



# City of Denton

City Hall  
215 E. McKinney Street  
Denton, Texas  
[www.cityofdenton.com](http://www.cityofdenton.com)

## AGENDA INFORMATION SHEET

**DEPARTMENT:** Procurement  
**ACM:** Christine Taylor  
**DATE:** December 16, 2025

### SUBJECT

Consider adoption of an ordinance of the City of Denton, a Texas home-rule municipal corporation, authorizing the City Manager to execute a contract with Mustang Apparel, Inc. dba Incentive Brands, for workwear for various City of Denton departments; providing for the expenditure of funds therefor; and providing an effective date (RFP 8926 – awarded to Mustang Apparel, Inc. dba Incentive Brands, for one (1) year, with the option for four (4) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$3,500,000.00).

### INFORMATION/BACKGROUND

This Request for Proposals (RFP) is for the supply of workwear to be used by all departments in their daily operations. The primary users of the work wear contracts include the following departments/divisions: Water, Wastewater, Solid Waste, Electric Distribution, Electric Substations, Electric Metering, Electric Communications, Parks, Fleet, Airport, and Fire. This contract encompasses pants, jeans, jackets, coats, shirts, overalls, hats, high visibility gear, and fire protective gear. Embroidery is included in this contract and available for hats, shirts, jackets, coats, and fire protective gear. Each department will be responsible for ordering workwear on an as-needed basis to ensure fiscal responsibility. Warehouse stock will include hats and high-visibility gear to ensure proper Personal Protective Equipment (PPE) is available for City of Denton personnel.

City Department	Est 5-Year Expenditure	Workwear Breakdown
Airport	2,000.00	Jackets, T-shirts, Gloves
Capital Project	10,000.00	Polos, T-shirts, men's dress shirts
Community Services	22,500.00	Polos, Work Shirts, and Various Items
Development Services, Traffic, Traffic Engineering, Engineering, Real Estate	56,208.00	Polos, T-shirts, Jeans, Overalls, Hi-Vis Gear, Caps, Jackets, Other
DME	50,000.00	Polos, Work Shirts, Caps
Economic Development	2,000.00	Polos, T-shirts
Environmental Services	16,250.00	Jackets, Coats, Polos, T-shirts, Other
Facilities	23,000.00	Uniforms, PPE
Fire	375,000.00	Various Items
Fleet	104,000.00	Uniforms, PPE
Human Resources/Risk	500.00	Polos
Library	10,000.00	Polos, T-shirts
Marketing	2,000.00	Polos, Workshirts, Rain Jackets

City Department	Est 5-Year Expenditure	Workwear Breakdown
Parks	80,000.00	Polos, T-shirts, ETC
Police	100,000.00	Various Items
Procurement	2,000.00	Polos, Workshirts, Sweatshirts
Solid Waste	850,000.00	Pants, Jeans, Overalls/bibs, Jackets/Coats, Polos/Work Shirts, T-shirts, Flame Resistant Tops, Flame Resistant Pants, Flame Resistant Jacket/Bibs, Hi-Vis Gear, and Caps
Tech Services	17,500.00	Uniforms and PPE clothing
Warehouse	122,530.00	Hi-vis, Uniforms, PPE clothing
Water, Wastewater, Streets, Drainage	1,640,000.00	Uniform, protective Gear, T-shirts, Jeans, Jackets/Coats, Bibs, Polos, Workshirts
Subtotal	\$,485,488	
Contingency		\$14,512
<b>Total</b>		<b>\$3,500,000</b>

A Request for Proposals was sent to 277 prospective suppliers of this item. In addition, specifications were placed on the Procurement website for prospective suppliers to download and advertised in the local newspaper. Ten (10) proposals were received and evaluated based upon published criteria, including qualifications and references, implementation and approach, staffing, and price. Based upon this evaluation, Mustang Apparel, Inc. dba Incentive Brands, was ranked the highest and determined to be the best value for the City.

NIGP Code Used for Solicitation:	200 - Clothing: Athletic, Casual, Dress, Uniform, Weather & Work Related
Notifications sent for Solicitation sent in IonWave:	277
Number of Suppliers that viewed Solicitation in IonWave:	60
HUB-Historically Underutilized Business Invitations sent out:	54
SBE-Small Business Enterprise Invitations sent out:	130
Responses from Solicitation:	10

## **RECOMMENDATION**

Award a contract with Mustang Apparel, Inc. dba Incentive Brands, for workwear for various City of Denton departments, in a one (1) year, with the option for four (4) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$3,500,000.

## **PRINCIPAL PLACE OF BUSINESS**

Mustang Apparel, Inc. dba Incentive Brands  
Plano, TX

## **FISCAL INFORMATION**

These products and services will be funded through the using department's budget on an as-needed basis. The City will only pay for services rendered and is not obligated to pay the full contract amount unless needed.

## **EXHIBITS**

Exhibit 1: Agenda Information Sheet  
Exhibit 2: Pricing Evaluation  
Exhibit 3: Ordinance and Contract

Respectfully submitted:  
Lori Hewell, 940-349-7100  
Purchasing Manager

For information concerning this acquisition, contact: Lori Hewell, 940-349-7100.

Legal point of contact: Marcella Lunn at 940-349-8333.