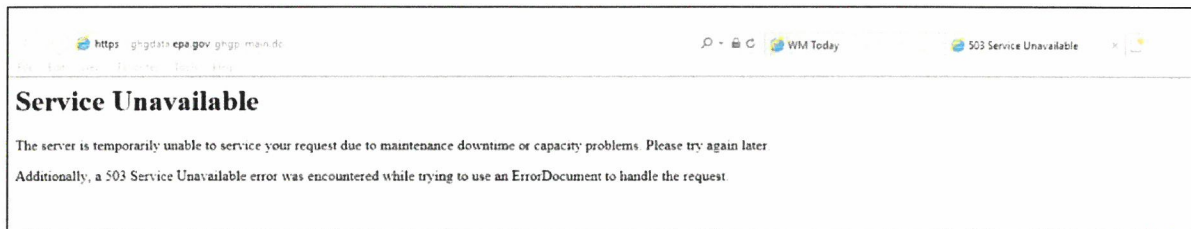
Landfill Gas Emissions

The most recent values reported to US EPA's Facility Level Information on Greenhouse Gases Tool for 2017 are as follows:

HH8 (this is smaller than HH6): 3,782 metric tons methane

Total waste in place from 1981 through 2017 (MSW, C&D, Inert): 21,022,009 tons (US).

*Please note that the EPA's FLIGHT information on EPA's website has been down for the past week.



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 2: Matrix Item 1b

Carbon-Free Fuels

The Austin Community Landfill does not currently have any Landfill equipment that operates with carbon-free fuels, power, or energy. However, Effective March 1st, the landfill will be utilizing Wind Power to operate aerators in our Leachate evaporation ponds and wheel wash recirculation basins.



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 3: Matrix Item 1c

Use of Landfill Gas

Austin Community Landfill collects and manages landfill gas through a series of collection wells throughout the site. The gas is managed through a flare system along with generating renewable energy with the landfills onsite Gas-to-Energy Plant which converts the landfill gas into enough electricity to provide power to 4,000 to 6,000 homes.

Use of landfill gas to produce electricity is a proven technology and is considered "green" energy like solar and wind power. Landfill gas is reliable and can be produced for up to 20 years after the waste is disposed. Harnessing this energy source extends the availability of non-renewable sources and reduces greenhouse gas emissions from oil and coal burning plants, benefiting both the community and the environment.



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 4: Matrix Item 2a

Compliance History



The list below is not sorted.

Site Associated with This Customer					Compliance History for Customer at this Site (If no Site appears in the same row, this is the Customer's overall compliance history.)				
Customer	Name	City or Nearest City	County	TCEQ Region	Related Numbers	Rating	Classification	Date Rated	Date Posted
WASTE MANAGEMENT OF TEXAS INC	WASTE MANAGEMENT OF TEXAS AUSTIN COMMUNITY RECYCLING & DISPOSAL FACILITY	AUSTIN	TRAVIS	REGION 11 - AUSTIN	<ul style="list-style-type: none"> 51460 TXR05T768 TXR05AJ96 249D 249B H0249 78271 TXR05P529 TXR15EW45 TXR05AJ96 78669 48017 61826 51460 85436 TXR05P529 64938 85436 15649 249B 61826 	0	HIGH	09/01/2008	11/15/2018



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 5: Matrix Item 2b

Activities that Promote Zero Waste/Waste Diversion

The Austin Community Landfill has the following activities that promote Zero Waste and Waste Diversion;

1. Construction and Demolition (C&D) waste is sorted onsite with wood being processed into Mulch and reused onsite for erosion control. Clean loads of wood waste are also diverted from landfill and processed as well
2. C&D loads are processed/sorted to remove recyclables.
3. White Goods and scrap metals are diverted from waste stream and recycled.
4. Concrete Loads that are transported internally are diverted to local Concrete recycling process facility.
5. Food Waste loads transported internally are diverted to local Organics processing facility.



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 6: Matrix Item 3a

Injury and Illness

Austin Community Landfill has had one (1) injury in the past five years.

See the following pages.

OSHA Form 300A

Page 1 of 1

OSHA's Form 300A**Summary of Work-Related Injuries and Illnesses**

Year 2018 
 U.S. Department of Labor
 Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0".

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.35 in OSHA's recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>0</u>	<u>0</u>
(K)	(L)

Injury and Illness Types

Total number of...	(M)		
(1) Injuries	<u>0</u>	(4) Poisonings	<u>0</u>
(2) Skin disorders	<u>0</u>	(5) Hearing Loss	<u>0</u>
(3) Respiratory conditions	<u>0</u>	(6) All other illnesses	<u>0</u>

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.

Public reporting burden for this collection of information is estimated to average 50 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any other aspect of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment Information**Your establishment name:**

Austin Community RDF

Street: 9900 GILES LN

City: Austin State: TX Zip: 78754-9747

Industry description (e.g., Manufacture of motor truck trailers):

Refuse Systems - Garbage: collecting, destroying, and processing

Standard Industrial Classification (SIC), if known (e.g., SIC 3715):
4953

Employment information

(If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees:
35

Total hours worked by all employees last year:
70708

Sign Here

Knowingly falsifying this document may result in a fine.

Company Executive Title

Phone

Date

OSHA Form 300A

Page 1 of 1

OSHA's Form 300A**Summary of Work-Related Injuries and Illnesses**

Year 2017 
 U.S. Department of Labor
 Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>0</u>	<u>0</u>
(K)	(L)

Injury and Illness Types

Total number of...			
(M)			
(1) Injuries	<u>1</u>	(4) Poisonings	<u>0</u>
(2) Skin disorders	<u>0</u>	(5) Hearing Loss	<u>0</u>
(3) Respiratory conditions	<u>0</u>	(6) All other illnesses	<u>0</u>

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Establishment Information**Your establishment name:**

Austin Community RDF

Street: 9900 GILES LN

City: State: Zip:
 AUSTIN TX 78754-9747

Industry description (e.g., Manufacture of motor truck trailers):

Refuse Systems - Garbage: collecting, destroying, and processing

Standard Industrial Classification (SIC), if known (e.g., SIC 3715):
 4953

Employment information

(If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees:
 32

Total hours worked by all employees last year:
 64230

Sign Here

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Company Executive Title

Phone

Date

OSHA Form 300A

Page 1 of 1

OSHA's Form 300A**Summary of Work-Related Injuries and Illnesses**

Year 2016


 U.S. Department of Labor
 Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0".

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	0	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	0
(K)	(L)

Injury and Illness Types
 Total number of...
 (M)

(1) Injuries	0	(4) Poisonings	0
(2) Skin disorders	0	(5) Hearing Loss	0
(3) Respiratory conditions	0	(6) All other illnesses	0

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Establishment Information**Your establishment name:**

Austin Community RDF

Street: 9900 GILES LN
City: AUSTIN **State:** TX **Zip:** 78754-9747

Industry description (e.g., Manufacture of motor truck trailers):

Refuse Systems - Garbage: collecting, destroying, and processing

Standard Industrial Classification (SIC), if known (e.g., SIC 3715):
 4953
Employment information

(If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees:
 28

Total hours worked by all employees last year:
 57728
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Company Executive Title**Phone****Date**

OSHA Form 300A

Page 1 of 1

OSHA's Form 300A

Summary of Work-Related Injuries and Illnesses

Year 2015 
 U.S. Department of Labor
 Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>0</u>	<u>0</u>
(K)	(L)

Injury and Illness Types

Total number of...	(M)
(1) Injuries	<u>0</u>
(2) Skin disorders	<u>0</u>
(3) Respiratory conditions	<u>0</u>
(4) Poisonings	<u>0</u>
(5) Hearing Loss	<u>0</u>
(6) All other illnesses	<u>0</u>

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Establishment Information

Your establishment name:

Austin Community RDF

Street: 9900 GILES LN

City: AUSTIN State: TX Zip: 78754-9747

Industry description (e.g., Manufacture of motor truck trailers):

Refuse Systems - Garbage: collecting, destroying, and processing

Standard Industrial Classification (SIC), if known (e.g., SIC 3715): 4953

Employment information

(If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees: 15

Total hours worked by all employees last year: 31536

Sign Here

Knowingly falsifying this document may result in a fine.

Company Executive Title

Phone

Date

OSHA Form 300A

Page 1 of 1

OSHA's Form 300A

Summary of Work-Related Injuries and Illnesses

Year 2014 
 U.S. Department of Labor
 Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	0	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	0
(K)	(L)

Injury and Illness Types

Total number of...	(M)		
(1) Injuries	0	(4) Poisonings	0
(2) Skin disorders	0	(5) Hearing Loss	0
(3) Respiratory conditions	0	(6) All other illnesses	0

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Establishment Information**Your establishment name:**

Austin Community RDF

Street: 9900 GILES LN

City: AUSTIN **State:** TX **Zip:** 78754-9747

Industry description (e.g., Manufacture of motor truck trailers):

Refuse Systems - Garbage: collecting, destroying, and processing

Standard Industrial Classification (SIC), if known (e.g., SIC 3715):
4953

Employment information

(If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees:
15

Total hours worked by all employees last year:
30695

Sign Here

Knowingly falsifying this document may result in a fine.

Company Executive Title**Phone****Date**



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 7: Matrix Item 3b

Severe Injury Report

Austin Community has had -0- Severe Injuries in the past 5 years and -0- Fatalities



SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 8: Matrix Item 4a

Hiring and Diversity

See the following pages.



WASTE MANAGEMENT EQUAL EMPLOYMENT POLICY

It is the policy of Waste Management to afford equal opportunity for employment to all individuals regardless of race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability or veteran status.

As part of this policy, Waste Management will (1) recruit, hire, promote and train all applicants and employees in all job titles without regard to their race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability or veteran status; (2) ensure that all personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs will be administered without regard to race, color, religion, sex, national origin, age, disability or veteran status; and (3) ensure that promotion decisions are in accord with principles of equal employment opportunities by imposing only valid requirements for promotional opportunities.

Waste Management will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Waste Management, or (c) consistent with Waste Management's legal duty to furnish information.

Waste Management has developed an Affirmative Action Plan to support its commitment to the principle of equal employment opportunity. This Plan describes the policies and procedures used in Waste Management's operations to carry out its commitment. The EEO/AAP Compliance Manager, with support of HR managers, will establish and monitor the implementation of personnel policies to guide Waste Management in pursuing equal employment opportunity and affirmative action for its employees as EEO Administrator.

Waste Management is committed to take action to ensure nondiscrimination. The cooperation and commitment of every employee is necessary in achieving effective and meaningful employment opportunity equal in every respect for all employees. Equal employment opportunity is the law and a sound and just policy to which Waste Management is firmly committed.

The successful achievement of a non-discriminatory employment program requires maximum cooperation between all employees. In fulfilling its part of this cooperative effort, management is committed to leading the way by establishing and implementing affirmative action procedures and practices that will ensure our objective of equitable employment opportunity for all.

The realization of that goal has my full support

A handwritten signature in blue ink, appearing to be 'J. J. Lee', written over a horizontal line.

AVP name
January 2019



WASTE MANAGEMENT NORMA DE IGUALDAD DE OPORTUNIDADES LABORALES

Waste Management tiene la política de ofrecer igualdad de oportunidades laborales a todas las personas sea cual fuere su raza, color, religión, sexo, embarazo, orientación sexual, identidad de género, nacionalidad de origen, edad, discapacidad o condición de ex combatiente.

De conformidad con esa norma, Waste Management (1) incorporará, contratará, ascenderá y capacitará a todos los solicitantes y empleados de todos los cargos sin considerar su raza, color, religión, sexo, embarazo, orientación sexual, identidad de género, nacionalidad de origen, edad, discapacidad o condición de ex combatiente; (2) se asegurará de que todas las medidas de personal, como la remuneración, prestaciones, transferencias, despidos, reincorporaciones tras despidos, capacitaciones patrocinadas por la compañía, educación, asistencia con gastos educativos y programas sociales y recreativos sean administrados sin considerar la raza, color, religión, sexo, nacionalidad de origen, edad, discapacidad o condición de veterano, y (3) se cerciorará de que las decisiones sobre ascensos laborales cumplan los principios de igualdad de oportunidades laborales al imponer únicamente requisitos válidos para las oportunidades de ascenso.

Waste Management no despedirá ni discriminará de otro modo contra los empleados o postulantes porque hayan preguntado, hablado o dado a conocer su propio salario o el salario de otros empleados o postulantes. Sin embargo, los empleados que tienen acceso a los datos de remuneración de otros empleados o postulantes como parte de sus funciones laborales esenciales, no pueden divulgar el salario de otros empleados o postulantes a individuos que no tienen acceso a dichos datos de remuneración, a menos que la divulgación sea (a) en respuesta a una queja formal o cargo, (b) en apoyo de una investigación, procedimiento, audiencia o acción, incluida una investigación llevada a cabo por Waste Management, o (c) de conformidad con la obligación legal de Waste Management de proporcionar información.

Waste Management ha creado un Plan de acción afirmativa para respaldar su compromiso de aplicar el principio de la igualdad de oportunidades laborales. Ese Plan describe las normas y procedimientos utilizados en las operaciones de Waste Management a fin de poner en práctica el compromiso asumido. El EEO AAP Administrador, con el apoyo del Gerente de Recursos Humanos establecerá y supervisará la implementación de las políticas de personal para guiar a Waste Management en el logro de la igualdad de oportunidades laborales y acción afirmativa para sus empleados, en su calidad de Administrador de EEO (igualdad de oportunidades laborales).

Waste Management asume el compromiso de tomar medidas para garantizar que no haya discriminación. La cooperación y el compromiso de cada empleado son fundamentales para lograr que la igualdad de oportunidades laborales sea efectiva y elocuente en cada aspecto para todos los empleados.

La ley establece la igualdad de oportunidades laborales, y Waste Management se compromete firmemente a seguir esta política sólida y justa.

El logro exitoso de un programa laboral no discriminatorio exige máxima cooperación de todos los empleados. Con el fin de cumplir su deber en esta gestión conjunta, la gerencia se compromete a asumir el liderazgo estableciendo e implementando procedimientos y prácticas de acción afirmativa que garantizarán nuestro objetivo de igualdad de oportunidades laborales para todos.

Presto mi apoyo total a concretar esa meta

Vicepresidente de Área
Enero de 2019

SECTION 5.1 | SCORING QUESTIONS FOR TYPE AND SERVICE -

Tab 9: Matrix Item 4b

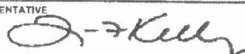
Landfill Employees

The Waste Management Austin Community Landfill currently has 23 full time Waste Management hourly employees. 74% of the Waste Management hourly employees are paid at or above the living wages for the City of Austin requirement. Currently there is one employee that is employed thru a temporary agency that is paid below the living wage for the City of Austin requirement.

Waste Management offers health insurance to all eligible full-time employees. If they choose to elect coverage, they must complete 90 days of employment.



INSURANCE

ACORD®		CERTIFICATE OF LIABILITY INSURANCE		DATE (MM/DD/YYYY)		
		1/1/2020		1/25/2019		
<p>THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.</p> <p>IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).</p>						
<p>PRODUCER: LOCKTON COMPANIES 3657 BRIARPARK DRIVE, SUITE 700 HOUSTON TX 77042 866-260-3538</p>		<p>CONTACT NAME: _____ FAX: _____ PHONE (A/C No. Ext): _____ (A/C No.): _____ E-MAIL: _____ ADDRESS: _____</p> <p>INSURER(S) AFFORDING COVERAGE</p> <p>INSURER A: ACE American Insurance Company</p> <p>INSURER B: Indemnity Insurance Co of North America</p> <p>INSURER C: ACE Fire Underwriters Insurance Company</p> <p>INSURER D: _____</p> <p>INSURER E: _____</p> <p>INSURER F: _____</p>				
<p>INSURED: WASTE MANAGEMENT HOLDINGS, INC. & ALL AFFILIATED 1349455 RELATED & SUBSIDIARY COMPANIES INCLUDING: WASTE MANAGEMENT OF SOUTH TEXAS 1777 N LOOP 410, SUITE 1001 SAN ANTONIO TX 78217</p>						
COVERAGES		CERTIFICATE NUMBER: 15851277		REVISION NUMBER: XXXXXXXX		
<p>THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.</p>						
INSUR LTR	TYPE OF INSURANCE	ADDL. SUBR. INSD. WVD.	POLICY NUMBER	POLICY EFF. (MM/DD/YYYY)	POLICY EXP. (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> XCU INCLUDED <input checked="" type="checkbox"/> ISO FORM CG00010413 GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO. <input checked="" type="checkbox"/> JECT <input checked="" type="checkbox"/> LOC <input type="checkbox"/> OTHER	Y	Y	1/1/2019	1/1/2020	EACH OCCURRENCE \$ 5,000,000 DAMAGE TO RENTED PREMISES (Per occurrence) \$ 5,000,000 MED EXP (Any one person) \$ XXXXXXXX PERSONAL & ADV INJURY \$ 5,000,000 GENERAL AGGREGATE \$ 6,000,000 PRODUCTS - COMP/OP AGG \$ 6,000,000
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input checked="" type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> MCS-90	Y	Y	1/1/2019	1/1/2020	COMBINED SINGLE LIMIT (Per accident) \$ 1,000,000 BODILY INJURY (Per person) \$ XXXXXXXX BODILY INJURY (Per accident) \$ XXXXXXXX PROPERTY DAMAGE (Per accident) \$ XXXXXXXX
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> DED <input type="checkbox"/> RETENTIONS	Y	Y	1/1/2019	1/1/2020	EACH OCCURRENCE \$ 15,000,000 AGGREGATE \$ 15,000,000 COMBINED SINGLE LIMIT \$ XXXXXXXX
B A C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/OWNER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	Y	1/1/2019 1/1/2019 1/1/2019	1/1/2020 1/1/2020 1/1/2020	<input checked="" type="checkbox"/> PER <input type="checkbox"/> STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 3,000,000 E.L. DISEASE - EA EMPLOYEE \$ 3,000,000 E.L. DISEASE - POLICY LIMIT \$ 3,000,000
A	EXCESS AUTO LIABILITY	Y	Y	1/1/2019	1/1/2020	COMBINED SINGLE LIMIT \$9,000,000 (EACH ACCIDENT)
<p>DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)</p> <p>ALL POLICIES EXCEPT W.C. INCLUDE A BLANKET AUTOMATIC ADDITIONAL INSURED ENDORSEMENT (PROVISION) THAT PROVIDES ADDITIONAL INSURED STATUS TO THE CERTIFICATE HOLDER ONLY IF THERE IS A WRITTEN CONTRACT BETWEEN THE NAMED INSURED AND THE CERTIFICATE HOLDER THAT REQUIRES SUCH STATUS. ALL POLICIES INCLUDE A BLANKET WAIVER OF SUBROGATION ENDORSEMENT (PROVISION) THAT PROVIDES THIS FEATURE ONLY WHEN THERE IS A WRITTEN CONTRACT BETWEEN THE NAMED INSURED AND THE CERTIFICATE HOLDER THAT REQUIRES SUCH STATUS.</p>						
CERTIFICATE HOLDER			CANCELLATION			
15851277 CITY OF AUSTIN TEXAS P.O. BOX 1088 AUSTIN TX 78767			SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 			

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CITY OF AUSTIN, TEXAS
Request for Information (RFI)
Cover Sheet



SOLICITATION NO: RFI 1500 SLW6002, Landfill Criteria Matrix for Landfill Eligibility

COMMENTS DUE: 2:00 PM (Central Time), Tuesday, January 29, 2019

The purpose of this Request for Information ("RFI") is to gather responsive data from permitted landfill operators ("Landfill Operators") to establish eligibility to receive municipal solid waste ("MSW") controlled by the City of Austin ("City"). The goal of this process is to ensure that Landfill Operators competing for City contracts adhere to the best operational practices of landfill management.

IMPORTANT: The City will use responses to this RFI to establish landfills eligible to receive City-controlled MSW. Responses will be scored based on the Landfill Criteria Matrix ("Matrix") to develop a list of landfills eligible to receive City-controlled MSW as part of the City procurement process. Future procurements will restrict contract awards to processors and haulers that use only eligible landfills. Any permitted landfill operator who wishes to process or accept City-controlled MSW must complete and submit this RFI in accordance with the guidelines below to be considered for eligibility as a disposal site for City-controlled MSW.

Note that the responsiveness and eligibility of Landfill Operators may also affect contract eligibility for trash haulers. Eligibility decisions will exclude consideration of the disposal and hauling of residuals resulting from the processing of City-controlled recyclables or compostable material.

SUBMISSION OF RESPONSES: All completed responses to this RFI are due by Tuesday, January 29, 2019 at 2:00 PM (CT). To be considered for eligibility, Landfill Operators must submit all answers, comments, questions, and suggestions with this cover sheet via email to ARR.Solicitations@austintexas.gov and hardcopy mailed to City of Austin; Austin Resource Recovery – Finance Solicitations; P.O. Box 1088; Austin, TX 78767; by the due date and time above.

All material submitted to the City becomes public property and is subject to the Texas Open Records Act upon receipt. No information submitted in response to the RFI should contain proprietary and/or confidential information.

The undersigned ("Respondent"), by their signature, acknowledges that they are authorized to represent the organization below. The Respondent, by submitting and signing below, acknowledges that this request is not a solicitation and will not result in a contract award. Additionally, the undersigned also certifies that the statements and information contained in these documents are true, accurate, and complete.

Signature of Person Authorized to Sign

Signer's Name and Title (Please Print)

Company Name: WASTE MANAGEMENT OF TX, INC.

Address: 9900 Giles Road

City, State, Zip Code: Austin TX, 78754

Phone No. (512) 272-9387

Email Address: jsmith18@wm.com