

**CONTRACT**  
**FOR**  
**JANITORIAL SERVICES**  
**DENVER INTERNATIONAL AIRPORT**  
**BETWEEN**  
**THE CITY AND COUNTY OF DENVER**  
**AND**  
**ISS FACILITY SERVICES INC.**

## **CONTRACT**

**THIS CONTRACT**, is made and entered into as of the date stated on the signature page ("Effective Date"), by and between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado ("City"), Party of the First Part, and **ISS FACILITY SERVICES INC.**, a Corporation authorized to do business in Colorado ("Contractor"), Party of the Second Part.

### **WITNESSETH:**

**WHEREAS**, the City owns and operates Denver International Airport ("DEN" or the "Airport"), and

**WHEREAS**, the City desires to obtain janitorial services and snow removal (the "Services") for airport facilities at DEN; and

**WHEREAS**, the City has solicited and received proposals for such services, and has chosen the proposal submitted by the Contractor; and

**WHEREAS**, the Contractor is fully qualified and ready, willing and able to provide the Services to the City at DEN, in accordance with its proposal submitted to the City;

**NOW, THEREFORE**, for and in consideration of the premises and other good and valuable consideration, the parties hereto agree as follows:

### **SECTION 1 – DEFINITIONS**

As used in this Contract, unless the context requires otherwise:

#### **1.01 AIRPORT; DEN**

"Airport" or "DEN" means Denver International Airport.

#### **1.02 CONTRACT COMPLIANCE SUPERVISOR**

The Chief Executive Officer Denver International Airport, his/her designee or successor in function (hereinafter referred to as the "CEO") authorizes all work performed under this Agreement. The CEO hereby delegates his/her authority over the work described herein to the Senior Vice President of Airport Infrastructure Management hereinafter referred to as "Senior Vice President," as the CEO's authorized representative for the purpose of administering, coordinating and approving work performed by the Contractor under this Agreement. The Senior Vice President's authorized representative for day-to-day administration of the Contractor's services under this Agreement is the Contract Compliance Supervisor. The Contractor shall submit its reports, memoranda, correspondence and submittals to the Contract Compliance Supervisor or other authorized person. The CEO and the Senior Vice President may rescind or amend any such designation of representatives or delegation of authority and the Senior Vice President may from time to time designate a different individual to act as Contract Compliance Supervisor.

### 1.03 CONTRACT DOCUMENTS

It is agreed by the parties hereto that the following list of instruments, drawings and documents which are attached hereto and bound herewith or incorporated herein by reference constitute and shall be referred to either as the Contract Documents or the Contract between the parties hereto, and they are as fully a part of this agreement as if they were set out verbatim and in full herein:

Contract	
Appendices	Federal Assurances
Exhibit A	Scope of Work
Exhibit C	City and County of Denver Insurance Certificate
Exhibit D	Payment and Performance Bond
Exhibit E	Irrevocable Letter of Credit
Exhibit F	Prevailing Wage Rate Schedule
Exhibit G	Executive Order 136 Non-displacement of Qualified Workers under City Service Contracts

### 1.04 CONTRACTOR EMPLOYEE; CONTRACTOR PERSONNEL

“Contractor employee” or “Contractor personnel” shall include employees and personnel of the Contractor and subcontractors, if any.

### 1.05 CHIEF EXECUTIVE OFFICER

“CEO” means the Chief Executive Officer City and County of Denver Department of Aviation.

## **SECTION 2 – SCOPE OF WORK**

### 2.01 SCOPE OF WORK

The Contractor shall be responsible for providing Services at Denver International Airport in accordance with the terms and conditions of the Contract Documents. Contractor shall furnish all necessary labor, tools, equipment and supplies to perform the required services, except for the equipment and facilities that are specified in this Contract as being the responsibility of the City. The parties agree this Contract is non-exclusive and the City reserves the right to purchase the same services and materials through other procurements.

### 2.02 MANNER OF WORK

A. Scope of Work: The Contractor will furnish all of the technical, administrative, professional and consulting services and other labor; all supplies and materials, equipment, printing, vehicles, local travel, office space and facilities, testing and analyses, calculations, and any other facilities or resources required to perform and complete the work all in accordance with the attached **Exhibit A**, hereinafter referred to in this Agreement as the Contractor's “Scope of Work.” Contractor shall not be authorized to proceed with work described herein and the City shall not be obligated to fund any work performed by the Contractor, until the City has provided written notification to the Contractor that the work is to be performed.

B. Professional Responsibility: The Contractor shall faithfully perform the Scope of Work required under this Agreement in accordance with standards of care, skill, expertise,

training, diligence and judgment customarily exercised by highly competent professionals who perform work of a similar nature to the work described in this Agreement.

C. Diligence: The Contractor acknowledges that time is of the essence in the performance of its services under this agreement and that the City of Denver may suffer damages if the Project is delayed as a result of the Contractor's failure to provide its services in a timely and diligent manner. Contractor shall perform the work described herein in a timely manner and as directed by the Senior Vice President or his or her authorized representatives.

D. Neither the Contractor nor any of its employees shall perform any work at the Airport other than that which is defined herein, except as permitted in writing by the Director of Airport Maintenance. When such other work is approved, it is expressly understood that the needs of the Department of Aviation are to have precedence over any such work.

E. This is a non-exclusive Contract. In the City's best interests, the City reserves the right to purchase the same materials and services through other procurements. The City also reserves the right to purchase from other sources those items which are required on an emergency basis and cannot be supplied immediately from stock by the vendor.

### **2.03 COORDINATION AND LIAISON**

The Contractor agrees that during the term of this Contract it shall coordinate its work with any interested City agency, any person or firm under contract with the City, and with other governmental agencies which are affected by or interested in any part of the services the Contractor performs under this Contract.

### **2.04 PREPARATION FOR ASSUMPTION OF RESPONSIBILITY**

Preparatory actions by the Contractor shall include, but are not limited to, setting up its office at DIA and hiring and training its personnel. In order to conduct an orderly transition, the Contractor will obtain, at least seven (7) calendar days prior to commencement of the Contractor's operations under this Contract, all badges, clearances and/or driver's licenses which are required for such person's job classification as set out herein. Contractor further agrees to fully implement and comply with the Executive Order 136 Non-displacement of Qualified Workers under City Service Contracts, as set for in **Exhibit G**, attached hereto and incorporated herein.

## **SECTION 3 - TERM**

### **3.01 TERM**

The term of this Contract shall commence at 12:01 a.m. M.S.T. on March 1, 2018, and shall terminate at 12:00 a.m. M.S.T. on February 28, 2021, unless earlier terminated in accordance with the Contract Documents. This contract shall be for a term of three (3) years. It is also a specific provision of this Contract that the CEO in his or her discretion (or his/her designee) may renew and continue the Contract under the same terms and conditions as the original contract for up to two (2) additional years in increments of one or two years. Though multiple extensions may be granted, in no event shall the total extensions total more than two years. In addition, the term of this Contract may be extended in the CEO's discretion, by written notice from the City to the Contractor, to allow the completion of any work which has been commenced prior to the date upon which this Agreement otherwise would terminate. However, no extension of the Contract

Term shall increase the Maximum Contract Amount stated herein; such amount may be changed only by a duly executed written amendment to this Contract.

## **SECTION 4 – COMPENSATION AND PAYMENT**

### **4.01 COMPENSATION**

The City hereby agrees to pay the Contractor, and the Contractor agrees to accept as its sole compensation for its complete costs incurred and services rendered under this Agreement, an amount negotiated for individual tasks included in the project's scope of work as set forth in Contract Documents.

### **4.02 MONTHLY BILLINGS**

The Contractor shall submit a monthly invoice in form satisfactory to the City. The Contractor agrees that the Airport's Project Manager may from time to time require changes to the format and content of the monthly invoice to be submitted by the Contractor. The City reserves the right to reject any and all invoices for specified items of work that have not been performed to the satisfaction of the City.

### **4.03 MAXIMUM LIABILITY**

A. Any other provision in this Agreement notwithstanding, in no event shall the City be liable for payment under this Agreement for any amount in excess of **One Hundred Fourteen Million Eight Hundred Eighty-Three Thousand Dollars and Zero Cents (\$114,883,000.00)** (the "Maximum Contract Liability"). The Maximum Contract Liability may only be increased by amendment to this Agreement. All payments under this Agreement shall be paid solely and exclusively from the City's "City and County of Denver, Airport System and Operation and Maintenance Fund" and from no other fund or source. The City is under no obligation to make any future apportionments or allocations to said fund. Any services performed beyond those set forth therein are performed at Contractor's risk and without authorization under the Agreement.

B. It is agreed and understood that this Contract is a multi-year agreement with only partial funding authorized at the commencement of the term of this Contract, such partial funding consisting of the approved and/or encumbered amount of **Eighteen Million Ninety One Thousand Two Hundred Ninety-Eight Dollars and Forty Cents (\$18,091,298.40)**. The City's payment obligation, whether direct or contingent, extends only to funds appropriated annually by the Denver City Council, paid into the Treasury of the City, and encumbered for the purpose of the Agreement. The City does not by the Agreement irrevocably pledge present cash reserves for payment or performance in future fiscal years, and the Agreement does not and is not intended to create a multiple-fiscal year direct or indirect debt or financial obligation of the City.

C. The City reserves the right to direct the Contractor to perform only limited portions of the work described in **Exhibit A** and the Contractor agrees that it shall not continue work in excess of approved and encumbered amounts without a written Notice from the City stating the funding limit and term. If the Contractor chooses to proceed with work prior to receiving such a written Notice, then the Contractor shall do so at its own risk without any liability for payment by the City. The City's written Notice must be signed by the City's Senior Vice President and by the Department of Aviation's Chief Financial Officer ("CFO"), otherwise it is invalid and the Contractor is without authority to proceed. Payments hereunder will be made subject to the multi-year conditions stated above.

#### **4.04 TIME OF PAYMENT / PROMPT PAYMENT**

Terms shall be subject to the City's Prompt Payment Ordinance D.R.M.C. 20-107 *et-seq.* subject to the Maximum Contract Liability set forth herein. Payments shall be based upon monthly invoices and receipts submitted by Contractor in accordance with the provision of this Agreement and that have been audited and approved by the City. The Contractor agrees that interest and late fees shall be payable by the City hereunder only to the extent authorized and provided for in the City's Prompt Payment Ordinance. For any subcontractor engaged by Contractor under this Agreement, the Contractor is subject to Section 20-112, D.R.M.C., requiring the Contractor to pay its subcontractors in a timely fashion. A payment is timely if it is mailed to the subcontractor no later than seven days after receipt of any payment from City. Any late payments by Contractor are subject to a late payment penalty as provided for in Section 20-112, D.R.M.C.

### **SECTION 5 – CONTRACTOR'S PERFORMANCE**

#### **5.01 CONTRACTOR PERSONNEL – GENERAL REQUIREMENTS**

A. The Contractor shall at all times provide properly trained and competent personnel in the number and classifications necessary to perform its services in an efficient manner and in accordance with the Contract Documents. The Contractor shall be responsible for the conduct of all the Contractor's personnel at all times. Contractor personnel are required to be properly trained and competent to perform the duties of their positions, and must possess adequate communication and English language skills to accurately provide information to the public and to respond to routine and emergency communications by telephone or radio. They shall be properly uniformed, clean and neat in appearance while on duty, and shall deal with members of the public, including parking patrons, in a prompt, polite and businesslike manner.

B. The Contractor shall remove from the Airport work site any Contractor employee on, or invited by it onto, the Airport, when the CEO notifies the Contractor in writing that such person: (a) is, in the sole opinion of the CEO or his/her designee, incompetent, unfit or disorderly; or (b) has used profane or abusive language or behavior toward any person at the Airport. Such person shall not be reassigned to Airport work by the Contractor, except with the express written consent of the CEO or his/her designee.

#### **5.02 EMPLOYEE DRIVER LICENSES AND RECORDS**

A. Contractor employees driving either City or Contractor provided vehicles under this Contract are required to maintain an excellent driving record. Drivers with a driving record unacceptable to the City's insurance underwriter will be assigned by the Contractor to a non-driving job if available.

B. All drivers with an alcohol or drug related charge shall be dealt with in accordance with the provisions of Executive Order No. 94.

C. All Contractor personnel assigned to the Airport who drive vehicles in the course of their work under this Contract must obtain and maintain a Colorado Class "R" driver's license and Airport Identification Badge at all times during their employment at the Airport.

D. All Contractor personnel assigned to the Airport will carry Airport Identification Badges at all times during their employment at the Airport.

### **5.03 THE CONTRACTOR'S PROJECT MANAGER**

A. The Contractor shall provide an on-site Project Manager, trained, qualified, and acceptable to the SVP or his/her authorized representative, exclusively for this Contract. The Project Manager shall have full authority to act for the Contractor and at all times to carry out the provisions of this Contract. If the Project Manager is absent, the Contractor shall, at all times, provide an equally qualified and competent replacement that has been given full authority to carry out the duties of the positions as required.

B. The Project Manager shall make sufficient daily inspections to ensure the work is performed as specified. The Project Manager shall use work assignment sheets and the tool and equipment checklist for each assignment to record discrepancies. The Project Manager shall provide a copy of all inspection reports to the Contract Compliance Supervisor each day.

### **5.04 AIRPORT SECURITY**

A. It is a material requirement of this Contract that the Contractor shall comply with all rules, regulations, written policies and authorized directives from the City and/or the Transportation Security Administration with respect to Airport security. The Contractor shall conduct all of its activities at the Airport in compliance with the Airport security program, which is administered by the Security Section of the Airport Operations Division, Department of Aviation. Violation by the Contractor or any of its employees, subcontractors or vendors of any rule, regulation or authorized directive from the City or the Transportation Security Administration with respect to Airport Security shall be grounds for immediate termination by the City of this Contract for cause.

B. The Contractor, promptly upon notice of award of this Contract, shall meet with the Airport's Assistant Security Manager to establish badging and vehicle permit requirements for Contractor's operations under this Contract. The Contractor shall obtain the proper access authorizations for all of its employees, subcontractors and vendors who will enter the Airport to perform work or make deliveries, and shall be responsible for each such person's compliance with all Airport rules and regulations, including without limitation those pertaining to security. Any person who violates such rules may be subject to revocation of his/her access authorization. The failure of the Contractor or any subcontractor to complete any required services hereunder shall not be excused on account of the revocation for good cause of access authorization of any person.

C. The security status of the Airport is subject to change without notice. If the security status of the Airport changes at any time during the term of this Contract, the Contractor shall take immediate steps to comply with security modifications that occur as a result of the changed status. The Contractor may at any time obtain current information from the Airport Security Office regarding the Airport's security status in relation to the Contractor's operations at the Airport.

D. The Contractor shall return to the City at the expiration or termination of this Contract, or upon demand by the City, all access keys or access badges issued to it or any subcontractor for any area of the Airport, whether or not restricted. If the Contractor fails to do so, the Contractor shall be liable to reimburse the City for all the City's costs for work required to prevent compromise of the Airport security system. The City may withhold funds in the amount of such costs from any amounts due and payable to the Contractor under this Contract.

## **5.05 SAFETY**

A. The Contractor shall operate at all times under this Contract in compliance with the Occupational Safety and Health Act.

B. For all operations requiring the placement and movement of the Contractor's equipment, Contractor shall observe and exercise and compel its employees to observe and exercise all necessary caution and discretion so as to avoid injury to persons, damage to property of any and all kinds, and annoyance to or undue interference with the movement of the public and City personnel.

## **5.06 LAWS, REGULATIONS, TAXES AND PERMITS**

A. The Contractor shall procure all permits and licenses, pay all charges, taxes and fees and give all notices necessary and incidental to the due and lawful prosecution of the work under this Contract. All costs thereof shall be deemed to be included in the prices proposed for the work.

B. Contractor agrees that he, or any subcontractor under him, will pay all sales and use taxes levied by the City and County of Denver on any tangible personal property built into the work. These materials are exempt from Colorado State Taxes per CRS 1973 39-26-114 Rev. It shall be the responsibility of the Contractor to obtain a Certification of Exemption from the State of Colorado Department of Revenue prior to the purchase of any materials to be built into the work. A copy of the certificate shall be furnished the City prior to final payment.

C. The Contractor, at all times, shall observe and comply with all federal, state, county, city and other laws, codes, ordinances, rules and regulations in any manner affecting the conduct of the work, including without limitation the Williams-Steiger Occupational Safety and Health Act of 1970 (Public Law 91-596).

D. Without limiting the foregoing, the Contractor shall establish appropriate procedures and controls so that services under this Contract will not be performed by using any alien who is not legally eligible for such employment under United States Immigration laws. Failure to satisfactorily comply with this condition may cause the City to terminate this Contract.

## **5.07 COMPLIANCE WITH ENVIRONMENTAL REQUIREMENTS**

A. The Contractor in conducting any activity on the Airport shall comply with all applicable local, state and federal environmental rules, regulations, statutes, laws and orders (collectively "Environmental Requirements"), including but not limited to Environmental Requirements regarding the storage, use and disposal of Hazardous Materials or Special Wastes to the environment. For purposes of this Agreement the terms "Hazardous Materials" shall refer to those materials, including without limitation asbestos and asbestos-containing materials, polychlorinated biphenyls (PCBs), oil or any other petroleum products, natural gas, source material, pesticide, and any hazardous waste, toxic substance or related material, including any substance defined or treated as a "hazardous substance," "hazardous waste" or "toxic substance" (or comparable term) in the Comprehensive Environmental Response, Compensation and Liability Act (42 U.S.C. Sec. 9601 et seq. (1990), the Toxic Substances Control Act (15 U.S.C. Sec. 2601 et seq. (1990), and any rules and regulations promulgated pursuant to such statutes or any other applicable federal or state statute.



In addition, Environmental Requirements include applicable Environmental Guidelines developed for DIA's Environmental Management System (EMS), as summarized in DIA Rules and Regulations Part 180 (Environmental Management) and DIA's Environmental Policy, both available at [www.flydenver.com/biz/index.asp](http://www.flydenver.com/biz/index.asp). These Environmental Requirements include, but are not limited to, requirements regarding the storage, use, and disposal of Hazardous Materials, petroleum products; the National Environmental Policy Act (NEPA); the Clean Water Act (CWA); and all other federal, state, and local water, wastewater, and air quality regulations.

B. The Contractor shall acquire all necessary federal, state, local, and airport permits/approvals and comply with all permit/approval requirements.

C. Prior to use, the Contractor shall provide to the City copies of Material Safety Data Sheets (MSDSs) for all chemicals or detergents to be used in its activities for approval. This obligation is continuing for the term of this Agreement, and the Contractor shall provide updated MSDSs and MSDSs for new chemicals, as such information is updated and as new chemicals or detergents are placed into use, as applicable.

D. The Contractor agrees to ensure that its operations hereunder are conducted in a manner that minimizes environmental impact through appropriate preventive measures. The Contractor agrees that it shall be responsible for any notice of violation from CDPHE, the City and County of Denver or the EPA. The Contractor further agrees that it is responsible for the health and safety of its personnel in connection with such environmental requirements.

E. In the case of a release, spill or leak as a result of the Contractor's activities, the Contractor shall immediately control and remediate the contaminated media to applicable federal, state and local standards. The Contractor agrees that in such event it will immediately clean up all spills and the cleanup material must be disposed of offsite at the Contractor's sole expense. The Contractor agrees that it shall reimburse the City for any penalties and all costs and expenses, including without limitation attorney's fees, incurred by the City as a result of the release or disposal by the Contractor of any pollutant or hazardous material on or about the Airport.

## **5.12 EXISTING UTILITIES AND STRUCTURES**

The Contractor shall adequately protect the work, Airport property, adjacent property and the public. In the event of damage to facilities and/or disruption in services at the facilities, as a result of the Contractor's operations or lack thereof when required, the Contractor shall take immediate steps to notify the Contract Compliance Supervisor and subsequently repair or restore all services to the satisfactory approval of the Contract Compliance Supervisor. The Contractor shall also provide temporary services to maintain uninterrupted use of the facilities.

All costs involved in making repairs and restoring disrupted service shall be borne by the Contractor, and the Contractor shall be fully responsible for any and all claims resulting from the damage.

The Contract Compliance Supervisor, at her/his option, may elect to perform such repairs and deduct the cost of such repairs, replacements and outside services from the monthly charges by the Contractor.

## **SECTION 6 – INDEMNITY; INSURANCE; BONDS**

### **6.01 INSURANCE**

A. The Contractor shall obtain and keep in force during the entire term of this Agreement, all of the insurance policies described in the City's form of insurance certificate which is attached to this Agreement as **Exhibit C** and incorporated herein. Such insurance coverage includes workers' compensation and employer liability, commercial general liability, business automobile liability, and if appropriate, professional liability. Upon execution of this Agreement, the Contractor shall submit to the City an ACORD form, which specifies the issuing company or companies, policy numbers and policy periods for each required coverage.

B. The City's acceptance of any submitted insurance certificate is subject to the approval of the City's Risk Management Administrator. All coverage requirements specified in the certificate shall be enforced unless waived or otherwise modified in writing by the City's Risk Management Administrator.

C. All certificates required by this Agreement shall be sent directly to Denver International Airport, Risk Management, Airport Office Building, Room 8810, 8500 Peña Boulevard, Denver, Colorado 80249. The City Project/Agreement number and project description shall be noted on the certificate of insurance. The City reserves the right to require complete, certified copies of all insurance policies required by this Agreement at any time.

D. The Contractor shall comply with all conditions and requirements set forth in the insurance certificate for each required coverage during all periods in which coverage is in effect.

E. Unless specifically excepted in writing by the City's Risk Management Administrator, the Contractor shall include all subconsultants performing services hereunder as insureds under each required policy or shall furnish a separate certificate for each subconsultant if requested by City. All coverages for subconsultants shall be subject to all of the requirements set forth in the form certificate and the Contractor shall insure that each subconsultant complies with all of the coverage requirements.

F. The parties hereto understand and agree that the City and County of Denver, its officers, officials and employees, are relying on, and do not waive or intend to waive by any provisions of this agreement, the monetary limitations or any other rights, immunities and protections provided by the Colorado Governmental Immunity Act, §§ 24-10-101 to 120, C.R.S., or otherwise available to the City and County of Denver, its officers, officials and employees.

G. The insurance coverage forms specified in this Agreement are the minimum requirements, and these requirements do not lessen or limit the liability of the Consultant under the terms of this Agreement, including the Indemnification provisions herein. The Consultant shall maintain, at its own expense, any additional kinds and amounts of insurance that it may deem necessary to cover its obligations and liabilities under this Agreement.

### **6.02 DEFENSE AND INDEMNIFICATION**

A. Contractor hereby agrees to defend, indemnify, reimburse and hold harmless City, its appointed and elected officials, agents and employees for, from and against all liabilities, claims, judgments, suits or demands for damages to persons or property arising out of, resulting from, or relating to the work performed under this Agreement ("Claims"), unless such Claims have

been specifically determined by the trier of fact to be the sole negligence or willful misconduct of the City. This indemnity shall be interpreted in the broadest possible manner to indemnify City for any acts or omissions of Contractor or its subcontractors either passive or active, irrespective of fault, including City's concurrent negligence whether active or passive, except for the sole negligence or willful misconduct of City.

B. Contractor's duty to defend and indemnify City shall arise at the time written notice of the Claim is first provided to City regardless of whether Claimant has filed suit on the Claim. Contractor's duty to defend and indemnify City shall arise even if City is the only party sued by claimant and/or claimant alleges that City's negligence or willful misconduct was the sole cause of claimant's damages.

C. Contractor will defend any and all Claims which may be brought or threatened against City and will pay on behalf of City any expenses incurred by reason of such Claims including, but not limited to, court costs and attorney fees incurred in defending and investigating such Claims or seeking to enforce this indemnity obligation. Such payments on behalf of City shall be in addition to any other legal remedies available to City and shall not be considered City's exclusive remedy.

D. Insurance coverage requirements specified in this Agreement shall in no way lessen or limit the liability of the Contractor under the terms of this indemnification obligation. The Contractor shall obtain, at its own expense, any additional insurance that it deems necessary for the City's protection.

E. This defense and indemnification obligation shall survive the expiration or termination of this Agreement.

### **6.03 INSPECTION OF RECORDS:**

A. During the term of this Agreement, upon request of the Contract Administrator or the City Auditor, the Contractor shall make available all payroll records, training records, books of account, and other relevant records pertinent to the Agreement for the purposes of inspection and audit of such records at the Contractor's office. The Contractor agrees that the City's duly authorized representatives shall, until the expiration of three (3) years after the final payment under this Agreement, have access to and the right to audit, examine and copy any directly pertinent books, documents, papers and records of the Contractor related to work performed under this Agreement.

B. The Contractor agrees that it shall maintain a true and complete cost accounting system acceptable to the Federal Aviation Administration and the City and County of Denver, in accordance with generally accepted accounting principles which are acceptable to the City Auditor. Such system shall be kept in a manner as to allow Contractor's operations hereunder to be distinguishable from all other operations of Contractor. The City, the Federal Aviation Administration, the Comptroller General of the United States and any of their duly authorized representatives shall have access to any books, documents, papers and records of the Contractor which are directly pertinent to this Agreement for the purpose of making audit, examination, excerpts and transcriptions. The Contractor agrees that such records will contain information concerning the personnel, hours and specific tasks performed, along with the federal project number, if applicable. The Contractor further agrees to maintain all books, records and reports required under this Agreement for a period of not less than three years after final payment is made

and all pending matters are closed, and that the Auditor of the City or any of his duly authorized representatives shall, until the expiration of three (3) years after the final payment under this agreement, have access to and the right to examine any directly pertinent books, documents, papers and records of the Contractor involving transactions related to this agreement. Subject to the prior written approval of the City and County of Denver, upon termination of this Agreement, the Contractor may surrender to the City all records and documents relating to this Agreement.

In the event such records are not made available in the Denver metropolitan area, Contractor shall pay to the City in full, in advance, travel and related expenses of a City representative to travel to any location outside the Denver area for such examination. Following the travel, expenses shall be reconciled, and any difference between the advance payment and the actual expenses shall be paid by or refunded to Contractor as appropriate. Such documents shall be available to the City representative within fourteen (14) calendar days of the date of the written request.

The parties agree that any delay in furnishing such records to the City will cause damages to the City which the parties agree are liquidated in the amount of Three Hundred and Fifty Dollars (\$350.00) per day for each day the records are unavailable beyond the date established as the City's notice.

#### **6.04 PAYMENT AND PERFORMANCE BOND**

A. A Performance, Payment, and Guarantee Bond satisfactory to the City and County of Denver on the form required by the City, in an amount not less than One Million Dollars and Zero Cents (\$1,000,000.00) is required of the Contractor to guarantee that it will perform the work in strict accordance with Agreement Documents and shall pay all debts incurred under this Agreement. The Surety named in the Bond must be authorized to do business in the State of Colorado.

B. This Bond must be either renewed annually by the Surety named in the Bond or replaced with an identical Bond covering the subsequent year of the Agreement issued by another Surety which has been approved in advance by the CEO. If the CEO does not receive written notice from the Surety in the manner provided in the Bond at least one-hundred and twenty (120) days before it expires or does not receive a substitute Bond in the form required by the City from an approved Surety at least one-hundred and twenty days (120) before the Bond expires, then the Contractor shall be in default of this Agreement and the CEO may immediately terminate this Agreement by giving the Contractor written notice of such default. If the City elects to extend the Agreement for additional periods at the same prices, terms and conditions pursuant to Section 3.2 of this Agreement, the Contractor shall obtain and submit either an extension of the existing Performance, Payment and Guarantee Bond or the an identical Bond from another Surety that is acceptable to the City.

C. Under no circumstances shall the City be liable to the Contractor for any costs incurred or payments made by the Contractor to obtain an extension of an existing Bond or a new Bond.

D. The only acceptable alternative to a Performance, Payment, and Guarantee Bond is an Irrevocable Unconditional Letter of Credit from a local financial institution acceptable to the City and County of Denver in the amount of One Million Dollars and Zero Cents (\$1,000,000.00). Renewal of said Irrevocable Unconditional Letter of Credit during the term and any one-year

extensions of the Agreement shall be as set out above with respect to the Performance, Payment, and Guarantee Bond.

E. The City's forms of Performance, Payment and Guarantee Bond or Irrevocable Unconditional Letter of Credit must be used. Those forms are attached to this Agreement and incorporated herein as **Exhibits D** and **E**. Attorneys-in-Fact who sign Performance, Payment, and Guarantee Bonds must file with such Bonds a certified copy of their Power-of-Attorney to sign such Bonds that is certified to include the date of the Bond.

## **SECTION 7 - SUBCONTRACTING**

### **7.01 SUBCONTRACTING ALLOWED**

The Contractor may sublet portions of the Work. No subcontractor shall in turn subcontract any portion of its work; there shall only be one tier of subcontracting.

### **7.02 OBLIGATIONS OF CONTRACTOR**

The Contractor shall be responsible for any acts or omissions of its employees, agents, suppliers, material men and subcontractors. The Contractor shall make available to each proposed subcontractor, prior to the execution of the subcontract, copies of the Contract. In addition, all work performed for the Contractor by a subcontractor shall be pursuant to an agreement between the Contractor and the subcontractor which shall contain provisions that:

A. Preserve and protect the rights of the City and its funding agencies under the Contract Documents with respect to the work to be performed so that the subcontracting thereof will not prejudice those rights; and

B. Require that the Subcontractor be bound to the Contractor by the terms of the Contract Documents, that its work be performed in accordance with the requirements of the Contract Documents, and with respect to the work it performs, that it assume toward the Contractor all the obligations and responsibilities the Contractor assumes toward the City.

### **7.03 APPROVAL OF SUBCONTRACTORS**

All subcontractors that the Contractor expects to perform Work under this Contract must be approved in writing by the SVP or his/her designee before the subcontractor begins work. The SVP or his/her designee may refuse to approve a subcontractor for reasons that include, but are not limited to, the following:

A. Default on a contract within the last five (5) years.

B. Default on a contract that required that a surety complete the contract under payment or performance bonds issued by the surety.

C. Debarment within the last five (5) years by a public entity or any organization that has formal debarment proceedings.

D. Significant or repeated violations of Federal Safety Regulations (OSHA).

E. Failure to have the specific qualifications listed in the Contract Documents for the work that the subcontractor will perform.

F. Failure to have the required City or Colorado licenses to perform the work described in the subcontract.

G. Failure to pay workers the proper wage and benefits or to pay suppliers or subcontractors with reasonable promptness within the last five (5) years.

H. The Subcontractor or any of its officers or employees are convicted, plead nolo contendere, enter into a formal agreement in which they admit guilt, enter a plea of guilty, or otherwise admit culpability to criminal offenses of bribery, kickbacks, collusive bidding, bid-rigging, antitrust, fraud, obstruction of justice, undue influence, theft, racketeering, extortion or any offense of a similar nature in connection with the Subcontractor's business.

Before the SVP or his/her designee approves any such subcontractor, the Contractor shall submit to the SVP or his/her designee a statement signed by an officer or principal of the Contractor certifying that the Contractor has investigated the qualifications and background of its proposed subcontractors and identifying the existence of any of the problems listed above or certifying that to the best of his/her knowledge the problems listed do not exist.

#### **7.04 NO CONTRACTUAL RELATIONSHIP**

The City does not intend that this Section 7, or any other provision of this Contract, be interpreted as creating any contractual relationship between the City and any subcontractor. The City does not intend that its approval of a subcontractor will create in that subcontractor a right to any subcontract. The City's approval of a subcontractor does not relieve the Contractor of its responsibilities to the City for the work to be performed by the subcontractor.

#### **7.05 DIVERSITY AND INCLUSIVENESS**

The City encourages the use of qualified small business concerns doing business within the metropolitan area that are owned and controlled by, economically or socially disadvantaged individuals.

The Contractor is encouraged, with respect to the goods or services to be provided under this Contract, to use a process that includes small business concerns, when considering and selecting any subcontractors or suppliers.

### **SECTION 8 – WAGES AND SALARIES**

#### **8.01 PAYMENT OF PREVAILING WAGES**

A. Pursuant to Section 20-76 of the Denver Revised Municipal Code, the Contractor and each of its subcontractors shall pay every worker, laborer or mechanic employed by it directly upon the site of the work under this Contract the full amounts accrued at the time of payment, computed at wage rates not less than those shown on the current prevailing wage rate schedule for each class of employees performing work for the Contractor and its subcontractors under this Agreement (**See Exhibit F**). The wages shall be those prevailing as of the date of this Contract, and the Contractor shall post in a prominent and easily accessible place in its work area at the Airport, a copy of the wage rates for the positions or positions to which the prevailing wage ordinance applies. All construction workers, mechanics and other laborers shall be paid at least

once per week; non-construction workers such as janitorial or custodial workers shall be paid at least twice per month.

B. The Contractor shall furnish to the City Auditor or his authorized representative, each week during which work is performed under this Contract, a true and correct copy of the payroll records of all workers employed to perform the work, to whom the prevailing wage ordinance applies. All such payroll records shall include information showing the number of hours worked by each worker, the hourly pay of such worker, any deductions made from pay, and the net amount of pay received by such worker for the period covered by the payroll. The payroll record shall be accompanied by a sworn statement of the Contractor that the copy is a true and correct copy of the payroll records of all workers performing such work, either for the Contractor or a subcontractor, that payments were made to the workers as set forth in the payroll records, that no deductions were made other than those set forth in such records, and that all workers were paid the prevailing wages as set forth in this Contract.

C. If the term of this Contract extends for more than one year, the minimum City prevailing wage rates that contractors and subcontractors shall pay during any subsequent yearly period or portion thereof shall be the wage rates in effect on the yearly anniversary date of this Contract which begins such subsequent period. Decreases in prevailing wages subsequent to the date of this Contract shall not be effective except on the yearly anniversary date of this Contract. In no event shall any increases in prevailing wages after the first anniversary of this Contract result in any increased liability on the part of the City and the possibility and risk of any such increase is assumed by the Contractor.

D. If the Contractor or any subcontractor fails to pay such wages as required herein, the City Auditor shall not approve any warrant or demand for payment to the Contractor until the Contractor furnishes to the Auditor evidence satisfactory to the Auditor that such wages so required by this Contract have been paid. The Contractor may utilize the procedures set out in D.R.M.C. §20-76(d)(4) to satisfy the requirements of this provision.

E. If any worker to whom the prevailing wages are to be paid, employed by the Contractor or any subcontractor to perform work hereunder, has not been or is not being paid a rate of wages required by this Section 8, the CEO may by written notice to the Contractor, suspend by a stop-work order or terminate the Contractor's services hereunder, or the part of such services performed by such workers. The issuance of a stop-work order shall not relieve the Contractor or its sureties of any obligations or liabilities to the City under this Contract, including liability to the City for any extra costs incurred by it in obtaining substitute services for Airport facilities while any such stop-work order is in effect or following termination for such cause.

F. Payment of "Fringe Benefits" as determined by the Career Service Board's current prevailing wage schedule is required except when the vendor attaches to his/her proposal a Conversion Fringe Benefit Schedule approved by the Career Service Authority as applicable to this contract only, and in which event, the vendor and all subcontractors hereunder as a part of this contract shall be required to pay to the workers, mechanics, and laborers affected, the approved conversion in lieu of the "Fringe Benefits" set forth in the Prevailing Wage Schedule.

## **SECTION 9 - CONTRACT ADMINISTRATION; CONTRACT DOCUMENTS**

### **9.01 AUTHORITY OF THE CONTRACT COMPLIANCE SUPERVISOR**

A. The day to day administration of this Contract is vested in the Airport's Contract Compliance Supervisor ("Contract Supervisor"). The Contract Supervisor or other City representative is to have free access to the Contractor's work areas at the Airport. The Contract Supervisor or other City representative shall have the right to inspect facilities and equipment to ensure compliance with the Contract. The Contract Supervisor will decide any and all questions which may arise as to the quality and acceptability of supplies and equipment furnished and work performed, and as to the manner of performance and rate of progress of the work.

B. The Contract Supervisor may make changes in the specifications of work performed by the Contractor, if such changes do not alter the general nature of the work being performed. Notice to the Contractor of such changes will be made orally if the duration of such changes is less than one week; otherwise, notice will be given in writing.

### **9.02 CONTRACTOR'S UNSATISFACTORY PERFORMANCE**

If, in the opinion of the CEO, the Contractor's performance under this Contract becomes unsatisfactory, the City shall notify the Contractor in writing, specifying the instances of unsatisfactory performance. The Contractor will have three (3) days from the time of such notice to correct any specific instances of unsatisfactory performance. In the event the unsatisfactory performance is not corrected within the time specified above, the City shall have the immediate right at the Contractor's sole expense to complete the work to its satisfaction and the City shall deduct the cost to cover same from any balances due or to become due the Contractor.

### **9.03 SMALL BUSINESS ENTERPRISES**

Contractor is subject to City's ordinance, DRMC Chapter 28, Article III (MBE/WBE Ordinance) which prohibits discrimination in the awarding of contracts and subcontracts and directs the DSBO Director to establish goals for MBE and WBE participation in the preconstruction and construction of City-owned facilities. The goal for this Agreement is 30%. Project goals must be met with certified MBE and WBE participants or by demonstrating good faith efforts under the MBE/WBE Ordinance. The Contractor must comply with the terms and conditions of the MBE/WBE Ordinance in soliciting and contracting with its sub-contractors and sub-contractors in administering the performance of the work hereunder. It shall be an ongoing, affirmative obligation of the Contractor to maintain, at a minimum, compliance with the originally achieved level of MBE/WBE participation upon which this Agreement was awarded 30%, for the duration of this Agreement, unless City initiates a material alteration to the Scope of Work.

### **9.04 DISPUTE RESOLUTION**

Disputes arising out of this Agreement shall be resolved by administrative hearing before the CEO following the procedures outlined in Denver Revised Municipal Code Section 5-17. It is further agreed that no cause of action shall be brought against the City until there has been full compliance with the terms of this Section.

### **9.05 CONTRACT DOCUMENTS; ORDER OF PRECEDENCE**

This Contract consists of Sections 1 through 11, which precede the signature page, and the following appendixes and exhibits, which are incorporated herein and made a part hereof by reference:

Appendix

Standard Federal Assurances



Exhibit A	Scope of Work
Exhibit C	City and County of Denver Insurance Certificate
Exhibit D	Payment and Performance Bond
Exhibit E	Irrevocable Letter of Credit
Exhibit F	Prevailing Wage Rate Schedule
Exhibit G	Executive Order 136 Non-displacement of Qualified Workers under City Service Contracts

In the event of an irreconcilable conflict between (i) a provision of Sections 1 through 11 and any of the listed appendixes and exhibits or (ii) between provisions of any appendix or exhibit, such that it is impossible to give effect to both, the order of precedence to determine which document shall control to resolve such conflict, is as follows, in descending order:

- Appendix
- Sections 1 through 11 hereof
- Exhibit C
- Exhibit A
- Exhibit D
- Exhibit E
- Exhibit F
- Exhibit G

## **SECTION 10 – DEFAULT; REMEDIES; TERMINATION**

### **10.01 TERMINATION FOR CONVENIENCE OF THE CITY**

The CEO, upon giving a minimum of thirty (30) days written notice may terminate this contract, in whole or in part, when it is in the best interest of the City. If this Contract is so terminated, the City shall be liable only for payment in accordance with the payment provisions of this Contract for services rendered prior to the effective date of termination.

### **10.02 DEFAULT**

The following are events of default under this Contract:

- A. In the opinion of the CEO, the Contractor fails to perform adequately the services required in the contract.
- B. In the opinion of the CEO the Contractor fails to perform the required work within the time stipulated in the contract.
- C. In the opinion of the CEO, the Contractor provides material that does not meet the requirements of the Contractual Agreement
- D. In the opinion of the CEO, the Contractor attempts to impose on the City and County of Denver materials, products, service or workmanship which is of an unacceptable quality.

E. In the opinion of the CEO, the Contractor fails to make progress in the performance of the requirements of the contract and/or gives the City and County of Denver a positive indication that the Contractor will not or cannot perform to the requirements of the Contractual Agreement.

F. The Contractor is in default under any other contract, purchase order or agreement with the City.

G. The Contractor becomes insolvent, or takes the benefit of any present or future insolvency or bankruptcy statute, or makes a general assignment for the benefit of creditors, or consents to the appointment of a receiver, trustee or liquidator of any or substantially all of its property.

H. The Contractor transfers its interest under this Contract, without the prior written approval of the City, by reason of death, operation of law, assignment, sublease or otherwise, to any other person, entity or corporation.

I. The Contractor gives its permission to any person to use for any illegal purpose any portion of the Airport made available to Contractor for its use under this Agreement.

J. The Contractor fails to comply with any of the provisions of this Contract concerning Airport security.

K. The Contractor or any of its officers or employees are convicted, plead nolo contendere, enter into a formal agreement in which they admit guilt, enter a plea of guilty, or otherwise admit culpability to criminal offenses of bribery, kickbacks, collusive bidding, bid-rigging, antitrust, fraud, obstruction of justice, undue influence, theft, racketeering, extortion, or any offense of a similar nature, in connection with Contractor's business.

L. The Contractor fails to keep, perform and observe any other promise, covenant or agreement set forth in this Contract, and such failure continues for a period of more than 30 days after delivery by the City of a written notice from the CEO of such breach or default, except where a shorter period is specified herein, or where fulfillment of its obligation requires activity over a period of time and Contractor within 10 days of notice commences in good faith to perform whatever may be required to correct its failure to perform and continues such performance without interruption except for causes beyond its control.

### **10.03 REMEDIES**

If Contractor commits an Event of Default, as described in Section 10.02, the City may exercise any one or more of the following remedies:

A. The City may elect to allow this Contract to continue in full force and effect and to enforce all of City's rights and remedies hereunder.

B. The City may cancel and terminate this Contract upon giving 10 days written notice to Contractor of its intention to terminate; provided, however, that if the Contractor has committed an Event of Default as defined in Subsections 10.02(H), (I), (J) or (K), termination may be effective either immediately upon notice, or within a stated period after notice, as determined by the CEO in his/her discretion.

C. Perform any test or analysis on materials as to whether they conform in all respects to the specifications of the Contractual Agreement. If the results indicate non-compliance with the specifications, any actual expense of testing will be borne by the vendor.

D. The City may obtain necessary services in the open market, or otherwise perform or obtain performance of the services covered by this Contract, at the expense of the Contractor. The City may recover any actual excess costs by: (1) deduction from an unpaid balance; (2) collection against the Contractor's performance bond; or (3) any combination of the two foregoing methods. Nothing herein shall prevent the City from using any other method of collection available to it.

#### **10.04 REMEDIES CUMULATIVE**

The remedies provided in this Contract shall be cumulative and shall in no way affect any other remedy available to the City under law or in equity.

### **SECTION 11- GENERAL CONDITIONS**

#### **11.01 COLORADO OPEN RECORDS ACT**

The Contractor acknowledges that the City is subject to the provisions of the Colorado Open Records Act, Colorado Revised Statutes §24-72-201 et seq., and all documents prepared or provided by Contractor under this Agreement may be subject to the provisions of the Colorado Open Records Act. Any other provision of this Agreement notwithstanding, including exhibits, attachments and other documents incorporated into this Agreement by reference, all materials, records and information provided by the Contractor to the City shall be considered confidential by the City only to the extent provided in the Open Records Act and the Contractor agrees that any disclosure of information by the City consistent with the provisions of the Open Records Act shall result in no liability of the City. The Contractor agrees that it will fully cooperate with the City in the event of a request for disclosure of such documents or a lawsuit arising under such act for the disclosure of any documents or information, which the Contractor asserts, is confidential and exempt from disclosure.

In the event of a request to the City for disclosure of such information, time and circumstances permitting, the City will make a good faith effort to advise the Contractor of such request in order to give the Contractor the opportunity to object to the disclosure of any of material the Contractor may consider confidential, proprietary or otherwise exempt from disclosure. In the event of the filing of a lawsuit to compel disclosure, the City will tender all such material to the court for judicial determination of the issue of disclosure and the Contractor agrees it will either intervene in such lawsuit to protect materials the Contractor does not wish disclosed, or waive any claim of privilege or confidentiality. If the Contractor chooses to intervene in such a lawsuit and oppose disclosure of any materials, the Contractor agrees to defend, indemnify, and save and hold harmless the City, its officers, agents, and employees, from any claim, damages, expense, loss or costs arising out of the Contractor's intervention including, but not limited to, prompt reimbursement to the City of all reasonable attorney fees, costs and damages that the City may incur directly or may be ordered to pay by such court.

#### **11.02 BOND ORDINANCES; GOVERNING LAW; VENUE; SERVICE OF PROCESS**

This Contract shall be deemed to have been made in, and shall be construed in accordance with the laws of, the State of Colorado and the Charter and Ordinances of the City and County of

Denver. This Agreement is in all respects subject and subordinate to any and all City bond ordinances applicable to the Denver Municipal Airport System and to any other bond ordinances which amend, supplement or replace such bond ordinances. Venue for any action hereunder shall be in the City and County of Denver, State of Colorado. The Contractor agrees that any and all notices, pleadings and process may be made by serving two copies of the same upon the Colorado Secretary of State, State Capitol, Denver, Colorado, and by mailing by return mail an additional copy of the same to the Contractor at the address shown herein; that said service shall be considered as valid personal service, and judgment may be taken if, within the time prescribed by Colorado law or Rules of Civil Procedure, appearance, pleading or answer is not made.

### **11.03 NO DISCRIMINATION IN EMPLOYMENT**

In connection with the performance of work under this contract, the Contractor agrees not to refuse to hire, nor to discharge, promote or demote, nor to discriminate in matters of compensation against any person otherwise qualified, solely because of race, color, religion, national origin, gender, age, military status, sexual orientation, marital status or physical or mental disability; and the Contractor further agrees to insert the foregoing provision in all subcontracts hereunder.

### **11.04 ASSIGNMENT OF CONTRACT**

The Contractor may not assign or otherwise transfer any of its rights or obligations under this Contract without the prior written approval of the CEO. If the Contractor attempts to assign or transfer any of its rights or obligations hereunder without obtaining the prior written consent of the CEO, the CEO may elect to terminate this Contract. The CEO has the sole and absolute discretion to grant or deny any transfer or assignment request.

### **11.05 NONEXCLUSIVE CONTRACT**

This is a non-exclusive Contractual Agreement. In the City's best interests, the City reserves the right to purchase the same materials and services through other procurements.

### **11.06 NO THIRD PARTY BENEFICIARIES**

This Contract does not, and shall not be deemed or construed to confer upon or grant to any third party or parties any right to claim damages or to bring any suit, action or other proceeding against either the City or the Contractor because of any breach hereof or because of any of the terms, covenants, agreements and conditions herein contained. Any person other than the City or the Contractor receiving any benefit hereunder shall be deemed to be an incidental beneficiary only.

### **11.07 RISK OF LOSS**

Contractor agrees to bear all risk of loss, injury, or destruction of goods and materials ordered as a result of this Proposal which occur prior to delivery to the City and County of Denver; and such loss, injury or destruction shall not release Contractor from any obligation hereunder.

### **11.08 PATENTS AND TRADEMARKS**

A. The Contractor covenants that it is the owner of or fully authorized to use any and all services, processes, machines, articles, marks, names or slogans to be used by it in its operations under or in any way connected with this Contract. The Contractor agrees to save and

hold the City, its officers, employees, agents and representatives free and harmless of and from any loss, liability, expenses, cost, suit or claim for damages in connection with any actual or alleged infringement of any patent, trademark or copyright arising from any alleged or actual unfair competition or other similar claim arising out of the operations of the Contractor under or in any way connected with this Contract.

B. The Contractor agrees that it will not engage in or allow its employees, subcontractors or agents to engage in, any unauthorized use or infringement of any trademark or copyright. The Contractor agrees to save and hold the City free and harmless of and from any loss, liability, expenses, cost, suit or claim for damages in connection with any infringement by the Contractor or its officers, employees, subcontractors, agents or representatives, of any trademarks or copyrights, arising out of the operations of the Contractor under or in any way connected with this Contract.

#### **11.09 MASTER PLAN**

No liability shall attach to the City, its officers, agents and employees by reason of any efforts or action toward implementation of any present or future master plan for the development or expansion of DEN and the Contractor waives any right to claim damages or other consideration arising therefrom.

#### **11.10 STATUS OF CONTRACTOR AS INDEPENDENT CONTRACTOR; CITY DOES NOT FURNISH UNEMPLOYMENT OR WORKERS COMPENSATION COVERAGE:**

A. It is understood and agreed by and between the parties that the status of the Contractor shall be that of an independent contractor retained on a contractual basis to perform professional or technical services for limited periods of time as described in Section 9.1.1.E(x) of the Charter of the City, and it is not intended nor shall it be construed that the Contractor, its employees, or its subcontractors are employees or officers of the City under Chapter 18 of the Revised Municipal Code or for any purpose whatsoever.

B. Without limiting the foregoing, the parties hereby specifically acknowledge that the Contractor is not entitled to unemployment insurance benefits unless the unemployment compensation coverage is provided by the Contractor or some other entity besides the City, that the Contractor is not entitled to worker's compensation benefits from the City, and that the Contractor is obligated to pay federal and state income tax on moneys earned pursuant to this Agreement. The parties further acknowledge that the provisions of this paragraph are consistent with the Contractor's insurance obligations which are set forth in this Agreement.

#### **11.11 NO WAIVER OF RIGHTS**

No assent, expressed or implied, to any breach of any one or more of the covenants, provisions and agreements of this Contract shall be deemed or taken to be by the City a waiver of any succeeding or other breach.

## 11.12 NOTICES

Notices concerning termination of this Contract, notices of default, notices of violations of the terms or conditions of this Contract, and other notices of similar importance shall be made:

by Contractor to:

Chief Executive Officer  
City and County of Denver Department of Aviation  
Airport Office Building, 9th Floor  
Denver International Airport  
8500 Peña Boulevard  
Denver, CO 80249

by City to:

ISS Facility Services, Inc.  
1019 Central Parkway North, Suite 100  
San Antonio, Texas 78232

Either party hereto may designate in writing from time to time the address of substitute or supplementary persons within the State of Colorado to receive such notices.

## 11.13 FEDERAL PROVISIONS

This contract is subject and subordinate to the terms, reservations, restrictions and conditions of any existing or future agreements between the City and the United States, the execution of which has been or may be required as a condition precedent to the transfer of federal rights or property to the City for airport purposes, and the expenditure of federal funds for the extension, expansion or development of Denver International Airport. The provisions of the attached Appendices Nos. 1 and 3 are incorporated herein by reference.

## 11.14 PROVISION FOR PROFESSIONAL/TECHNICAL SERVICES AGREEMENTS (CONTRACTORS) UNDER §8-17.5-101 – 102, C.R.S. AND D.R.M.C. §20-90

No Employment of Illegal Aliens to Perform Work Under the Agreement.

(a) The Agreement is subject to Article 17.5 of Title 8, Colorado Revised Statutes, and Den. Rev. Mun. Code 20-90 and the Contractor is liable for any violations as provided in said statute and ordinance.

(b) The Contractor certifies that:

(1) At the time of its execution of this Agreement, it does not knowingly employ or contract with an illegal alien who will perform work under this Agreement.

(2) It will participate in the E-Verify Program, as defined in § 8 17.5-101(3.7), C.R.S., to confirm the employment eligibility of all employees who are newly hired for employment to perform work under this Agreement.

(c) The Contractor also agrees and represents that:

(1) It shall not knowingly employ or contract with an illegal alien to perform work under the Agreement.

(2) It shall not enter into a contract with a subcontractor or subconsultant that fails to certify to the Contractor that it shall not knowingly employ or contract with an illegal alien to perform work under the Agreement.

(3) It has confirmed the employment eligibility of all employees who are newly hired for employment to perform work under this Agreement, through participation in the E-Verify Program.

(4) It is prohibited from using either the E-Verify Program or the Department Program procedures to undertake pre-employment screening of job applicants while performing its obligations under the Agreement, and it has complied with all federal requirements regarding the use of the E-Verify program, including, by way of example, requirements related to employee notification and preservation of employee rights.

(5) If it obtains actual knowledge that a subcontractor or subconsultant performing work under the Agreement knowingly employs or contracts with an illegal alien, it will notify such subcontractor and the City within three days. The Contractor will also then terminate such subcontractor or subconsultant if within three days after such notice the subcontractor or subconsultant does not stop employing or contracting with the illegal alien, unless during such three day period the subcontractor or subconsultant provides information to establish that the subcontractor or subconsultant has not knowingly employed or contracted with an illegal alien.

(6) It will comply with any reasonable request made in the course of an investigation by the Colorado Department of Labor and Employment under authority of § 8-17.5-102(5), C.R.S. or the City Auditor under authority of Den. Rev. Mun. Code 20-90.3.

#### **11.15 USE, POSSESSION OR SALE OF ALCOHOL OR DRUGS**

The Contractor and Contractor's agents shall cooperate and comply with the provisions of the City and County of Denver Executive Order No. 94 and Attachment A thereto concerning the use, possession or sale of alcohol or drugs. Violation of these provisions or refusal to cooperate with implementation of the policy can result in the City's barring the Contractor and Contractor's agents from City facilities or participating in City operations.

#### **11.16 CITY SMOKING POLICY**

Contractor acknowledges that smoking is not permitted in Airport buildings and facilities except for designated Airport Smoking Concessions, and so agrees that it will prohibit smoking by its employees and the public in indoor areas and within 15 feet of entryways of the Airport Premises, except as may otherwise be permitted by the Colorado Clean Indoor Air Act, C.R.S. §§ 25-14-201 to 209. Contractor and its officers, agents, and employees shall cooperate and comply with the provisions of the Denver Revised Municipal Code, §§ 24-301 to 317 et. seq., the Colorado Clean Indoor Air Act, C.R.S. §§ 25-14-201 to 209, City's Executive Order No. 99 dated December 1, 1993, and Executive Order No. 13 dated July 31, 2002.

#### **11.17 SOLICITING**

No soliciting for any purpose is allowed on Airport premises by the Contractor's employees. The Contractor shall inform its employees of this Agreement requirement prior to the time each such employee shall begin work for the Contractor at Denver International Airport.

### **11.18 GRATUITIES**

Neither the Contractor nor its employees, officers and agents shall solicit or accept gratuities for any reason whatsoever from any employee of the City or the General Public.

### **11.19 ADVERTISING AND PUBLIC DISCLOSURES**

The Contractor shall not include any reference to this Agreement or to work performed hereunder in any of its advertising or public relations materials without first obtaining the written approval of the CEO, which will not be unreasonably withheld. Nothing herein, however, shall preclude the transmittal of any information to officials of the City, including without limitation, the Mayor, the CEO, member or members of City Council, or the Auditor.

### **11.20 CERTIFIABLY GREEN DENVER PROGRAMS AND INITIATIVES**

Contractor shall, when applicable and practicable, follow standards and recommendations of the United States Environmental Protection Agency EPP program, the Green Seal organization, and standards and practices specified by the U.S. Green Building Council, including the Leadership in Energy and Environmental Design (LEED) program. Contractor shall fully implement all appropriate LEED-EB principals to minimize negative economic, environmental, and public health impacts of its operations and maintenance. Services must meet any directly applicable LEED-EB standards, and otherwise help the City realize the goals of the City's Certifiably Green Denver programs and initiatives.

### **11.21 ESTIMATED QUANTITIES**

The approximate service needs outlined herein are estimated as closely as possible. However, the City neither states nor implies any guarantee that actual service utilization will equal the estimate. It is the intent of this Contract that the City will be supplied with more or less of the services outlined herein according to actual needs.

### **11.22 TIME IS OF THE ESSENCE**

In the performance of this contract by the Contractor, time is of the essence.

### **11.23 CONFLICT OF INTEREST**

The Contractor represents and warrants that it is under no obligation or restriction, nor will the Contractor assume any obligation, which would in any way interfere with or be inconsistent with the services to be furnished by the Contractor under this Contract.

### **11.24 ADVERTISING AND PUBLIC DISCLOSURES**

The Contractor shall not include any reference to this Contract or to work performed hereunder in any of its advertising or public relations materials without first obtaining the written approval of the CEO, which will not be unreasonably withheld. Nothing herein, however, shall preclude the transmittal of any information to officials of the City, including without limitation, the Mayor, the CEO, member or members of City Council or the City Auditor.



#### **11.25 SEVERABILITY**

If any of the provisions of this Contract are held to be unenforceable or invalid by any court of competent jurisdiction, the remaining provisions herein which are severable shall not be affected.

#### **11.26 ENTIRE CONTRACT**

The parties acknowledge and agree that the provisions contained herein constitute the entire agreement between the parties as to the subject matter hereof, and that all representations made by any officer, agent or employee of the respective parties unless included herein are null and void and of no effect. No alterations, amendments, changes or modifications to this Contract, except those which are expressly reserved herein to the CEO, shall be valid unless they are contained in an instrument which is executed by all the parties with the same formality as this Contract.

#### **11.27 ELECTRONIC SIGNATURES AND ELECTRONIC RECORDS:**

Contractor consents to the use of electronic signatures by the City. The Agreement, and any other documents requiring a signature hereunder, may be signed electronically by the City in the manner specified by the City. The Parties agree not to deny the legal effect or enforceability of the Agreement solely because it is in electronic form or because an electronic record was used in its formation. The Parties agree not to object to the admissibility of the Agreement in the form of an electronic record, or a paper copy of an electronic document, or a paper copy of a document bearing an electronic signature, on the ground that it is an electronic record or electronic signature or that it is not in its original form or is not an original.

#### **11.28 CITY EXECUTION OF CONTRACT**

This Contract is expressly subject to, and shall not become effective or binding on the City, until it is fully executed by all signatories of the City and County of Denver.

**END OF PAGE**

Contract Control Number: PLANE-201732928-00

Contractor Name: ISS Facility Services, Inc.

By: 

Dated: January 11, 2018

Name: Thomas Zeihlund  
(please print)

Title: Chief Financial Officer +  
(please print) Treasurer

ATTEST: [if required]

By: 

Name: John Sumner  
(please print)

Title: General Counsel and Secretary  
(please print)





PROVIDED FURTHER, that the said Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Contract, or to contracts with others in connection with this project, or the work to be performed thereunder, or the Technical Specifications and Plans accompanying the same, shall in any way affect its obligation on this bond and it does hereby waive notice of any change, extension of time, alteration or addition to the terms of the Contract, or contracts, or to the work, or to the Technical Specifications and Plans.

IN WITNESS WHEREOF, said Contractor and said Surety have executed these presents as of this 11th day of January, 2018.

Attest:

John Sumner  
Secretary & General Counsel

ISS Facility Services, Inc.

Contractor

By: [Signature]

President CFO & Treasurer  
Westchester Fire Insurance Company

Surety

By: [Signature]

Attorney-In-Fact  
Cindy Lawson

(Accompany this bond with Attorney-in-Fact's authority from the Surety to execute bond, certified to include the date of the bond).

APPROVED AS TO FORM:

**KRISTIN M. BRONSON,**  
City Attorney for the City and County of  
Denver

By: [Signature]

Assistant City Attorney

APPROVED FOR THE CITY AND COUNTY  
OF DENVER

By: [Signature]

MAYOR

By: [Signature]

CEO DEPARTMENT OF AVIATION





# Power of Attorney

## WESTCHESTER FIRE INSURANCE COMPANY

Know all men by these presents: That WESTCHESTER FIRE INSURANCE COMPANY, a corporation of the Commonwealth of Pennsylvania pursuant to the following Resolution, adopted by the Board of Directors of the said Company on December 11, 2006, to wit:

"RESOLVED, that the following authorizations relate to the execution, for and on behalf of the Company, of bonds, undertakings, recognizances, contracts and other written commitments of the Company entered into the ordinary course of business (each a "Written Commitment"):

- (1) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise.
- (2) Each duly appointed attorney-in-fact of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise, to the extent that such action is authorized by the grant of powers provided for in such persons written appointment as such attorney-in-fact.
- (3) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to appoint in writing any person the attorney-in-fact of the Company with full power and authority to execute, for and on behalf of the Company, under the seal of the Company or otherwise, such Written Commitments of the Company as may be specified in such written appointment, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (4) Each of the Chairman, the President and Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to delegate in writing any other officer of the Company the authority to execute, for and on behalf of the Company, under the Company's seal or otherwise, such Written Commitments of the Company as are specified in such written delegation, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (5) The signature of any officer or other person executing any Written Commitment or appointment or delegation pursuant to this Resolution, and the seal of the Company, may be affixed by facsimile on such Written Commitment or written appointment or delegation.

FURTHER RESOLVED, that the foregoing Resolution shall not be deemed to be an exclusive statement of the powers and authority of officers, employees and other persons to act for and on behalf of the Company, and such Resolution shall not limit or otherwise affect the exercise of any such power or authority otherwise validly granted or vested.

Does hereby nominate, constitute and appoint Cindy Lawson, Joanne Czlapinski, John B O'Keefe all of the City of HARTFORD, Connecticut, each individually if there be more than one named, its true and lawful attorney-in-fact, to make, execute, seal and deliver on its behalf, and as its act and deed any and all bonds, undertakings, recognizances, contracts and other writings in the nature thereof in penalties not exceeding SEVENTY FIVE MILLION DOLLARS & ZERO CENTS (\$75,000,000.00) and the execution of such writings in pursuance of these presents shall be as binding upon said Company, as fully and amply as if they had been duly executed and acknowledged by the regularly elected officers of the Company at its principal office.

IN WITNESS WHEREOF, the said Stephen M. Haney, Vice-President, has hereunto subscribed his name and affixed the Corporate seal of the said WESTCHESTER FIRE INSURANCE COMPANY this 14 day of June, 2017



WESTCHESTER FIRE INSURANCE COMPANY

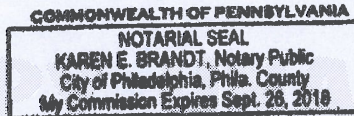
*Stephen M. Haney*

Stephen M. Haney, Vice President

COMMONWEALTH OF PENNSYLVANIA  
COUNTY OF PHILADELPHIA ss.

On this 14 day of June, 2017 before me, a Notary Public of the Commonwealth of Pennsylvania in and for the County of Philadelphia came Stephen M. Haney, Vice-President of the WESTCHESTER FIRE INSURANCE COMPANY to me personally known to be the individual and officer who executed the preceding instrument, and he acknowledged that he executed the same, and that the seal affixed to the preceding instrument is the corporate seal of said Company, that the said corporate seal and his signature were duly affixed by the authority and direction of the said corporation, and that Resolution, adopted by the Board of Directors of said Company, referred to in the preceding instrument, is now in force.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my official seal at the City of Philadelphia the day and year first above written.



*Karen E. Brandt*  
Notary Public

I, the undersigned Assistant Secretary of the WESTCHESTER FIRE INSURANCE COMPANY, do hereby certify that the original POWER OF ATTORNEY, of which the foregoing is a substantially true and correct copy, is in full force and effect.

In witness whereof, I have hereunto subscribed my name as Assistant Secretary, and affixed the corporate seal of the Corporation, this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.



*Dawn M. Chloros*  
Dawn M. Chloros, Assistant Secretary





**Contract Control Number:**

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of

SEAL

**CITY AND COUNTY OF DENVER**

ATTEST:

By \_\_\_\_\_

\_\_\_\_\_

APPROVED AS TO FORM:

REGISTERED AND COUNTERSIGNED:

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_



**EXHIBIT A**  
**JANITORIAL SCOPE OF WORK**

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## SECTION 1: GENERAL INFORMATION

### 1.1 Definitions

- 1.1.1 The City and County of Denver, Department of Aviation: Also known as “DEN” or the “City.”
- 1.1.2 “CEO”: The Chief Executive Officer of the City and County of Denver, Department of Aviation
- 1.1.3 Contract Compliance Group (“CCG”): The City and County of Denver, Department of Aviation’s designated employees that have the authority and responsibility for maintaining the compliance of the Janitorial and Snow Removal Services Contract. This group shall ensure full compliance with all of the terms and conditions contained within the Contract document, including invoice pricing.
- 1.1.4 Contract Compliance Supervisor (“CCS”): The authorized representative(s) for day-to-day administration of the services under this Agreement. The Contract Compliance Supervisor is an employee(s) of the Airport Operations Division.
- 1.1.5 Contract Compliance Coordinator (“CCC”): The Contract Compliance Supervisor may appoint representatives as CCC(s) to monitor and inspect the performance of the work. The CCCs are employees of the Airport Operations Division.
- 1.1.6 Contract Administrator (“CA”): May monitor and inspect the performance of the work and may also perform duties of the CCC. The CA is an employee of the Airport Operations Division.
- 1.1.7 Contractor Project Manager (Project Manager): The Contractor’s designated individual within the company to administer the DEN Janitorial Contract.
- 1.1.8 Contractor Assistant Project Manager (Assistant Project Manager): The Contractor’s designated individual to assist the Contractor’s Project Manager with the administration of the DEN Janitorial Contract.
- 1.1.9 Supervisor: The Contractor’s designated individual within the company to supervise duties performed during the shifts as specified in the DEN Janitorial Contract.
- 1.1.10 Custodian 1 (“C1”): Any employee performing general clean-up duties using equipment that does not require special training: i.e. dust mopping, damp mopping, vacuuming, emptying trash, spray cleaning, washing toilets, sinks, walls, cleaning chairs, etc.
- 1.1.11 Custodian 2 (“C2”): Any employee performing specialized cleaning duties requiring technical training and the use of heavy and technical equipment, i.e., heavy machine operators floor strippers and waxers, carpet shampooers, spray buffing, re-lamping, mopping behind machines, high ladder work, chemical stripping and finishing of stainless steel.

## 1.2 Authority of the Contract Compliance Supervisor and Contract Compliance Technicians

- 1.2.1 The CCS and CCCs shall have free access to the Contractor's materials and work site at all times for the purposes of inspecting compliance with this scope of work. These employees shall also have the authority to inquire about the quality, safety, and acceptability of any equipment the Contractor uses to perform these duties.
- 1.2.2 CCCs will conduct daily inspections of all work performed and shall have the authority to approve or disapprove such work and require that it be completed satisfactorily. The CCCs shall have the authority to suspend Contractor work until any questions at issue can be resolved by the CCS.
- 1.2.3 The CCS and CCCs are not authorized to revoke, alter, or waive any requirements to this Contract.
- 1.2.4 CCS and CCCs shall not act as foremen, perform duties for the Contractor, nor interfere with the management of the work of the Contractor. Any advice (both verbal and non-verbal) given to the Contractor shall in no way be construed as binding to the City, or as release from fulfilling all the requirements of the Contract. The CCS shall work with the Contractor's Project Manager, Assistant Project Manager, and/or Shift Foreman when making requests of the Contractor. The CCS and CCCs shall not make requests directly to Contractor Employees or Supervisors.
- 1.2.5 The CCS has the authority to interpret any ambiguous language included in this contract, should any questions arise.

## 1.3 Access to Premises

- 1.3.1 The Contractor shall not permit any individual to have keys for access to locked rooms until it has been determined that the individual(s) is authorized to be admitted in accordance with applicable orders, rules, regulations, and instructions.
- 1.3.2 The CCS shall designate access routes, access to gates/doors, parking, and storage areas and may impose time limitations for such access. The Contractor shall conduct his/her operations in strict observation of these designations. Under no circumstances shall any of the Contractor's personnel, vehicles, or equipment enter any area not authorized by the CCS for access by the Contractor.

## 1.4 Exclusive Performance

- 1.4.1 Neither the Contractor nor any of his/her employees shall perform any outside work at the Airport other than that which is defined herein, except as permitted in writing by the CCS. When such other work is approved, it is expressly understood DEN's needs are to have precedence over any such work.

## 1.5 Other Contracts

- 1.5.1 The City may award other contracts for additional work, and the Contractor shall fully cooperate with such other Contractors.
- 1.5.2 The Contractor shall have no claim against the City for additional payment due to delays or other conditions created as a result of the operations of other Contractors. The City will determine the respective rights of various Contractors in order to secure the completion of the work.

## SECTION 2: PROPERTY AND EQUIPMENT

### 2.1 Damage to DEN Property

- 2.1.1 The Contractor shall submit a written report of any damages to the building, furniture, fixtures, or equipment caused by its employees within 24 hours of the incident.
- 2.1.2 Contractor shall be held liable for any damage caused by their employees. The cost of repair or replacement may be deducted from the Contractor's monthly invoice.

### 2.2 Supplies and Equipment Provided by DEN

- 2.2.1 DEN shall provide and pay for all the following items to be used on its premises:
  - 1. Paper towels for dispensers
  - 2. Towels for dispensers at the Commercial Vehicle Holding Lot
  - 3. Toilet tissue for dispensers
  - 4. Toilet seat liners for dispensers
  - 5. Hand soap for dispensers
  - 6. Odor neutralizer/fragrance refills
  - 7. Wax paper bags for sanitary napkin receptacles
  - 8. Waste receptacle liners for large receptacles
  - 9. Sharps containers and replacements—However, Contractor is responsible for the proper removal and disposal of the needle containers.
  - 10. Disposal bags and compostable water bowls for pet relief areas (Contractor is responsible for cleaning chemicals)
  - 11. Batteries for paper towel dispensers
- 2.2.2 Cleaning areas higher than 8' and under 20' will require a high platform. DEN has 4 scissor-lifts that are available to the Contractor for these areas. Scissor-lifts are not government provided equipment exclusively dedicated to the Contractor.
- 2.2.3 The Contractor must sign a waiver of liability before using any DEN owned scissor-lifts.
- 2.2.4 Any and all additional products purchased by the Contractor shall not be reimbursed.

### 2.3 Accident Reports

- 2.3.1 The Contractor shall promptly notify the CCS of any accidents involving bodily injury to workers, building occupants, passengers, equipment, or other persons. Notification shall be made in writing on forms developed by the Contractor for this purpose.

### 2.4 Business Office

- 2.4.1 DEN will provide, at no expense to the Contractor, office space, storage space, and utilities (excluding telephone service) as reasonably necessary for the performance of the Contractor's duties. These offices will include at a minimum the following facilities:
1. Business offices suitable for the management of the Contract.
  2. Break rooms for Contractor employees
  3. Storage rooms as needed by the Contractor
  4. Laundry room and laundry hookups for the Contractor
  5. Equipment repair facility.
- 2.4.2 Office equipment such as desks, copiers, fax machines, etc. will be provided by the Contractor.
- 2.4.3 The Contractor shall not use these spaces provided by DEN to support any other functions of the company beyond the scope of services of this Contract. DEN reserves the right to evict the Contractor of the office space if the Contractor violates this requirement.

### 2.5 Parking

- 2.5.1 The City will provide parking for the Contractor's Project Manager and authorized alternates. DEN shall provide at least three (3) parking spaces for these employees.
- 2.5.2 DEN will provide the Contractor with three (3) parking spaces designated for Contractor owned vehicles (this excludes any employee's personal vehicle).
- 2.5.3 Other Contractor employees must obtain parking permits from the Airport at the expense of the Contractor.

### 2.6 Dressing Room, Lockers, and Break Areas:

- 2.6.1 The Contractor shall require employees to change their clothes in areas designated by DEN and maintain these areas in a neat and clean condition.
- 2.6.2 If the employees eat their lunches in the Airport facility, they must do so in a cafeteria, food court, snack bar, or designated lunchroom.
- 2.6.3 The Contractor shall provide lockers for the use of custodial employees, supervisors, and managers to store personal items during their work shift.

## 2.7 Storage Space

- 2.7.1 The Contractor shall store its supplies, materials, and equipment in storage areas and janitorial closets designated by DEN. The Contractor agrees to keep these areas in a neat, orderly, and clean condition at all times and to comply with applicable fire regulations.
- 2.7.2 DEN will not be responsible in any way for supplies, materials, or equipment in these areas that may be damaged or lost by fire, theft, accident, or other circumstances.
- 2.7.3 Any such janitorial storage rooms must remain closed and will be equipped with doors and locks. Locks, if not already installed, will be furnished and installed by DEN.

## 2.8 Keys

- 2.8.1 At the beginning of the Contract, the Contractor will be given all keys necessary for the performance of the work.
- 2.8.2 The Contractor shall exercise all reasonable efforts to ensure the safety of these keys. Under no circumstances should any keys be taken off airport property. The Contractor agrees to not cause, allow, or contribute to the making of any unauthorized copies of Airport keys issued to its employees or sub-Contractors.
- 2.8.3 Any loss of keys shall be reported to the CCS immediately. The Contractor agrees that any loss or non-return of any Airport keys by any of its employees or sub-Contractors may render the Contractor responsible for the expenses of a relock of the affected areas. Relock is defined as any changing of the lock mechanism to accommodate a different key due to the loss of a Contractor (or sub-Contractor) key(s).
- 2.8.4 The Contractor shall return to DEN at the expiration or termination of this Contract, or upon demand by DEN, all access keys or access badges issued to it or any subcontractor, whether or not restricted. If the Contractor fails to do so, the Contractor shall be liable to reimburse DEN for all the costs for work required to prevent compromise of the Airport security system. DEN may withhold funds in the amount of such costs from any amounts due and payable to the Contractor under this Contract.

## 2.9 Office Papers and Equipment

- 2.9.1 The Contractor shall prohibit its employees from disturbing papers on desks, opening desk drawers or cabinets, and using the telephone or office equipment of those offices they are cleaning.

## 2.10 Time Clocks

- 2.10.1 The Contractor shall provide and install a computerized time recording system for all employees. The Contractor shall require all employees to use time cards and time clocks to record their daily time worked. The CCS shall determine time clock locations. The time clock shall have the capacity to track and report snow removal hours separately.
- 2.10.2 The computerized time recording system shall have the ability to record time and produce the timekeeping reports necessary to verify all prevailing wage requirements by the City and County of Denver Auditor.

## 2.11 Uniforms

- 2.11.1 Contractor employees are required to wear uniforms and appropriate protective clothing while performing work under this Contract and have a neat and clean appearance. No deviations in accessories to the uniforms shall be permitted. Uniforms must display the Contractor's insignia or logo.
- 2.11.2 Cost of the uniforms will be the Contractor's responsibility. This may include all types of shirts, smocks, pants, slacks, field jackets, coats, hats, gloves, rain and snow gear, shoes, and protective gear including goggles and masks.
- 2.11.3 The CCS must approve of uniform styles in advance of their use.
- 2.11.4 DEN reserves the right to amend/change the uniform policy and design throughout the term of the Contract.

## 2.12 Vehicles

- 2.12.1 The Contractor shall provide the necessary vehicles with the capacity and capability of moving supplies and staff to various locations on Airport property. The Contractor shall provide all insurance, licenses, bonds, Airport permits, etc. for the vehicles.
- 2.12.2 Any vehicles used in the baggage tunnel must operate on CNG or electricity.
- 2.12.3 All vehicles must be in good condition, AWD or 4WD, less than 5 years' old, and under 100,000 miles for the duration of the terms of this Contract.

## 2.13 Critical and/or Needed Repairs

- 2.13.1 The Contractor's Supervisors shall promptly notify, via handheld radio, the CCC of needed repairs or damage to fixtures, buildings, and other equipment belonging to DEN. The CCC shall provide direct communication to the Maintenance Control Division. If the on-duty CCC and CCS are unavailable, then the Contractor must contact Maintenance Control directly.



## 2.14 Equipment Provided by the Contractor

- 2.14.1 The Contractor shall furnish all equipment, accessories, and tools necessary to perform the work properly as defined in this Contract. Except where otherwise stipulated, the Contractor shall provide, maintain, repair, and/or replace all necessary custodial tools and equipment. The required equipment list and their specifications can be found in Section 9: Tools and Equipment Capability.
- 2.14.2 All equipment required for the performance of work under this Contract shall be new. "New" is defined as being one year or less from the manufacturer date, beginning with the date of the start of the Contract. The equipment must be designated to perform the kind of work described in the specifications at the time the services begin. This list, which can be found in Section 9, is the minimum amount of equipment required and are to be used exclusively for the performance of work defined in this Contract.
- 2.14.3 DEN requires that each piece of equipment (except for small tools such as brooms and dustpans) be replaced with new equipment every three years.
- 2.14.4 All equipment must be permanently identified and visibly labelled with a unique number.
- 2.14.5 All maintenance records shall be stored on an electronic database, accessible by DEN.
- 2.14.6 Should the Contractor desire to change any equipment from their original selection, the Contractor shall first ascertain that the alternate complies with the required specifications. The Contractor shall then submit a written "request to change" letter to the CCS, defining the alternate along with the manufacturer's specifications along with an image of the unit. If the CCS determines that the alternate performs as well as the initial selection, then the alternate shall be approved for use. "Miscellaneous small tools" as listed in Section 9 are exempt from the "request to change" letter.

## SECTION 3: ENVIRONMENTAL

### 3.1 Environmental Requirements

- 3.1.1 The Contractor and any subcontractors must comply with all environmental requirements. These requirements include all applicable airport, city, state, and federal rules and regulations.
- 3.1.2 Airport environmental requirements are located in Part 180 of the Denver Municipal Airport System Rules and Regulations available at [http://www.flydenver.com/about/administration/rules\\_regulations](http://www.flydenver.com/about/administration/rules_regulations).

- 3.1.3 DEN is interested in “greening” the products used in all aspects of its activities. Some of the motivations and potential benefits include: Reduced operating costs, increased worker safety in handling hazardous chemicals, improved air quality, and enhanced public image. Contractors should consider using “green” products whenever available.

### 3.2 Green Cleaning Standard Operating Procedure

- 3.2.1 The Contractor must create and follow set of guidelines or a “Green Cleaning Standard Operating Procedure” (GCSOP) that governs the overall provision of janitorial services. The GCSOP must address cleaning tasks, the selection and stocking of chemical products, safe chemical use and handling, waste disposal, equipment operation and maintenance, communications protocols, worker safety, training and awareness, public and customer safety, inspections, and reporting and recordkeeping.
- 3.2.2 The format and content of these procedures should follow the proposed Green Seal Environmental Standard for Cleaning Services (<http://www.greenseal.org/GreenBusiness/Standards.aspx?sid=30&cid=3&vid=ViewStandardDetail>) and meet Leadership in Energy & Environmental Design (LEED) Green Policy and Program Plan requirements (<http://www.usgbc.org/leed>).
- 3.2.3 **A complete response to this RFP must contain a draft or outline of the Contractor’s proposed GCSOP.**

### 3.3 Packaging and Product Requirements

- 3.3.1 Products should be provided in reusable, refillable, and/or recyclable containers to minimize waste generation and disposal.
- 3.3.2 Product containers should be comprised of the highest post-consumer recycled content possible that is cost-effective.
- 3.3.3 Product should be available in concentrated form (less than 20% water by weight).
- 3.3.4 The Contractor remains the owner of all the chemical products it specifies, procures, uses, and stores at the work site. Upon the completion of service or termination for any reason, the Contractor must remove and take possession of all remaining stock of chemicals including partial packages.
- 3.3.5 Products and services with the following characteristics are discouraged from procurement under this Contract due to the negative impact their continued broad use may have on worker and public health:
1. Combination cleaner-disinfectants

2. Products which liberate ammonia (CAS 7664-41-7)
3. Products containing 2-butoxyethanol or 2-butoxyethanol acetate (CAS 111-76-2 and CAS 112-07-2)
4. Products containing ethanolamine (CAS 141-43-5)
5. Products containing phosphates or phosphates in excess of 0.5% phosphorous by weight
6. Products which at their least dilute working strength have a pH of less than 2.0 or greater or than 12.5
7. Products containing more than 20% VOCs by weight
8. Products meeting the definition of a RCRA Hazardous in their least dilute working strength

3.3.6 The following products are prohibited for use at DEN under this Contract:

1. Products containing persistent bio-accumulative toxic compounds
2. Aerosol products
3. Products containing Asbestos
4. Products containing known carcinogens, mutagens, and teratogens
5. Products containing more than 0.1% of: alkylphenol ethoxylates, paradichlorobenzene, 1,4-dioxane, nitrilotriacetic acid, or sodium ethylenediamine tetraacetic acid
6. Halogenated compounds with an Ozone Depletion Potential of greater than 0.01
7. Products with a flashpoint of less than 100°F
8. Products which have a high risk of causing spontaneous combustion
9. Products which are strong chemical oxidizers
10. Products containing chemical compounds deemed by the Denver Department of Environmental Health to present an undue risk to human health or the environment in their use or disposal
11. Products listed in Table 1

<b>Table 1: Prohibited Chemicals and Compounds</b>			
	<b>Chemical Name</b>	<b>CAS Number</b>	<b>Comments</b>
1	Arsenic	7440-38-2	
2	Arsenic, compounds of	various	
3	Barium, compounds of	various	not including alloys
4	Cadmium, compounds of	various	not including alloys
5	Carbon tetrachloride	56-23-5	
6	Chlorobenzene	108-90-7	
7	Chloroform	67-66-3	
8	Chromium, compounds of	various	not including alloys
9	1,2-Dichlorobenzene	95-50-1	
10	1,4-Dichlorobenzene	106-46-7	
11	1,2-Dichloroethane	107-06-2	
12	1,1-Dichloroethylene	75-35-4	
13	Hexachlorobenzene	118-74-11	
14	Hexachloroethane	67-72-1	
15	Hydrofluoric Acid	7664-39-3	

<b>Table 1: Prohibited Chemicals and Compounds</b>			
	<b>Chemical Name</b>	<b>CAS Number</b>	<b>Comments</b>
16	Lead, compounds of	various	not including alloys
17	Mercury, elemental	7439-97-6	not including amalgams
18	Mercury, compounds of	various	
19	Methylene chloride	75-09-2	
20	Nitrobenzene	98-95-3	
21	Pentachlorophenol	87-86-5	
22	Selenium, compounds of	various	
23	Silver, compounds of	various	not including alloys
24	Tetrachloroethylene	127-18-4	
25	1,1,1-Trichloroethane	71-55-6	
26	1,1,2-Trichloroethane	79-00-5	
27	Trichloroethylene	79-01-6	
28	2,4,5-Trichlorophenol	95-95-4	
29	2,4,6-Trichlorophenol	88-06-2	
30	Vinyl chloride	75-01-4	

- 3.3.7 The Contractor must submit documentation that all procured products and services do not contain any of the prohibited items listed above.
- 3.3.8 All chemical containers shall retain the original label that must define the instructions for use of the chemicals and any pertinent warnings and safety instructions. All chemicals used must have the manufacturer's quality control batch numbers included on cases or containers.
- 3.3.9 Chemical solutions may be issued to janitorial workers in clearly labeled secondary containers. These containers should be labeled with the container contents such as—"Germicide Detergent." The CCS may require additional secondary container label criteria during the term of this contract.

#### 3.4 Recycling and Composting Support

- 3.4.1 All janitorial support staff must be trained on and comply with the DEN Recycling and Composting Program as the success of the program depends greatly on the support of the Contractor. DEN sustainability will provide training for Contractor supervisors and managers.
- 3.4.2 The Contractor is responsible for the collection of recycling and compostable organic material in the City employee break rooms, Airport Office Building ("AOB") and public restrooms, terminal and concourse concessions. DEN may add recycling and compost collection locations to this list through the term of the Contract at no charge to DEN. Plastic bags are not allowed in recycling and compost containers. The Contractor will empty the contents of compost bags into the appropriate compost containers and then throw the plastic bags into the trash containers.

1. Compost staging area- DEN will designate a specific area for concessionaires to dispose of their compost and recycling. The Contractor shall be responsible for moving the compost from these staging areas to designated compost containers.
- 3.4.3 DEN will recycle or donate partial rolls of toilet paper. The Contractor shall be responsible for transporting partial rolls of toilet paper collected throughout the concourses and terminal to designated locations at the AOB loading dock. Only rolls with one quarter of an inch remaining shall be removed from restrooms.
  - 3.4.4 Upon request from DEN, the Contractor shall provide trash, recycling, and composting containers/bins for special events.
  - 3.4.5 The CSS may request the Contractor to supply information or ideas on how the recycling and composting program could be improved.
- 3.5 Waste Disposal
- 3.5.1 The Contractor shall obtain appropriate disposal transport containers and will be solely responsible for the coordination of all disposal activities. The number, size, location, replacement, etc. of transport containers may be determined by the Contractor as long as there is a timely and appropriate disposal of waste and recycled material.
  - 3.5.2 The Contractor will be responsible for all costs associated with the disposal of all wastes generated at DEN as a result of the Contractor's environmental noncompliant activities.
  - 3.5.3 No materials will be allowed to enter Denver's storm water sewer system. Only those products suitable for discharge via the sanitary system will be considered allowable discharges. All sanitary sewer discharges must comply with the Denver Revised Municipal Code Section 56-102 and Part 180 of the Denver Municipal Airport System Rules and Regulations, along with any other applicable federal, state, or local regulations.
  - 3.5.4 The disposal of any hazardous wastes on Denver property is prohibited. All hazardous waste must be disposed off-site at an appropriately permitted facility. It shall be the Contractor's responsibility to determine any associated or potential cost of for hazardous waste disposal compliance.
  - 3.5.5 Solid wastes that exhibit no hazardous characteristics or no contamination by regulated substances may be disposed responsibly in available on-site City trash receptacles or dumpsters.

- 3.5.6 The Contractor must monitor the status of all recycling and trash receptacles in the terminal and concourses to ensure that the areas are meeting good housekeeping standards. Trash and cardboard rooms are to be free from debris. Trash, obstacles and all materials must be in the appropriate containers. The Contractor shall notify the Contract Compliance Group of their observations. The Contractor shall also assist the Contract Compliance Group in identifying responsible parties (company name, personnel name, description, etc.) for non-compliance with the proper handling and disposal of wastes at DEN.
- 3.5.7 The Contractor shall notify the Contract Compliance Group of any observed issues with recycling and trash receptacle such as the non-functional equipment or leakage.
- 3.5.8 The following is a list of recycling and trash compactors locations is subject to change throughout the term of the Contract:

<b>Trash Services</b>	<b>Equipment Type</b>	<b>Quantity</b>
Gate A-34	27 yd SC compactor	1
Gate A-41	27 yd SC compactor	1
Gate A-46	27 yd SC compactor	1
Gate B-24	27 yd SC compactor	1
Gate B-30	27 yd SC compactor	1
Gate B-36	27 yd SC compactor	1
Gate B-39	27 yd SC compactor	1
Gate B-44	27 yd SC compactor	1
Gate B-52	27 yd SC compactor	1
Gate B-81	27 yd SC compactor	1
Gate C-31	25 yd gable top	1
Gate C-32	27 yd SC compactor	1
Gate C-38	27 yd SC compactor	1
Gate C-46	27 yd SC compactor	1
Gate C-48 end north (Southwest)	34 yd SC Compactor	2
Gate C-48 end south (Southwest)	34 yd SC Compactor	2
AOB loading dock	34 yd SC compactor	1
Airside Equipment Maintenance Ctr	30 yd RO	1
Airside Equipment Maintenance Ctr	30 yd RO	1
Airside Equipment Maintenance Ctr	20 yd RO	1
Airside Equipment Maintenance Ctr	8 yd FEL	1

<b>Trash Services</b>	<b>Equipment Type</b>	<b>Quantity</b>
Facility Maintenance Carpenter Shop	8 yd FEL	1
Incinerator	2 yd FEL	3
East Economy Parking Lot	20 yd RO	1
West Economy Parking Lot	20 yd RO	1
Gate B-15 ramp (United Airlines)	25 yd gable top	1
Gate B-16 ramp (United Airlines)	25 yd gable top	1
21998 E 88th Gate #2 (concrete ramp)	20 yd RO	1
21998 E 88th Sand shed	30 yd RO	1
Oil and Gas	4 yd FEL	1
ARFF #2 (airside)	6 yd FEL	1
ARFF #1 (airside)	8 yd FEL	1
ARFF #3 (airside)	8 yd FEL	1
ARFF #4 (airside)	8 yd FEL	1
Ground Transportation Center	6 yd FEL	4
AGTS Bombardier Train Maintenance	8 yd FEL	1
AGTS Bombardier Train Maintenance	30 yd RO temporary	1
Airside Employee Security Turnstile	8 yd FEL	1
ARFF Training Center	4 yd FEL	1
East Electrical Vault	8 yd FEL	1
Whiskey Charlie Electrical Vault	8 yd FEL	1
USDA Office	6 yd FEL	1
HSS Security Trailer	2 yd FEL	1
Electrical Department	4 yd FEL	1
Construction Support/Engineering	6 yd FEL	1
Police/TSA K-9 Kennel	3 yd FEL	1
South Data Center	2 yd FEL	1
Joint Use Air Cargo (landside)	8 yd FEL	1
World Port	6 yd FEL	1

<b>Recycling Services</b>	<b>Type</b>	<b>Quantity</b>
Gate A-32 ramp	8 yd FEL	1
Gate A-38	27 yd SC compactor	1

Recycling Services	Type	Quantity
Gate A-41 ramp	8 yd FEL	1
Gate A-46 ramp	8 yd FEL	1
Gate B-15 ramp	8 yd FEL	1
Gate B-24	34 yd SC compactor	1
Gate B-36	30 yd SC compactor	1
Gate B-39	27 yd SC compactor	1
Gate B-52	34 yd SC compactor	1
Gate B-62 ramp	8 yd FEL	1
Gate C-31 ramp	8 yd FEL	1
Gate C-38 ramp	8 yd FEL	1
Gate C-39 ramp	8 yd FEL	1
Gate C-46 ramp	8 yd FEL	1
Gate C-41	27 yd SC compactor	1
Gate C-48 end (Southwest)	27 yd SC compactor	1
AOB loading dock	34 yd SC compactor	1
AOB loading dock compost	68 gal toter	40
Gate B-36 ramp compost	68 gal toter	5
Gate B-36 ramp compost	68 gal toter	15
Gate B-39 ramp compost	68 gal toter	5
Gate B-39 ramp compost	68 gal toter	15
Gate C-32 ramp compost	68 gal toter	10
Gate C-41 ramp compost	68 gal toter	30
Construction Support/Engineering	8 yd FEL	1
Joint Use Air Cargo (airside)	8 yd FEL	1
Joint Use Air Cargo wood recycling	40 yd RO	2
Bale pickup service	Plastic film bales	n/a
Airside Equipment Maintenance Ctr	8 yd FEL	2
Landside Equipment Maintenance Ctr	30 yd RO	1
East Economy Parking Lot	8 yd FEL	1
Airside Employee Security Turnstile	8 yd FEL	1
Worldport	8 yd FEL	1
ARFF #1 (Airside)	8 yd FEL	1



Recycling Services	Type	Quantity
ARFF #3 (Airside)	8 yd FEL	1
South Data Center	2 yd FEL	1

### 3.6 Safety Data Sheets (SDS)

- 3.6.1 The Contractor shall provide copies of SDSs for all chemicals to be used in its activities. These sheets must be provided to the CCS for approval prior to their use. This obligation is continuing for the term of this Agreement.
- 3.6.2 If the Contractor wishes to use new product formulations at DEN, the Contractor must provide a new SDS sheet to the CCS. The Contractor shall not bring any new formulations on site prior to approval by the CCS.
- 3.6.3 This is the minimum level of required documentation. DEN reserves the right to request additional information to assess the risk associated with any chemicals used by the Contractor. Any additional information must be provided to the CCS upon request.

### 3.7 Emergency Planning and Community Right-to-Know Act (EPCRA)

- 3.7.1 The Contractor must comply with the applicable sections of the EPCRA. These include:
1. Section 302—Extremely hazardous substances in quantities greater than the thresholding planning quantities must be reported to the Colorado Emergency Response Commission (CERC).
  2. Section 304—Notification of reportable releases must be made to the CERC, Denver's Local Emergency Planning Commission (LEPC), and the Denver Fire Department (DFD).
  3. Section 311—The Contractor shall submit copies of all SDS or a list of its hazardous chemicals to the CERC, LEPC, and the DFD.
  4. Section 312—The Contractor must submit an emergency and hazardous chemical inventory form to the CERC, LEPC, and the DFD for the same chemicals covered under Section 311
- 3.7.2 The Contractor must also complete the DFD's Hazardous Materials Inventory System (HMIS) forms for chemicals stored at DEN.

## SECTION 4: STAFFING

### 4.1 Staffing Requirements

- 4.1.1 All employees shall be exclusive to this Contract and shall not concurrently work or have job duties outside of those required by this Contract.
- 4.1.2 The minimum total staffing number under this Contract shall not be less than three hundred ninety-seven (397) full time employees for seven (7) day

coverage. The three hundred ninety-seven (397) employees shall include custodial, administrative, and operations personnel.

- 4.1.3 A periodic and temporary variance of 2% under the daily minimum total daily staffing requirement, which is set at 273 employees per day, may be allowed during the months of October through March **only**. This purpose in allowing this variance is to accommodate staffing needs during the snow season. (See Section 11: Snow Removal). The full daily minimum staffing requirement **must** be met April through September.
- 4.1.4 Employees who do not work the full shift shall only partially count towards the Daily Staffing Requirement. For example, if a custodian works only 4 of an 8 hour shift, then he or she will only count as .5 towards the total. The Contractor must provide coverage for the entire shift. Employees working a snow schedule shall not count towards the Daily Staffing Requirement.
- 4.1.5 Failure to provide minimum staffing as committed in the staffing plan shall result in a 1% deduction off of the contracted monthly invoice total. This deduction shall be calculated based off of the total number of required employees for the month. For example based upon a monthly invoice of \$1,500,000, a penalty of 1% would be \$15,000. Examples showing a 31 day month provided below:

Compliant Staffing (October-March):

Total Monthly Staffing Actual (Count of employees)	8350
Required Staffing (273 employees x 31 days in month)	8463
Less Variance of 2%	169
Total Staffing Requirement	8294
Penalty	\$0

Non-Compliant Staffing (October-March):

Total Monthly Staffing Actual (Count of employees)	8150
Required Staffing (273 employees x 31 days in month)	8463
Less Variance of 2%	169
Total Staffing Requirement	8294
Penalty	\$15,000

- 4.1.6 The Daily Staffing Requirement shall include Custodians, Supervisors, and Operations Managers. In addition to the daily staffing for custodial work, the Contractor shall employ additional administrative personnel that shall be on a full time, on site basis unless otherwise approved in writing by the Contract Compliance Supervisor.

## 4.2 Staffing Plan

- 4.2.1 Below is the Contractor's staffing plan:

<b>CUSTODIAL PERSONNEL MAIN TERMINAL:</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Level 6 East Ticket (including all public areas/entrances)	0.80	0.80	0.80	0.80	3.20
Level 6 East Ticket Men's Restrooms (3)	0.80	0.80	0.50	0.50	2.60
Level 6 East Ticket Women's Restrooms (3)	0.80	0.80	0.40	0.40	2.40
Level 6 East Ticket Unisex Restroom	0.20	0.20	0.10	0.10	0.60
Level 6 West (including all public areas/entrances)	0.80	0.80	0.80	0.80	3.20
Level 6 West Ticket Men's Restrooms (2)	0.85	0.85	0.85	0.50	3.05
Level 6 West Ticket Women's Restrooms (3)	0.95	0.95	0.95	0.40	3.25
Level 6 West Nursing Room	0.10	0.10	0.10	0.10	0.40
Level 6 East Sidewalks	0.50	0.50	0.15	0.05	1.20
Level 6 West Sidewalks	0.50	0.50	0.15	0.05	1.20
Level 6 N., E. and W. Walkway/Mezzanine areas above Great Hall	0.10	0.10	0.15	0.15	0.50
Level 6 West- Conference Room, Pressroom, Ground Trans. Office, Denver Commerce Hub, Workforce office and other city offices	0.50	0.10	0.15	0.25	1.00
Level 6 East- Environmental Offices, Police Offices, Chapel, & other City Offices	0.50	0.10	0.15	0.25	1.00
Level 6 East & Westside – Common Area Hallways/floors behind Food court areas	0.05	0.05	0.05	0.05	0.20
A-Security Checkpoint Area	0.30	0.30	0.10	0.10	0.80
Level 5 East Baggage (includes all public areas/entrances)	1.00	1.00	1.00	1.00	4.00
Level 5 West Baggage (includes all public areas/entrances) and offices	1.00	1.00	1.00	1.00	4.00
Level 5 Great Hall (includes center atrium, N. and S. Security, corridors around perimeter of above N. and S. Security areas, Art Gallery, and offices	1.00	1.00	1.00	1.00	4.00
Great Hall Men's Restrooms (2)	1.00	0.50	0.50	0.50	2.50
Great Hall Women's Restrooms (2)	1.00	0.50	0.50	0.50	2.50

<b>CUSTODIAL PERSONNEL MAIN TERMINAL:</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Level 5 East Men's Restroom (2) One on N. End and One on S. End	0.50	0.50	0.50	0.50	2.00
Level 5 West Men's Restroom (2) One on N. End and One on S. End	0.50	0.50	0.50	0.50	2.00
Level 5 East Women's Restrooms (2) One on N. End and One on S. End	0.50	0.50	0.50	0.50	2.00
Level 5 West Women's Restroom (2) One on N. End and One on S. End	0.50	0.50	0.50	0.50	2.00
Train Levels (East and West) includes arrival platforms and center departure platform East and West emergency stairs	0.25	0.25	0.25	0.25	1.00
Customs (Includes, offices, Restrooms, Elevators, Escalators, Stairs)	2.00	0.25	0.25	0.50	3.00
Level 5 East Sidewalks and Islands	0.50	0.50	-	-	1.00
Level 5 West Sidewalks and Islands	0.50	0.50	-	-	1.00
Level 4 East Entrances, Elevator Lobbies, Escalator Landings	0.20	0.20	0.10	0.20	0.70
Level 4 West Entrances, Elevator Lobbies, Escalator Landings	0.25	0.25	0.25	0.25	1.00
Level 4 East Sidewalks	0.50	0.50	-	-	1.00
Level 4 West Sidewalks	0.50	0.50	-	-	1.00
Level 3 East Entrances and Elevator Lobbies	0.25	0.25	0.25	0.25	1.00
Level 3 West Entrances and Elevator Lobbies	0.25	0.25	0.25	0.25	1.00
Level 3 East & West Restrooms (9) and Locker room/Restrooms (2)	0.50	0.50	0.50	0.50	2.00
Level 2 East Entrances and Elevator Lobbies	0.25	0.25	0.25	0.25	1.00
Level 2 West Entrances and Elevator Lobbies	0.25	0.25	0.25	0.25	1.00
Level 1 West 110/112 Hallway	0.05	0.05	0.05	0.05	0.20
Level 1 East- City Offices and Restrooms (2)	0.20	-	-	-	0.20
Main Terminal Escalators	0.15	0.15	0.25	0.45	1.00
Main Terminal Elevators	0.15	0.15	0.25	0.45	1.00
Main Terminal Stairwells	0.25	0.25	0.25	0.25	1.00

<b>CUSTODIAL PERSONNEL MAIN TERMINAL:</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
West Parking Deck Elevators (3) and Lobbies (level 1- 5)	0.05	0.05	-	0.10	0.20
East Parking Deck Elevators (3) and Lobbies (level 1- 5)	0.05	0.05	0.05	0.05	0.20
A.O.B. Offices, Conference Rooms, Break Rooms, Elevators, Hallways, Lobbies, Reception Areas, Stairwells (floors 6-10)	1.25	-	-	-	1.25
A.O.B. Women's Restrooms (6)	0.50	0.25	0.25	0.25	1.25
A.O.B. Men's Restrooms (6)	0.50	0.25	0.25	0.25	1.25
City Offices, Hallways, Restrooms, Fitness Center – Level 4 of “AOB”	0.25	0.25	0.25	0.25	1.00
A.O.B. Loading Dock	0.10	0.10	0.10	0.10	0.40
A.O.B Entry Areas/Elevator Lobbies on Parking Levels 5A and 5B	0.10	0.10	0.10	0.10	0.40
Recycling	3.00	2.00	-	-	5.00
Trash	3.00	2.00	1.00	-	6.00
Sidewalks/Trash Receptacles just outside/adjacent to Terminal, Shuttle Bus Islands,	0.05	0.05	0.05	0.05	0.20
<b>Main Terminal Daily Custodial Employee TOTAL</b>	<b>30.60</b>	<b>23.10</b>	<b>16.60</b>	<b>15.55</b>	<b>85.85</b>
<b>SUPERVISORY PERSONNEL</b>					
Supervisors	1.50	1.50	2.00	-	5.00
<b>Main Terminal Daily Employee Total</b>					<b>90.85</b>

<b>CUSTODIAL PERSONNEL - OUTSIDE BUILDINGS</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Trailers	1.00	-	-	-	1.00
Comfort Stations (2) “as needed”	0.10	-	-	-	0.10
HVAC Offices/Building	0.10	-	-	-	0.10
Snow Trailer (3) “as needed”	0.10	-	-	-	0.10
Glycol Building	0.10	-	-	-	0.10
Fire Stations “as needed”	0.10	-	-	-	0.10
<b>Outside Buildings Daily Employee Total</b>	<b>1.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1.50</b>
<b>SUPERVISORY PERSONNEL</b>					
Supervisors	0.50	-	-	-	0.50
<b>Outside Buildings Daily Employee Total</b>					<b>2.00</b>

<b>CUSTODIAL PERSONNEL HOTEL AND TRANSIT CENTER</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Outdoor Plaza (Levels 1 and 5)	0.13	0.13	0.13	-	0.38
West Elevator Lobby (levels 1 and 5)	0.13	0.13	0.13	-	0.38
Men's Restroom	0.13	0.13	0.13	-	0.38
Women's Restroom	0.13	0.13	0.13	-	0.38
<b>Hotel and Transit Center Daily Custodial Employee Total</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>-</b>	<b>1.50</b>
<b>SUPERVISORY PERSONNEL</b>					
Supervisors	0.10	0.10	0.10	0.10	0.40
<b>HOTEL AND TRANSIT CENTER Daily Employee Total</b>					<b>1.90</b>

<b>CUSTODIAL PERSONNEL CONCOURSE A</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Bridge from A-Security Check Point Area to A Concourse	0.10	0.10	0.10	0.10	0.40
2 West Concourse (including. West sub-core and mezz.)	0.50	0.50	0.50	1.00	2.50
Jetways 2 West	0.05	0.05	0.05	0.05	0.20
Jetways 1 West	0.05	0.05	0.05	0.05	0.20
1 West Concourse/ Gate Areas	0.50	0.50	0.50	0.75	2.25
City offices including RR's (2) on 4th Floor of West Sub-core	0.15	0.15	-	-	0.30
City offices on Mezz level of West	0.60		-	-	0.60
Restrooms and Break Room in Basement (under West Sub-	0.10	0.10	0.10	0.10	0.40
Center Core Concourse and Train Level (including)	0.10	0.10	0.20	0.20	0.60
Center Core Mezzanine (including Ramps to "A- Security Bridge")	0.25	0.25	0.25	0.25	1.00
City offices including RR's (2) on Concourse level of Center Core (accessed via Mezz level)	0.20	-	-	-	0.20
TSA offices/Qwest offices - Center Core Mezz	0.20	-	-	-	0.20
TSA offices, City offices, break rooms, hallway, restrooms (6) on Ramp level under Center-Core	0.20	-	-	-	0.20
Restrooms (2) and Break Room on 9th Floor of Center Core	0.20	-	-	-	0.20
City offices including Restrooms (2) on 4th Floor of Center Core	0.25	-	-	-	0.25

<b>CUSTODIAL PERSONNEL CONCOURSE A</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
2 East Concourse and Commuter Gates (including. East sub-core and mezz.)	0.50	0.50	0.50	1.25	2.75
Jetways 1 East	0.05	0.05	0.05	0.05	0.20
Jetways 2 East	0.05	0.05	0.05	0.05	0.20
1 East Concourse/Gate Areas	0.50	0.50	0.50	1.25	2.75
Access Services offices and restrooms on 4th Floor (above East Sub-core)	0.25	-	-	-	0.25
Restrooms in Basement (under East Sub-core)	0.05	0.05	0.05	0.05	0.20
Men's Restrooms in Sub-cores and Center Core - Concourse level (4 Large) plus Unisex/	1.25	1.25	1.50	1.00	5.00
Men's Restrooms in Sub-cores and Center Core – Mezzanine level (3 General Public, 1	0.55	0.75	1.00	0.50	2.80
Women's Restrooms in Sub- cores and Center Core- Concourse level (4 Large) plus	1.25	1.25	1.50	1.00	5.00
Women's Restrooms in Sub- cores and Center Core – Mezzanine level (3 General	0.50	0.50	1.00	0.50	2.50
Men's Restrooms in East side. Commuter Gates (2)	0.50	0.50	0.50	0.25	1.75
Women's Restrooms in East side. Commuter Gates (2)	0.50	0.50	0.50	0.25	1.75
Nursing Room	0.05	0.05	0.05	-	0.15
Pet Relief Area	0.05	0.05	0.05	0.05	0.20
Ramp level below Center Core (includes hallways/restrooms)	-	0.20	-	0.05	0.25
USO/Common Area hallway and Restrooms (shared by Airlines/City (above Center	0.25	0.10	0.30	-	0.65
Triturator Rooms (2)- Sink, Trash & Restock (under Gate A32 & A48 ramp level)	0.10	0.10	0.05	-	0.25
Stairwells (to ramp level)	0.10	0.10	0.10	0.05	0.35
Escalators	0.10	0.10	0.20	0.25	0.65
Elevators	0.10	0.10	0.20	0.25	0.65
Trash	1.00	1.00	0.50	-	2.50

<b>CUSTODIAL PERSONNEL CONCOURSE A</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Recycling	1.00	1.00	-	-	2.00
Ramp Level trash/recycling compactor rooms (Cleaning and maintenance)	0.10	0.10	-	-	0.20
<b>Concourse A Daily Custodial Employee TOTAL</b>	<b>12.35</b>	<b>10.70</b>	<b>10.55</b>	<b>9.50</b>	<b>43.10</b>
<b>SUPERVISORY PERSONNEL</b>					
Supervisors	1.50	1.50	2.00		5.00
<b>Concourse A: Daily Employee Total</b>					<b>48.10</b>

<b>CUSTODIAL PERSONNEL CONCOURSE B</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Old Commuter Gates East end (downstairs from Gate B57)	0.25	0.25	0.25	0.25	1.00
RJ Facility/Gates - East end of B-Con (over Bridge to RJ Gates)	0.75	0.75	0.75	0.25	2.50
3 East Jetways	0.05	0.05	0.05	0.05	0.20
3 East Concourse / Gate Areas/ Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00
2 East Jetways	0.05	0.05	0.05	0.05	0.20
2 East Concourse / Gate Areas/Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00
1 East Jetways	0.05	0.05	0.05	0.05	0.20
1 East Concourse / Gate Area/Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00
Center Core Mezzanine	0.50	0.50	0.25	0.75	2.00
Center Core Concourse Level	0.50	0.50	0.25	0.75	2.00
Central Core Train Level and Escalator Landings	0.19	0.19	0.12	0.25	0.75
Ramp level below Center Core (includes hallways/restrooms)	0.10	0.10	0.05	0.05	0.30
1 West Jetways	0.05	0.05	0.05	0.05	0.20
1 West Concourse / Gate Areas/Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00
2 West Jetways	0.05	0.05	0.05	0.05	0.20
2 West Concourse /Gate Areas/ Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00
3 West Jetways	0.05	0.05	0.05	0.05	0.20
3 West Concourse /Gate Areas/ Subcore / Mezzanine	0.75	0.75	0.75	0.75	3.00



<b>CUSTODIAL PERSONNEL CONCOURSE B</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>3rd Shift CI</b>	<b>3rd Shift CII</b>	<b>Daily Total</b>
Men's Restrooms Center Core and Mezzanine plus Unisex/Assist restrooms	1.00	1.00	1.20	0.50	3.70
Women's Restroom Center Core and Mezzanine plus Unisex/Assist restrooms	1.00	1.00	1.20	0.50	3.70
Men's Restrooms East Side (3 large) plus Unisex/Assist restrooms	1.00	1.00	1.20	0.50	3.70
Women's Restrooms East Side (3 large) plus Unisex/Assist restrooms	1.00	1.00	1.20	0.67	3.87
Men's Restrooms West Side (3 large) plus Unisex/Assist restrooms	1.00	1.00	1.20	0.67	3.87
Women's Restrooms West Side (3 large) plus Unisex/Assist restrooms	1.00	1.00	1.00	0.50	3.50
Men's Restroom - Old Commuter Gates below B 57 (1 small)	0.13	0.10	-	0.10	0.33
Women's Restroom Old Commuter Gates below B57(1 small)	0.13	0.10	-	0.10	0.33
Nursing Room	0.05	0.05	0.05	-	0.15
Pet Relief Areas	0.05	0.05	0.05	0.05	0.20
Men's Restroom – RJ Facility/Gates	0.75	0.75	0.25	0.25	2.00
Women's Restroom – RJ Facility/Gates	0.75	0.75	0.25	0.25	2.00
Triturator Rooms (2)- Sink, Trash & Restock (under Gate B28 & B46 ramp lvl)	0.10	0.10	0.05	-	0.25
Trash	2.00	2.00	1.00	-	5.00
Escalators	0.10	0.10	0.20	0.30	0.70
Elevators	0.10	0.10	0.20	0.30	0.70
Power walks	0.10	0.10	0.10	0.20	0.50
Stairwells (to ramp level)	0.10	0.10	0.10	0.10	0.40
Recycle	1.00	1.00	-	-	2.00
Ramp Level trash/recycling compactor rooms (Cleaning and maintenance)	0.12	0.12	0.06	-	0.30
<b>Concourse B Daily Custodial Employee TOTAL</b>	<b>18.56</b>	<b>18.51</b>	<b>15.78</b>	<b>12.09</b>	<b>64.94</b>
<b>SUPERVISORY PERSONNEL</b>					
Supervisors	1.50	0.75	1.50		3.75
<b>Concourse B Overall Total</b>					<b>68.69</b>

<b>Employee Totals (Staffing Overview)</b>	<b>Main Terminal</b>	<b>Outlying Buildings</b>	<b>Concourse A</b>	<b>Concourse B</b>	<b>Concourse C</b>	<b>Total</b>
<b>Daily Custodian 1 Employees:</b>						
First Shift	30.60	1.50	12.35	18.56	10.12	73.13
Second Shift	23.10	-	10.70	18.51	9.35	61.66
Third Shift	16.60	-	10.55	15.78	9.30	52.23
<b>Total Custodian I Employees</b>	<b>70.30</b>	<b>1.50</b>	<b>33.60</b>	<b>52.85</b>	<b>28.77</b>	<b>187.02</b>
<b>Daily Custodian II Employees:</b>						
Non-Area Specific First Shift	2.00	-	2.00	2.00	2.00	8.00
Non-Area Specific Second Shift CII	2.00	-	2.00	2.00	2.00	8.00
Third Shift	15.55	-	9.50	12.09	6.84	43.98
<b>Total Custodian II Employees</b>	<b>19.55</b>	<b>-</b>	<b>13.50</b>	<b>16.09</b>	<b>10.84</b>	<b>59.98</b>
<b>Daily Supervisors:</b>						
First Shift	1.50	0.50	1.50	1.50	1.00	6.00
Second Shift	1.50	-	1.50	0.75	1.00	4.75
Third Shift	2.00	-	2.00	1.50	1.00	6.50
<b>Total Supervision</b>	<b>5.00</b>	<b>0.50</b>	<b>5.00</b>	<b>3.75</b>	<b>3.00</b>	<b>17.25</b>
<b>Daily Operations Managers:</b>						
First Shift	1.00		0.50	1.00	0.50	3.00
Second Shift	0.50		0.50	0.50	0.50	2.00
Third Shift	1.00		1.00	1.00	1.00	4.00
<b>Total Operations Managers</b>	<b>2.50</b>	<b>0.00</b>	<b>2.00</b>	<b>2.50</b>	<b>2.00</b>	<b>9.00</b>
<b>Totals:</b>						
Total Daily Staffing	97.35	2.00	54.10	75.19	44.61	273.25
Total Staffing	137.00	2.80	74.00	104.00	63.00	380.80
<b>Administrative:</b>						
First Shift	14.00					
Second Shift	1.00					
Third Shift	2.00					
<b>Total Administrative</b>	<b>17.00</b>					<b>17.00</b>
<b>Overall Staffing Total</b>						<b>397.80</b>

#### 4.3 Adjustments to Staffing Plan due to Construction

- 4.3.1 DEN is planning several construction projects that may affect janitorial staffing levels through the term of this contract. Currently, DEN anticipates construction to the Main Terminal, A Concourse, and C Concourse among other areas. During these construction projects, areas may be added or removed from janitorial service.
- 4.3.2 DEN will require the Contractor to adjust the monthly invoices to reflect the changes to the facility. Pricing for adjustments can be found in Section 12.2.

#### 4.4 Contractor's Managers

- 4.4.1 The Contractor shall provide a full-time, on-site Project Manager who will be trained, qualified, and acceptable to the Airport's Contract Compliance Supervisor. The Project Manager shall work exclusively for this contract.
- 4.4.2 The Project Manager or Assistant Project Manager must work a combined 520 hours on second shift and 520 hours on third shift. This is required so that Contractor managers have adequate oversight of night time operations.
- 4.4.3 If the Project Manager is absent, the Contractor shall provide an equally qualified and competent alternate that has been given full authority to carry out the duties of the position as required.
- 4.4.4 The Project Manager, or his/her alternate, shall make sufficient daily inspections to ensure work is performed as specified. The Project Manager, or his/her alternate, shall use work assignment sheets, summary sheets of inspection and reporting detailed in this Special Conditions, plus tool and equipment checklist for each assignment to record discrepancies. The Project Manager, or his/her alternate shall provide a copy of these, or any equivalent reporting tool, to the Contract Compliance Supervisor, or his/her representative each day.

#### 4.5 Minimum Pay for Contractor Positions Not Covered by Prevailing Wage

- 4.5.1 While the personnel listed below may not be governed by the City's Prevailing Wage Ordinance, DEN believes it is in the best interest to require the Contractor to pay no less than the below minimum salaries and/or wages. These rates do not include fringe benefits including vacation health coverage etc., shift differential, or overtime for snow removal.

<b>Job Title</b>	<b>Pay Unit</b>	<b>Rate of Pay</b>
Project Manager	Per Week	\$ 1,740.37
Assistant Project Manager	Per Week	\$ 1,423.45
Shift Manager	Per Week	\$ 1,122.64
Labor Relations Manager	Per Week	\$ 1,122.64

<b>Job Title</b>	<b>Pay Unit</b>	<b>Rate of Pay</b>
Quality Control Manager	Per Week	\$ 1,122.64
Operations Manager- 3rd Shift	Per Day	\$ 169.74
Operations Manager- 2nd Shift	Per Day	\$ 169.74
Operations Manager- 1st Shift	Per Day	\$ 169.74
Supervisor- 3rd Shift	Per Hour	\$ 16.65
Supervisor- 2nd Shift	Per Hour	\$ 16.11
Supervisor- 1st shift	Per Hour	\$ 16.11
Admin. Asst./Payroll	Per Hour	\$ 19.87
General Clerical	Per Hour	\$ 16.11
Trainer/Safety Coordinator	Per Week	\$ 805.73
Maintenance/Repairman	Per Hour	\$ 20.41
Supply Control/Distribution Manager	Per Hour	\$ 21.22
Supply Control/Distribution Employees	Per Hour	\$ 16.11
Emergency Dispatcher	Per Hour	\$ 16.11
Quality Control Inspectors	Per Hour	\$ 16.11

#### 4.6 Shift Hours and Breaks

- 4.6.1 Manager, supervisor, and employee shift time-frames, including starting and quitting times, shall be staggered so that all Airport areas maintain coverage 24 hours per day, seven days per week and to assure no breaks in regular service activity. DEN reserves the right to approve of Contractor shift schedules.
- 4.6.2 The Contractor shall submit a proposed lunch and break schedule to the Contract Compliance Supervisor. The breaks shall be staggered to ensure that service areas are always adequately staffed. DEN reserves the right to approve, modify, or reject proposed lunch and other break schedules.

#### 4.7 Holidays

- 4.7.1 The Contractor shall be aware that the Airport operates 24 hours a day, all days of the year. The Contractor shall staff all areas during holidays at no additional cost to DEN. DEN staff observe the following holidays:
1. New Year's Day
  2. Martin Luther King Day
  3. President's Day
  4. Cesar Chavez Day
  5. Memorial Day
  6. Independence Day
  7. Labor Day
  8. Veterans Day
  9. Thanksgiving Day
  10. Christmas Day

#### 4.8 Relief for Absenteeism and Vacation

- 4.8.1 The Contractor is required to provide relief personnel for absent or vacationing employees at all times. Every assignment position shall be filled each day and each shift.
- 4.8.2 Should the Contractor need to call in replacement personnel, the Contractor shall replace the employee with another of equal or greater rank (i.e. replace a Custodian 2 with another Custodian 2).
- 4.8.3 If the Project Manager, Operations Manager, or Supervisor is absent, the Contractor shall provide a competent replacement that has been given the authority to carry out the duties of the position as required.
- 4.8.4 Failure to provide personnel for all positions for all hours may result in fines to the Contractor.

### SECTION 5: TRAINING

#### 5.1 General Training

- 5.1.1 The Contractor shall provide each employee under this Contract with adequate training to perform the work safely and competently.
- 5.1.2 The Contractor shall maintain a training record for each employee. The record shall include, at a minimum, the employee's name, date of employment, and the type and date of each training class attended. Such records will be made available to the CCS or his/her representative on a quarterly basis or in advance upon his or her request.
- 5.1.3 The CCS or CCCs may monitor the conduct of training classes from time to time.
- 5.1.4 DEN may elect to provide the Contractor with training materials for presentation or distribution. These materials shall remain the sole and exclusive property of DEN and shall not be removed.
- 5.1.5 At a minimum, each employee performing the work shall attend the following classes prior to or within the first two weeks of employment and again each successive six month period:
  - 1. General Orientation
  - 2. Introduction to Assignments
  - 3. Chemicals
  - 4. OSHA and Hazmat Training
  - 5. Blood-borne Pathogen Training (must be completed before assignment, detailed in 5.2 below)
  - 6. Tools and Equipment
  - 7. General Procedures
  - 8. Restroom Cleaning and Disinfection

9. Common Mistakes
10. Floor Care
11. Waste Disposal- Recycling
12. Handheld Radio Training (as necessary)

5.1.6 In addition to the required training above, managers and supervisors performing oversight shall also attend the following class prior to or within the first two weeks of employment and again each successive six month period:

1. Supervisory Techniques and Updates

5.1.7 On the first business day or each month, the Project Manager or his or her designee shall provide to the CCS a written schedule of training classes to be conducted the forthcoming month. The schedule shall define the dates, times, locations, and content for each class.

## 5.2 Blood-borne Pathogen Safety Program

5.2.1 The Contractor shall be responsible for developing and implementing a blood-borne pathogens safety and training program for workers involved with trash removal, restroom cleaning, dispenser servicing, or any other activities where the employee has the potential to encounter blood and other bodily fluid. This program will cover all employees potentially exposed to blood and other bodily fluids, with the goal of preventing the transmission of pathogens such as HIV and Hepatitis B. At a minimum, the following items must be included in the training:

1. Universal Precautions—all human blood and certain bodily fluids are treated as if known to be infectious for HIV, HBV, or other blood-borne pathogens.
2. Medical Evaluations—Contractor will provide employees with medical evaluations and procedures, including the HBV vaccination series and post-exposure evaluation and follow-up
3. Explain how to recognize occupational exposure, the symptoms of blood borne diseases, modes of transmission of blood borne pathogens and describe the methods of controlling HBV and HIV transmission.
4. Personal Protective Equipment (PPE)—Contractor shall provide employees with appropriate PPE such as gloves, gowns, face shields, masks, and eye protection. PPE must not permit blood or other potentially infectious materials to reach the employee's work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes.
5. Clean-up procedures including waste storage and disposal and the care of PPE and laundry.
6. Explain the use and limitations of work practices and PPE. Inform workers of the free Hepatitis B vaccination.
7. Explain the use of labels, signs, and color-coding and the proper response to large spills of blood or bodily fluids.
8. Surfaces contaminated with blood or other bodily fluids shall be cleaned and rinsed with an EPA approved, hospital grade, and phenolic-based disinfectant cleaner. Personnel with open sores or cuts will not be involved with cleanup activities.

## SECTION 6: SPECIFICATIONS

### 6.1 Work Performance Standards

6.1.1 Specifications, showing general outlines and details necessary for a comprehensive understanding of the work, form a part of the Contract Documents. All work under the Contract shall be performed in strict compliance with the requirements of the specifications. The Specifications and all other provisions of the Contract Documents are essential parts of the Contract, and a requirement occurring in one is binding as though occurring in all.

## 6.2 Specification Changes

6.2.1 The specifications may be changed unilaterally by DEN if the Contract unit prices are not affected. Notification to the Contractor will be made orally if the duration of such changes is less than one week; otherwise, notification will be made in writing.

## 6.3 Work Areas

6.3.1 All employees must be at their assigned work areas, ready for work, at the start of their assigned shift and until the designated time of their shift end unless relieved by their assigned shift replacement and except for designated breaks.

## 6.4 Entrances and Doorways

6.4.1 All assignments that include entrances shall include thresholds and door frames a distance of ten (10) feet into the adjacent area.

## 6.5 Cleaning Vending Areas

6.5.1 The Contractor will not be required to do any cleaning in food service areas, including the food court areas of the Main Terminal, Final Approach food court, or on Concourses A, B, and C. However, the Contractor will provide cleaning services in vending areas.

6.5.2 Necessary policing and cleaning of vending machine areas, where it is not done by machine operators, will be accomplished periodically during each workday.

## 6.6 Dispensers

6.6.1 All dispensers (soap dispensers, toilet paper and towel dispensers, feminine product dispensers, etc.) within the areas serviced shall be supplied and installed by DEN and stocked by the Contractor unless otherwise specified in writing by the CCS.

6.6.2 The Contractor will provide and pay for all sanitary napkins and tampons. The Contractor will collect and retain any revenue from the feminine dispensers beyond the cost of the equipment to DEN. Vending prices must be approved by DEN. Such revenue will be accounted for at all times by the Contractor.

- 6.6.3 The Contractor shall not be required to replace or repair any defective or damaged dispensers or any parts thereof. However, the Contractor shall be required to have their employees report any defective or damaged dispensers or parts by the end of each shift.

## SECTION 7: TASKS

### 7.1 Carpet Cleaning Compliance

- 7.1.1 All completed tasks related to carpet cleaning shall be compliant with the carpet manufacturer's recommendations and the Carpet and Rug Institute's (CRI) maintenance guidelines.

### 7.2 Acid Wash Rough Granite

- 7.2.1 The rough granite flooring (unfinished, flame cut) may require periodic machine scrubbing with a light dilution of Muriatic Acid and water (or other mild acid based solution) to remove oils and grease accumulation. Contractor is to use extreme caution in utilizing said products and insure proper rinsing as well as the safety of its employees and the public.

### 7.3 Auto-Scrub Non-Carpeted Floors (Not Stone)

- 7.3.1 Use an auto-scrubber to remove soil and spills from non-carpeted corridors, lobbies, concourses and terminal building, etc. Brush or pad pressure shall be adjusted high enough to provide firm contact with the surface but not enough to cause any deleterious effect to the finish being cleaned. Litter should be picked up and the floor should be properly dust mopped prior to scrubbing. A low-suds detergent concentrate shall be used to prevent excessive foaming in the solution recovery tank. Where practical to do so, furnishings and floor mounted trash, ash plus other receptacles shall be moved out of the area to be scrubbed, thereby reducing the amount of hand mopping required, and shall be moved back to their proper area in a timely manner. The squeegee, when properly adjusted, shall leave no streaks or puddles while scrubbing. Detergent solution left on the surface as a result of turns made during the auto-scrubbing operation shall be removed promptly with a mop, mop bucket and wringer. If the solution is allowed to dry, it will leave a whitish discoloration on the finish. When the floor has been completely scrubbed, it shall be free of soil, streaks, film, or stains.

### 7.4 Carpet Shampooing—Dry Clean Method

- 7.4.1 Dry cleaning carpet is defined as the spot cleaning, vacuuming, application and scrubbing of dry cleaning compound followed by another complete vacuuming. All vacuuming should be done with an upright vacuum. All stained areas shall be treated with spot cleaning solution following the directions of the manufacturer. Spot cleaning shall be continued until as much of the stain as possible has been removed. The dry cleaning shall be performed by applying the "dry" chemical and machine scrubbing the area according to the manufacturer's instructions. Chairs and trash receptacles shall be tilted or moved where necessary to for



shampooing and shall be moved back to their proper area in a timely manner. After sufficient absorption time, the remaining dry cleaning residue and soil shall be vacuumed completely following a pattern that will give the carpet pile a clean and uniform appearance.

#### 7.5 Carpet Shampooing—Extraction Method

7.5.1 Carpet shampooing, extraction method is defined as the spot cleaning, vacuuming, pile brushing, operation of the extraction equipment, and re-vacuuming of all carpet in an area. All vacuuming, both before and after the use of the water extraction equipment shall be done with an upright carpet vacuum. All stained areas shall be treated with spot cleaning solutions, following the directions of the manufacturer of the solutions. Spot cleaning shall continue until as much of the stain as possible has been removed. The water extraction equipment and materials shall meet the Specifications defined in the Contract Documents. The extraction equipment shall be operated over the entire carpeted area. All instructions provided by the manufacturer of the extraction equipment and material shall be followed during their use. Chairs and trash receptacles shall be tilted or moved where necessary to for shampooing and shall be moved back to their proper area in a timely manner. After operating the water extraction equipment and allowing sufficient drying time, the carpet shall be vacuumed following a pattern which shall give the carpet pile a clean and uniform appearance.

#### 7.6 Clean and Disinfect Drinking Fountains

7.6.1 Use a spray bottle of germicidal detergent, soft sponge or cloth, small percolator brush, abrasive pad, and a lotion-type cleanser to remove all obvious soil, streaks, smudges, etc., from the drinking fountains and cabinets. Then, disinfect all polished metal surfaces including the orifices and drain. After cleaning, the entire drinking fountain shall be free of streaks, stains, spots, smudges, scale, and other removable soil.

#### 7.7 Clean and Disinfect Telephones, Mail Boxes, Vending Machines, etc.

7.7.1 Use a spray bottle of germicidal detergent, sponge or cloth, to remove obvious soil streaks, smudges, etc., from telephones, mail boxes, vending machines, etc. After cleaning, all surfaces should be free of streaks, stains, spots, smudges, etc.

#### 7.8 Clean and Disinfect Wash Basins, Toilets, Urinals, and Showers

7.8.1 Apply germicidal detergent solution to all fixtures and to the wall area beside and between the fixtures. Clean the insides, tops, sides, and wall areas between the fixtures with a sponge. Wipe the metal surfaces dry with a cloth to prevent spotting.

7.8.2 Clean the insides of the urinals with a bowl mop. Use the bowl mop to clean the underside of the flushing rim. Clean the tops and sides of the urinal with a sponge. This sponge shall be of a particular color that will be used only on commodes and urinals. Wipe metal surfaces dry with a clean cloth to prevent spotting.

- 7.8.3 Apply germicidal detergent solution to the inside and outside of the commodes and to the wall areas beside them. Spray the top of the seat first, then lift the seat and spray the remainder of the fixture. Clean the inside of the fixture with a bowl mop. Use the bowl mop to clean under the flushing rim. Clean the seat, outside of the fixture, and wall beside the fixture with the same sponge used to clean the outside of the urinals. Wipe the top of the seat and the metal surfaces dry with a cloth to prevent spotting.
- 7.8.4 Apply germicidal detergent solution to the walls and floors in shower stalls; use a sponge and abrasive pad to damp wipe all surfaces of the shower. Remove all debris from the shower drain.

#### 7.9 Clean Walk-Off Mats

- 7.9.1 Use an upright carpet vacuum, a wet-dry tank vacuum, a pile brush, and a carpet stain removal kit to remove soil, moisture, stains, etc., from walk-off matting.

#### 7.10 Completely Vacuum Carpet

- 7.10.1 Vacuum all carpeted floors and walls to collect surface soil and embedded grit from all areas accessible to the carpet vacuum.
- 7.10.2 Chairs and trash plus other receptacles shall be tilted or moved where necessary to vacuum underneath and shall be moved back to their proper area in a timely manner. Additionally, as necessary, to prevent any visible accumulation of soil or litter in carpeted areas inaccessible to the upright carpet vacuum, a crevice tool and brush attachment shall be used. After the carpeted floor, has been completely vacuumed, it shall be free of all visible litter, soil, and embedded grit.

#### 7.11 Damp Mop Non-Carpeted Floors

- 7.11.1 Prior to being damp mopped, the floor surface shall be dust mopped. A wet mop, mop bucket and wringer, and a neutral detergent solution shall be used to remove all soil and non-permanent stains from the entire area. The neutral detergent solution shall be changed periodically and remain clear, or the area damp mopped shall be rinsed with clear water. All accessible areas shall be damp mopped. Chairs, trash receptacles, etc., shall be moved when necessary to mop underneath. After being damp mopped, the floor shall have a uniform appearance with no streaks, swirl marks, detergent residue, or any evidence of soil. There shall be no splash marks or mop streaks on furniture, walls, baseboards, etc., or mop strands remaining in the area.

#### 7.12 Damp Mop and Disinfect Non-Carpeted Floors

- 7.12.1 Prior to being damp mopped and disinfected, the floor surface shall be swept. A wet mop, mop bucket and wringer, and germicidal detergent solution shall be used to remove all soil and non-permanent stains from the entire area. The

germicidal detergent solution shall be changed periodically and remain clear, or the area damp mopped shall be rinsed with clear water. All accessible areas shall be damp mopped and disinfected. Chairs, trash receptacles, etc. shall be moved when necessary to mop underneath. After being damp mopped and disinfected, the floor shall have a uniform appearance with no streaks, swirl marks, detergent residue, or any evidence of soil. There shall be no splash marks or mop streaks on furniture, walls, baseboards, etc.

### 7.13 Descal Toilet and Urinals

- 7.13.1 Use non-acid or acid-type bowl cleaner and a nylon bowl mop to remove scale, scum, mineral deposits, rust stains, etc., from toilet bowls and urinals. After descaling, the entire surface shall be free from streaks, stains, scale, scum, mineral deposits, rust stains, etc. Caution must be used to prevent damage to adjacent surfaces caused by spills of the acid-type bowl cleaner.

### 7.14 Disinfect Furniture, Fixtures, Walls, Partitions, Doors, Etc.

- 7.14.1 Use a sponge or cloth and germicidal detergent solution to damp wipe and disinfect all surfaces of furniture, fixtures, walls, partitions, doors, etc.

### 7.15 Dust Building and Furniture Surfaces

- 7.15.1 Use a lightly treated dust cloth, lightly treated hand-held dusting tool, lamb's wool dusting tool, tank vacuum with dusting attachments, or combination of these dusting tools, to remove all dust, lint, litter, dry soil, etc., from the horizontal surfaces of desks, chairs, file cabinets, and other types of office furniture and equipment and from horizontal ledges, window sills, blinds, hand rails, etc., below 7' 0" from the top of the floor surface. Items on desk tops are not to be disturbed. After regular dusting, all such surfaces shall have a uniform appearance, be free of streaks, smudges, dust, lint, litter, etc. Dusting shall be accomplished by removal of soil from the area, not by rearranging it from one surface to another.

### 7.16 Dust Mop Non-Carpeted Floors

- 7.16.1 Use a clean dust mop of the largest suitable size for the area. At the end of each pass, turn the dust mop without lifting it from the floor, overlapping the previous pass by one or two inches. Continue this pattern until the entire area is free of visible soil. To remove the soil which has been collected, but does not adhere to the mop, carefully lift the mop head off the floor and lean the mop against the trash collection cart or the janitorial cart. Be careful not to let the mop head or handle touch building or furniture surfaces. Pick up the soil with a counter brush and dustpan. Dump the soil into the trash collection bag.
- 7.16.2 To remove the soil from the mop head, use an upright or tank vacuum with attachments to vacuum the soil from the head. Never pick the mop up from the floor and shake. If no vacuum is available, carefully hold the mop over a trash collection cart and brush with a utility brush.

### 7.17 Empty Trash and Ash Receptacles

- 7.17.1 All waste receptacles, public ash receptacles, pencil sharpeners, and other trash containers within the area shall be emptied and returned to their initial location. Boxes, cans, papers, etc., placed near a trash receptacle and marked "TRASH" shall be removed. All waste from such trash receptacles shall be removed from the area and emptied into a designated trash dumpster or receptacle in such a manner as to prevent the adjacent area from becoming littered by such trash. Sand in cigarette butt receptacles shall be strained to remove ashes and debris.

#### 7.18 Machine Scrub Concrete Floors and Seal

- 7.18.1 Machine scrubbing of concrete floors is defined as applying a detergent solution to all areas of the floor, allowing the solution to remain on the floor for three to five minutes, operating a floor machine operating at less than 200 rpm equipped with a blue or green floor pad over all accessible floor areas (including those areas which can be made accessible by the removal of non-fixed furnishings), manually scrubbing those areas which are inaccessible to the floor machine, removing the solution from the floor and rinsing the floor twice with clear water. Once floor is completely dry, apply concrete sealer following manufacturer's recommendations.

#### 7.19 Machine Scrub and Recoat

- 7.19.1 Machine scrub and recoat is performed on floors that have deteriorated significantly losing the desired "wet" look, but are not yet ready to be stripped and refinished. In order to perform this procedure, it should be determined that some floor sealer and finish remains on the floor. Machine scrubbing is defined as applying a detergent solution to all areas of the floor, allowing the solution to remain on the floor for three to five minutes, operating a floor machine operating at less than 200 rpm, equipped with a blue or green floor pad, over all accessible floor areas (including those areas which can be made accessible by the removal of non-fixed furnishings), manually scrubbing those areas which are inaccessible to the floor machine, removing the solution from the floor and rinsing the floor twice with clear water. Recoating shall then be accomplished by applying one or more coats of metal cross link polymer floor finish as specified in the Contract Documents. After recoating, the floor residue should be removed from baseboards, kick plates, building and furniture surfaces.
- 7.19.2 See Stone Care Instructions. Estimated Quantity 400,000 sq. ft. Machine scrub polished granite using a stone floor cleaner and rinse thoroughly. Apply Material and scrub using automatic scrubbers and red pads with vacuum in the up (or off) position. Allow to dwell for 5-10 minutes. After sufficient dwell time, rinse with clean water and vacuum down (or on). A de-foaming agent in the vacuum tank is suggested. Immediately after completely rinsing, apply the cleaner using automatic scrubbers and clean red pads. Buff floor with white pads and high speed buffers/ burnishers.
- 7.19.3 Dilution and Coverage Rates:
1. SCS = 10 liters for every 20 gallons of water (covers 40,000 sq. ft.)
  2. DCC = 2 liters to every 20 gallons of water (covers 40,000 sq. ft.)

- 7.19.4 See Stone Care Instructions. Estimated Quantity 45,000 sq. ft. Machine scrub rough cut and honed (not polished) granite. Machine scrub using a stone floor cleaner and rinse thoroughly. Apply Material and scrub using automatic scrubbers and non –abrasive stiff bristle brushes with vacuum in the up (or off) position. Allow to dwell for 5-10 minutes. After sufficient dwell time, rinse with clean water and vacuum down (or on). A de-foaming agent in the vacuum tank is suggested. Immediately after completely rinsing, apply a stone floor cleaner using automatic scrubbers and clean “soft bristle” brushes.
- 7.19.5 See Stone Care Instructions. Estimated Quantity 45,000 sq. ft. Resurface polished Granite floors. Polish floors using diamond polishing/grinding disks. Following grinding/polishing with diamond disks, floors should be polished with a granite polish to restore the original luster to the floor.

## 7.20 Machine Scrub Restroom Floors

- 7.20.1 Machine scrubbing of floors is defined as applying a germicidal detergent solution to all areas of the floor, allowing the solution to remain on the floor for three to five minutes, operating a floor machine operating at less than 200 rpm, equipped with a blue or green floor pad over all accessible floor areas (including those areas that can be made accessible by the removal of non-fixed furnishings), manually scrubbing those areas that are inaccessible to the floor machine, removing the solution from the floor and rinsing the floor twice with clear water.

## 7.21 Partially Vacuum Carpeted Floors

- 7.21.1 Use an upright carpet vacuum to remove obvious soil and litter from the carpet.

## 7.22 Police

- 7.22.1 Remove litter. Sweep or Vacuum obvious soil from floors and mats. Spot clean unsightly soil from building, fixture and furniture surfaces. Spot mop floors to remove liquids and unsightly soil. Empty trash and ash receptacles that may become full prior to the next scheduled cleaning. Check all recycle containers, empty into appropriate waste containers and replace with a new liner. Clean the interior and exterior of containers as needed. Refill paper towel, toilet tissue, hand soap, and other dispensers, or their batteries, that may become depleted prior to the next scheduled cleaning. Refill of dispensers will not take place too early so as to generate unnecessary waste of supply product. There shall be no refill of toilet tissue where there is more than a quarter inch left on the roll. Remove carpet stains. Empty/dry vacuum or exchange if necessary, wet or ineffective entrance mats.

## 7.23 Police Floors to Remove Litter

- 7.23.1 All visible or reported litter such as paper, rubber bands, paper clips, chewing gum, dead insects/rodents (moths, beetles, mice, or birds, etc.) shall be appropriately picked up, swept up, or vacuumed and placed in the proper waste collection container.

#### 7.24 Rearrange Furniture as Required

- 7.24.1 All furniture moved by the Contractor's employees during the performance of the work shall be returned to its' appropriate location in a timely manner. Additionally, all other office furniture such as chairs, waste receptacles, or planters shall be returned to their appropriate location.

#### 7.25 Recoat Non-Carpeted Floors with Metal Cross-Link Polymer Floor Finish

- 7.25.1 Recoating is performed to replace floor finish that has been removed by normal activity and floor maintenance procedures. Recoating should be performed to restore a floor to a uniform and glossy appearance before it is necessary to strip, seal, and refinish. Recoating is defined as the application of one or more coats of finish to a floor to within six (6) inches of the baseboards after the floor has been thoroughly dust mopped and machine scrubbed.

#### 7.26 Refill Paper Towel, Toilet Tissue, Hand Soap, and Feminine Hygiene Dispensers

- 7.26.1 All dispensers shall be completely filled to the proper level. The paper supplies and hand soap shall be placed in the dispensers in accordance with the directions of the dispenser manufacturers. Hand soap dispensers and adjacent surfaces shall be wiped to remove spillage.

#### 7.27 Replace Obviously Soiled or Torn Trash Receptacle Liners

- 7.27.1 All plastic liners that are torn or obviously soiled shall be removed from trash receptacles and replaced with new plastic liners. The liners shall be folded back over the rim of the receptacle.

#### 7.28 Spray and/or Spot Clean Furniture, Fixtures, Walls, Partitions, Doors, Etc.

- 7.28.1 Use a sponge, clean cloth, and spray bottle of neutral detergent, germicidal detergent, or glass cleaner to remove fingerprints, smudges, marks, streaks, etc. from washable surfaces of walls, partitions, doors, furniture, fixtures, appliances, etc. Germicidal detergent shall be used in rest rooms, locker rooms, and drinking fountains. Glass cleaner shall be used on hard to remove spots. After spot cleaning, the surfaces shall have a clean, uniform appearance and be free of streaks, spots, and other evidence of removable soil. This includes both sides of glass in exterior doors and vestibules and in interior offices.

#### 7.29 Spray and/or Spot Clean Trash and Ash Receptacles

- 7.29.1 The exterior of trash receptacles shall be damp wiped with neutral detergent solution from a spray bottle and a clean sponge or synthetic fiber cloth to remove evident soil. Wet spills on the interior of trash receptacles shall be removed. Cigarette butt receptacles shall be damp wiped with a sponge to remove evident soil. Lotion-type cleanser and an abrasive pad shall be used on hard-to-remove soil. In rest rooms, locker rooms, and food services areas, germicidal detergent shall be used in lieu of neutral detergent.

### 7.30 Spray and/or Spot Mop Non-Carpeted Floors

- 7.30.1 A wet mop, mop bucket, and wringer, and a neutral detergent solution shall be used to remove all obvious soil and non-permanent stains from the entire area. The neutral detergent solution shall be changed periodically and remain clear, or the area spot mopped shall be rinsed with clear water.
- 7.30.2 Trash receptacles, chairs, etc., shall be moved when necessary to spot mop underneath and shall be moved back to their proper area in a timely manner. After being spot mopped the floor shall have a uniform appearance with not streaks, swirl marks, detergent residue, or any evidence of soil. There shall be no splash marks or mop streaks on furniture, walls, baseboards, etc., or mop strands remaining in the area. In restrooms, locker rooms, medical areas, food areas, and seating chairs, germicidal detergent shall be used in lieu of neutral detergent.

### 7.31 Spray—Buff or Burnish

- 7.31.1 Prior to being spray-buffed or spray-burnished, the floor surface shall be dust mopped. A single-disc floor machine, buffing pad, and a spray bottle with spray-buffing solution may be used to restore a uniform gloss and protective finish to resilient tile or terrazzo floors that are finished with a metal-link polymer floor finish. The spray-buff solution shall be a premixed solution formulated as a companion product to the finish already on the floor. All areas accessible to the floor machine shall be spray-buffed. If burnished, a restorer solution shall be applied to the floor and burnished according to manufacturer's instructions. Any restorer solution used shall be a companion product to the floor finish already on the floor. Chairs, trash receptacles, etc., shall be tilted or moved where necessary to spray-buff or spray-burnish underneath and shall be moved back to their proper area in a timely manner. The floor shall be dust mopped after spray-buffing or spray-burnishing. After spray-buffing or spray-burnishing, the entire floor shall have a uniform, glossy appearance, free of scuff marks, heel marks, and other stains, and shall have a uniform coating of floor finish. All spray-buff solution shall be removed from baseboards, furniture and trash receptacles.

### 7.32 Stone Care Instruction—Stone Floors throughout DEN

- 7.32.1 No products will be allowed in the care of stone floors without advanced written CCS approval.
- 7.32.2 Maintenance for polished granite—machine scrub using an approved stone floor cleaner (no rinsing). Apply using automatic machines and clean red pads down (or on). Buff high speed with white pad. Dust mop as needed.
- 7.32.3 Maintenance for rough cut and honed (unpolished) granite—Machine scrub using a stone floor cleaner (no rinsing). Apply using automatic machines and soft brushes with vacuum down (or on). Sweep as needed.

### 7.33 Strip and Refinish Floors

- 7.33.1 Stripping is defined as the complete removal, without damage to the floor surface, of all finish and/or sealer from all visible floor surfaces and from those floor surfaces that can be exposed by the removal of non-fixed furnishings. The Contractor shall be responsible only for the removal and return of items such as trash receptacles, tables, chairs, desks, etc. Stripping shall also include the complete removal of all marks, scuffs, stains, etc., except in cases in where there is damage to the floor surface. The stripping chemical(s) used shall meet the specifications given in this manual for the type of finish and/or sealer being stripped and shall be used according to the manufacturer's directions. The floors shall be scrubbed with a floor machine equipped with a stripping pad, except those areas in which the use of manual scrubbing devices are necessary to completely remove the finish and/or sealer (along walls, in corners, etc.).
- 7.33.2 The stripping solution and rinse water shall be picked up with a wet/dry vacuum except in areas where its use is impossible or impractical (very small areas, areas with low amperage circuits, etc.). All floor surfaces to which stripper has been applied shall be rinsed thoroughly with clean water. When a wet/ dry vacuum is used, the area shall be rinsed at least once after the stripping solution has been removed. If a mop is used to pick up the stripping solution, the area shall be rinsed at least twice.
- 7.33.3 Refinishing is defined as the proper application of at least three coats of finish to all areas. In areas where resilient tile is excessively worn or porous, one or more coats of sealer shall be applied with a clean, fine strand, rayon mop head. No finish which has been removed from its original container shall be returned to that container. After the finish has dried, the reflectance shall be uniform and no streaks, swirls, etc., shall be visible. No stripping solution or finish shall remain on baseboards, doors, or other surfaces.

#### 7.34 Sweep or Dust Mop Non-Carpeted Floors

- 7.34.1 Prior to sweeping the floor surface, use a mop and neutral detergent solution to remove spills and obvious soil from the floor, and use a putty knife to remove gum, tar, and other stick substances from the floor. On resilient tile, terrazzo, smooth sealed concrete or other smooth finished floor surfaces use a treated dust mop and dustpan to remove accumulated soil and litter. On rough, unsealed concrete, or other floors where dust mopping is not effective, use a push broom. The entire area to be swept shall be cleaned thoroughly to remove dust, dry soil, and other litter. Chairs and trash receptacles shall be tilted or moved where necessary to sweep underneath, and shall be moved back to their proper area in a timely manner. After the floor has been swept, the floor surface, including corners and abutments, shall be free of streaks, litter, and spots caused by spills or tracking. Carpet-type entrance mats shall grit and to restore the resiliency of the carpet pile. Rubber polyester entrance mats shall be swept, vacuumed, or "hosed-down" to remove soil and grit. All entrance shall be lifted to remove soil and moisture underneath and shall then be returned to their normal location.



## SECTION 8: FREQUENCIES

8.1 Minimum Frequencies

8.1.1 The below requirements set minimum frequencies. However, the Contractor may be required to increase frequencies in order to meet passenger demand.

8.1.2 Meeting the minimum frequencies does not excuse the Contractor from complying with the performance measures included in Section 11.

8.2 Basics

TASK	FREQUENCY
<b>FIRST AND SECOND SHIFT BASICS</b>	
Rearrange out of place chairs and furniture.	1 x per shift
Clean and disinfect all drinking fountains, all telephones and any kiosks. Polish chrome and metal.	2 x per shift
Spot clean building and furniture surfaces including all walls, pillars, stainless steel, counters, carousels, etc.	2 x per shift
Sweep, spot mop and tack mop hard floor surfaces.	2 x per shift
Dust and/or spray clean, polish dry where applicable, all surfaces including but not limited to: ledges, window sills/ blinds, podiums, counters, consoles, furniture (as well as chair legs, arm rests, tops of lockers, etc).	2 x per shift
Remove gum, stickers, tape, etc.	2 x per shift
Empty all trash containers as needed. Any container that is more than half full should be emptied. Replace with a new liner. Spot clean the exterior of the cans.	4 x per shift
Check all recycle containers, empty into appropriate containers and replaced with a new liner as needed. Clean the interior and exterior of container as needed.	4 x per shift
Police all floors, surfaces, equipment, planters, etc., and remove all litter and obvious trash. Sweep under all furniture. Report any lost item found (Deliver lost items to the City Lost and Found).	4 x per shift
Sweep at all entrances and exits. Vacuum mats at all entrances and exits.	4 x per shift
Clean/Police nursing rooms	3 x per shift
Clean/Police pet relief areas	3 x per shift
On-call, spot clean carpet.	Upon request

<b>THIRD SHIFT BASICS</b>	
Check all recycle containers, empty into appropriate containers and replaced with a new liner as needed. Clean the interior and exterior of	1 x per shift
Clean and disinfect all drinking fountains, all telephones and kiosks. Polish chrome and stainless steel.	1 x per shift
Arrange furniture properly and neatly as required.	1 x per shift

Clean building and furniture surfaces including all walls, pillars, stainless steel, counters, carousels, etc.	1 x per shift
Vacuum mats at all entrances and exits. Sweep all entrances and exits.	1 x per shift
Remove gum, stickers, etc.	1 x per shift
Police, sweep, mop, and/or scrub all hard surface floors nightly.	1 x per shift
Vacuum all carpeted floors, including under all chairs and furniture. Clean all corners and edges.	1 x per shift
Remove carpet stains as needed.	1 x per shift
Empty all trash containers. Replace with a new liner. Clean the interior and exterior of the cans as needed.	2 x per shift
Hand mop/scrub perimeter floor area adjacent to windows, carousels, walls etc., to remove any build up of wax, grease or other soil if applicable.	2 x per week
Burnish/ spray buff terrazzo and tile floors if applicable.	3 x per week
Dust all vertical surfaces within arms reach includes dusting and sweeping of carpeted wall surfaces and all vents.	Weekly
Dust the tops of all horizontal surfaces up to a height of twenty feet (20').	2 x per month plus any additional request
Clean/Disinfect nursing rooms	1 x per shift plus any additional request
Clean/Disinfect pet relief areas	1 x per shift plus any additional request
<b>OFFICE BASICS</b>	
Empty all trash receptacles. Clean out the inside of the container if needed. Wipe down the exterior of the container. Replace the liner if needed.	1 x per shift
Dust all horizontal building and furniture surfaces. Do not rearrange items on desks unless specifically told to do so.	1 x per shift
Spot clean all building and furniture surfaces.	1 x per shift
Arrange furniture as required.	1 x per shift
Pick up any obvious trash on the floor.	1 x per shift
Clean and disinfect telephones .	1 x per shift
Sweep tile floors and mop as needed.	1 x per shift
Vacuum carpeted floors thoroughly.	1 x per shift
De-trash all planters	1 x per shift
Report any carpet stains that require special work and any broken or damaged items to your Supervisor immediately.	1 x per shift
Dust vents, partitions and window sills weekly. Also, dust window blinds where applicable once a week.	Weekly

Thoroughly wet mop all vinyl type floors and other hard surface flooring. Raised computer flooring to be damp mopped only and buckets with water are to remain outside of raised floor areas.	Weekly
Perform high dusting of horizontal surfaces over arms reach.	Monthly
Detail vacuum all carpeted areas along edges, corners and other hard to reach areas or areas inaccessible with upright.	Monthly
Vacuum upholstered furniture including under cushions where applicable.	Monthly
Perform high dusting of vertical surfaces over arms reach.	Quarterly
Wash painted doors, door jambs, hinges etc.	Quarterly
Dust and/or damp wipe the interior of fluorescent light lenses.	Annually
Completely wash and polish dry all desks, file cabinets, credenzas, counters, consoles and other enclosures, housings etc.	Annually

8.3 Main Terminal and Concourse General Areas (Includes Hotel and Transit Center Outdoor Plaza, Hotel Elevator Lobbies Levels , A-Security, Bridges, Walkways, Commuter, and Common Areas)

<b>MAIN TERMINAL AND CONCOURSE AREAS (INCLUDES HOTEL AND TRANSIT CENTER OUTDOOR PLATFORM, WEST SIDE HOTEL ELEVATOR LOBBY, A-SECURITY, BRIDGES, WALKWAYS, COMMUTER AND COMMON AREAS)</b>
First and Second Shift – All areas listed shall be cleaned using the specifications listed under “First and Second Shift Basics”.
Third Shift – All areas listed shall be cleaned using the specifications listed under “Third Shift Basics”.

8.4 All City and County of Denver Offices Throughout the Facility (Includes Break Rooms)

<b>ALL CITY AND COUNTY OF DENVER OFFICES THROUGHOUT THE FACILITY (INCLUDES BREAK ROOMS):</b>
A. ALL CITY OFFICES on Airport property including but not limited to the following: Call Center, Information Desk Locations and Press Room, Lost and Found, A-Concourse TSA, 4TH Floor Wellness Center, and Inter-Faith Chapel, “AOB” (Airport office building), AND SECONDARY CITY OFFICES All areas listed (and other as designated) will be cleaned 5 to 7 times per week
First Shift – All areas listed, (and others as designated) shall be cleaned 1x per day following the specifications listed under “Office Basics”.
Second Shift - All areas listed (and others as designated) shall be policed 1x per day according to specifications listed under “First and Second Shift Basics”, upon request or as needed.
Third Shift- All areas listed ( and others as designated) Will follow specification for Hard Surface “finish” floor and Carpet Cleaning specification
B. SNOW TRAILERS, OUTSIDE TRAILERS, FIRE STATIONS AND TRAINING FACILITY, HVAC FACILITY AT VALUE RENTAL CAR, AIRSIDE OPERATIONS, GLYCOL BUILDING
First Shift – All areas listed except Fire Stations (and others as designated) shall be cleaned 3 times per week following the specifications listed under “Office Basics”
Second Shift-All areas listed except Fire Stations Will follow specifications listed under “First and Second Shift Basics” upon request or as needed

- Third shift- All areas listed-Will follow specifications for Hard Surface "finish" floor and Carpet Cleaning specifications

#### 8.5 Escalators and Powerwalks- All Areas Serviced

<b>ESCALATORS; WALKALATORS –ALL AREAS SERVICED</b>	
Note: Primary cleaning of escalators will be on Third Shift. However, persons working in the area of any given set of escalators will be responsible for policing said escalators on a continuous basis, as equipment and traffic flow permits, on First and Second Shifts.	
First and Second Shift	
Dust and/or spray clean the stainless steel ledges/ sills holding the glass partitions on the interior (step side).	1 x per day
Spot clean the glass partitions on the interior (step side).	1 x per day
Police, sweep and mop escalator "on/off" plates (i.e. metal floor plates).	1 x per day
Police, sweep step treads to remove dirt and debris lodged in treads.	3 x per day
Police floors, remove gum, litter, etc., from treads, landing.	3 x per day
Damp mop step treads to remove spills (i.e. coffee, soda pop, etc).	3 x per day
Spray clean/ wipe down under sides of the rubber hand rails to remove dirt and grime.	3 x per day
Third Shift	
Dust and/or spray clean the stainless steel and other horizontal or inclined surfaces or ledges, sills, etc.	Weekly
Wash the rubber hand railing completely.	Weekly
Utilizing an escalator "tread cleaning machine" or steel wire brushes clean the treads of each step to remove dirt, grime, residue, spilled liquids, etc., from grooves in steps and immediate areas.	Monthly
Polish stainless steel side panels on outer housing of escalator to height of seven feet (7') to top of escalator.	Monthly
Wash and/or polish "under side" stainless steel panels on escalator housing.	Semi-Annual

#### 8.6 Public Restrooms- All Areas Serviced

<b>PUBLIC RESTROOMS –ALL AREAS SERVICED</b>	
<b>First and Second Shift</b>	
Complete the following tasks twelve times per shift for the RTD train platform restrooms, TE-M5, TW-M6, TW-W8, TE-W7, TE- M23, TE-W21, TW-M22, TW-W24, AE-M5, AE-W6, AW-M3, AW-W4, AW-W2, AW-M1, BW- M7, BW-W8, BW-W6, BW-M5, BW-W4, BW-M3, BW-W2, BW-M1, BE-M9, BE-W10, BE-M11, BE-W12, BE-M13, BE-W14, BE-M15, BE-W16, CW-W0, CE-W6, CW-M5, CW-W4, AND CW-M3 restrooms and eight times per shift all other restrooms, EXCEPT CUSTOMS where tasks will be performed once per shift or as often as access is granted. The restroom cleaner must wear rubber gloves and safety glasses while completing the assigned work. After completion of work, gloves should be removed and hands thoroughly washed. If gloves have contacted potentially infectious materials they should be discarded.	

<b>PUBLIC RESTROOMS –ALL AREAS SERVICED</b>	
<b>First and Second Shift</b>	
Police floors, pick up all loose trash and debris in the restroom and place in the appropriate waste disposal container.	12 / 8 x per shift
Empty trash receptacles and sanitary napkin disposal boxes by removing liners and dispose of in waste bag. Replace with a new liner.	12 / 8 x per shift
Re-supply towels, tissue, seat covers and hand soap. Be sure that all dispensers are full. Clean all dispensers on a daily basis to avoid buildup of soap and film.	12 / 8 x per shift
<b>First and Second Shift</b>	
Clean the inside surfaces of commodes and urinals as needed with a bowl mop and bowl cleaner. Pay special attention to cleaning under the rims and corners of commodes and urinals.	12 / 8 x per shift
Clean the outside surfaces of the commodes and urinals, as needed, with disinfectant cleaner. Be sure to clean under the bowls and bottoms of the urinals. All metal and chrome should be polished with a clean, soft cloth. Pay special attention to the cleaning of walls and partitions adjacent to commodes and urinals. Clean and dry both sides of the toilet seats and leave them in an upright position.	12 / 8 x per shift
Clean sinks as needed with a disinfectant cleaner; liquid cleanser may be used as needed. Pay special attention to the chrome fixtures. Make sure that all pipes are cleaned daily.	12 / 8 x per shift
Clean all stainless steel and partitions as needed with water and/or wipe clean with a soft dry cloth. Remove any graffiti, stickers, etc.	12 / 8 x per shift
Clean mirrors as needed.	12 / 8 x per shift
Dust all surfaces, including tops of partitions, as needed.	12 / 8 x per shift
Restroom floors should be spot mopped as needed using a cleaner disinfectant solution. All areas inaccessible to the mop must be hand scrubbed. Any gum, stickers, graffiti, etc., should be removed. Disinfectant cleaner should be changed periodically to ensure that floors are not being cleaned with dirty water. At the end of the shift, mop heads should be cleaned and stored so that they will dry; mop heads should be replaced as needed.	12 / 8 x per shift
<b>Third Shift</b>	
<i>Close the restroom to the general public for deep clean.</i> The restroom cleaner must wear rubber gloves and safety glasses while completing the assigned work. After completion of work, gloves should be removed and hands thoroughly washed. If gloves have come in contact with any potentially infectious materials they should be discarded.	
Pick up all loose trash and debris in the restroom and place the waste into the appropriate waste receptacle.	3 x per shift
Empty trash receptacles and sanitary napkin disposal boxes by removing liners and dispose of in waste bag. Wash the trash container if needed. Replace with a new liner.	3 x per shift
Re-supply towels, tissue, seat covers and hand soap. Be sure that all dispensers are full. Clean all dispensers on a daily basis to avoid buildup of soap and film.	3 x per shift

<b>PUBLIC RESTROOMS –ALL AREAS SERVICED</b>	
<b>First and Second Shift</b>	
Clean the inside surfaces of all commodes and urinals with a bowl mop and bowl cleaner. Pay special attention to cleaning under the rims and corners of commodes and urinals.	2 x per shift
Clean the outside surfaces of the commodes and urinals with disinfectant cleaner. Be sure to clean under the bowls and bottoms of the urinals. All metal and chrome should be polished with a clean, soft cloth. Pay special attention to the cleaning of walls and partitions adjacent to commodes and urinals. Clean and dry both sides of the toilet seats and leave them in an upright position.	2 x per shift
Clean sinks with disinfectant cleaner; liquid cleanser may be used as needed. Pay special attention to the chrome fixtures. Make sure that all pipes are cleaned daily.	2 x per shift
Clean all stainless steel and partitions as outlined in the handout regarding stainless steel. Remove any graffiti, stickers, tape, etc.	2 x per shift
Clean mirrors.	2 x per shift
Dust all surfaces, including high dusting of partitions and vents. This includes dusting of all door jams and hinges.	1 x per shift
Clean out floor drains as needed and pour water down them to keep them from drying out.	1 x per shift
Restroom floors should be mopped thoroughly using a cleaner disinfectant solution. All areas inaccessible to the mop must be hand scrubbed. Any gum or stickers should be removed. Disinfectant cleaner should be changed periodically to ensure that floors are not being cleaned with dirty water. At the end of the shift, mop heads should be cleaned and stored so that they will dry; mop heads should be replaced as needed.	1 x per shift
Any damaged, broken and/or missing items must be reported to Supervisor immediately.	1 x per shift
At the end of shift all items are to be properly stored and the janitor closet is to be left neat and clean.	1 x per shift
Clean out floor drains as needed and pour water down them to keep them from drying out.	1 x per shift
Vacuum the entrance walls, all ceiling vents, diffusers, and return air grills.	2 x per week
Completely wash down partitions with a disinfectant solution and towel dry.	2 x per week
Completely wash down exterior portions of commodes and urinals with a disinfectant solution and towel dry.	2 x per week
Cover all mechanical dispensers with liquid resistant material. Wash and dry all ceramic tile walls with disinfectant solution.	2 x per week
Machine scrub all ceramic tile floors with disinfectant solution.	Monthly
Dust and wash tops of light fixtures not recessed in ceiling.	Monthly
Dust and wash the interior side of light lenses where applicable.	Semi-Annually

## 8.7 Non-Public Restrooms

<b>NON-PUBLIC RESTROOMS</b>	
First Shift – Shall be cleaned 2x per shift according to cleaning specifications listed under “Public Restrooms First and Second Shift”.	
Second Shift – Shall be cleaned 2x per shift according to cleaning specifications listed under “Public Restrooms First and Second Shift”.	
Third Shift – Shall be cleaned 1x per shift according to cleaning specifications listed under “Public Restrooms Third Shift”.	

### 8.8 Jet Bridges

<b>JET BRIDGES</b>	
<b>Third Shift</b>	
Spot Wash and dry all doors, rails and walls. Graffiti may be removed with approved chemical.	1 x per shift
Pick up any obvious trash on the floor.	1 x per shift
Sweep and thoroughly mop all rubber mat type floor and gutters where the rollers sit, paying special attention to all corners and edges.	1 x per shift
Remove gum, stickers, etc. from all surfaces	1 x per shift
Dust all light fixtures, horizontal ledges and the bridge console area.	1 x per shift
Vacuum all carpeted floor thoroughly areas along edges, corners and other hard to reach areas or areas inaccessible with upright.	1 x per shift
Shampoo carpet	Monthly

### 8.9 Stairwells- All Areas Serviced/ From Mezzanine to Ramp Level

<b>STAIRWELLS –ALL AREAS SERVICED /FROM MEZZANINE TO RAMP LEVEL</b>	
First and Second Shift	
Clean all doors, rails and walls. Graffiti may be removed with approved chemical.	1 x per day
Sweep and dust mop floors, paying special attention to all corners and edges. After sweeping, mop all floor surfaces.	1 x per day
Dust all vents.	1 x per day
Police floors, remove gum, stickers, tape, etc., from all surfaces.	1 x per day
Dust all light fixtures and horizontal ledges.	1 x per day
Third Shift	
Dust and/or vacuum all horizontal and inclined surfaces within arms reach (i.e. ledges, steel I-beam, tops of fire extinguishers, tops of light fixtures, etc.).	Weekly
Thoroughly wet mop floors/steps.	Weekly
Dust and/or vacuum vertical surfaces (i.e. walls) to a height of 8' from each step and landing.	Quarterly
Wash all painted structural steel (i.e. i-beams, steel railings, etc).	Quarterly
Wash fire extinguisher, holding bracket, etc.	Quarterly
Vacuum and/or wash any ductwork, conduit, pipes, vents and grills.	Quarterly

<b>STAIRWELLS –ALL AREAS SERVICED /FROM MEZZANINE TO RAMP LEVEL</b>	
Wash all painted walls.	Semi-Annually
Wash the tops, sides, interior and exterior lens cover, reflector portion, etc., of light fixtures.	Semi-Annually

8.10 Elevators- All Areas Serviced

<b>ELEVATORS –ALL AREAS SERVICED</b>	
Complete the following two times per shift on First and Second Shift and once per shift on Third Shift.	
Sweep, dust mop and/or vacuum elevator floors.	2/1 x per shift
Damp/ wet mop elevator floors.	2/1 x per shift
Spot wash elevator walls to remove smudges, finger prints and/or other foreign substances. Polish dry.	2/1 x per shift
Clean stainless steel with water and a clean cloth.	2/1 x per shift
Sweep, brush or vacuum elevator tracks to remove dirt and debris.	2/1 x per shift
Spot wash elevator doors and clean stainless steel.	2/1 x per shift
Wash down elevator doors inside and out, towel dry.	Weekly
Wash elevator tracks, towel dry.	Weekly
Wash down elevator walls, towel dry.	Weekly
Machine scrub and recoat hard surface floors with a minimum of (2) two coats of floor finish.	Quarterly
Wet/dry vacuum any liquids in elevator pits; handle appropriately under all required environmental guidelines. Any and all liquids removed from the elevator pits must be directly placed into provided appropriate containers.	Per Request ~Quarterly

8.11 Customs and International (Offices, Receiving, Maintenance, Baggage, and Common Areas)

<b>CUSTOMS AND INTERNATIONAL (OFFICES, RECEIVING, MAINTENANCE, BAGGAGE, AND COMMON AREAS)</b>	
First and Second Shift – All areas listed shall be cleaned 1x per shift (or upon request) using the specifications listed under “First and Second Shift Basics”.	
Third Shift – All areas listed shall be cleaned 1x per shift (or upon request) using the specifications listed under “Third Shift Basics”.	

8.12 4<sup>th</sup> Level Terminal, “AOB”, and Concourses Ramp/Apron Level, Loading Docks, Hallways, Parking Garage, Common Areas, and Corridors.

<b>4<sup>th</sup> Level TERMINAL/A.O.B. AND CONCOURSES RAMP/APRON LEVEL LOADING DOCKS/ HALLWAYS/ PARKING/ GARAGE/ COMMON AREAS/CORRIDORS</b>	
First and Second Shift	
Collect trash from waste receptacles (dumpsters excluded) and remove to a designated area. Replace liner. Clean the inside of the container if needed.	1 x per shift



Police for debris.	1 x per shift
Clean ashtrays, change sand as necessary.	1 x per shift
Sweep dock areas, vehicle drive in, truck parking areas. Remove foreign substances from floors. Oil puddles to be covered with an oil absorbent type product to facilitate sweeping up of oil.	1 x per shift
Wet wipe hand rails and other railing.	1 x per shift
Brush off guard rails in front of block glass.	1 x per shift
Spot wash doors and door frames to A.O.B., weather/temperature permitting.	Weekly
Sweep walkway areas.	Weekly
Machine scrub oil spots with a degreasing agent (temperature permitting).	Weekly
Damp wipe lighting units hanging down over dock (truck unloading lights).	Bi-Monthly
Machine scrub A.O.B. dock (weather/temperature permitting).	Monthly
Wash painted walls on dock up to a height of 8'.	Monthly
Wash doors from dock to maintenance area.	Quarterly
Brush/vacuum and wash louvers/grills on the vertical part of dock.	Quarterly
Dust/brush/vacuum heating units hanging over dock.	Quarterly
Vacuum the air return, exhaust outtake and other ventilating grills protruding from over head ductwork.	Annually
Third shift Machine scrub concrete floors/Seal concrete floors listed in (10.)	Daily/Quarterly

8.13 Sidewalks, Islands, Entry Areas, and Walk Ramps to Parking—Includes Ground Transportation Level 5, the Hotel and Transit Center Level 1 Train Platform, and Public Transportation Area (“PTC”)

<b>SIDEWALKS, ISLANDS, ENTRY AREAS, AND WALK RAMPS TO PARKING</b>	
<b>First and Second Shift</b>	
Dust or damp wipe all signage.	1 x per shift
Spot clean the exterior of trash receptacles.	2 x per shift
Spot clean all building and furniture surfaces.	2 x per shift
Remove gum, stickers, tape, etc.	2 x per shift
Sweep and police all sidewalk, stair, and floor areas to remove litter.	2 x per shift
Sweep and police between doors, sweep out all entrance areas.	2 x per shift
Empty all trash receptacles and replace liners. Empty all ashtrays and clean ashtrays with general purpose cleaner.	4 x per shift
<b>Third Shift</b>	
Spot clean the exterior of trash receptacle as needed.	1 x per shift
Clean all walls, handrails and building surfaces daily.	1 x per shift
Sweep all sidewalk, stair, and floor areas to remove litter.	1 x per shift
Sweep between doors and sweep out all entrance areas.	1 x per shift
Dust and/or damp wipe all signage.	1 x per shift

Vacuum all floor mats.	1 x per shift
Remove all gum, stickers, tape, etc.	1 x per shift
Empty all trash receptacles and replace liners. Empty all ashtrays and clean with a general purpose cleaner..	2 x per shift
Wash down all doors, door jambs and kick plates to remove grime and other soil.	Semi-Annually

8.14 Triturators- Concourses

<b>Triturators A,B &amp; C concourse A-32, A-48, B-28, B-46 &amp; C-48 ramp level Triturators locations</b>	
First shift Clean sink and stock paper towel and soap dispensers	2 x per shift
Second shift Clean sink and stock paper towel and soap dispensers	2 x per shift

8.15 Trash Chute Rooms and Ramp Level Trash/Recycling Compactor Rooms

<b>Trash chute rooms &amp; Ramp level trash/recycling compactor rooms</b>	
First Shift Monitor all trash and recycling compactor rooms on ramp level, pick up all waste on floor and place in compactor as needed	2 x per shift
Second Shift Monitor all trash and recycling compactor rooms on ramp level, pick up all waste on floor and place in compactor as needed	2 x per shift
Third Shift Monitor all trash and recycling compactor rooms on ramp level, pick up all waste on floor and place in compactor.	1x per shift

8.16 Artwork- A and B Concourse Center Core

<b>Artwork A&amp; B concourse center core</b>	
Third Shift Dust and/or damp map all horizontal and inclined surfaces within arm's reach	Every 3wks and/ or requested

8.17 Unscheduled Work

<b>Unscheduled Work</b>	
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All Shifts	
DEN will require the Contractor to perform <b>Unscheduled Work</b> . <b>Unscheduled Work</b> means work that is needed due to emergency or unexpected occurrences, and exceeds the scope of the regular, recurring scheduled janitorial services. For example requested cleaning services, water pick up as a result of major overflow of back up plumbing, broken pipes, roof leaks, etc. Additionally, <b>Unscheduled Work</b> also includes the cleaning of any leased spaced relinquished back to DEN.	Per Occurrence

8.18 Periodic Hard Floor and Carpet Care  
NATURAL / STONE FLOORS:

Area	Work to Be Performed	Frequency
<b>Main Terminal</b>		
East Ticket	Acid Wash and Machine Scrub	2 x Month
West Ticket	Acid Wash and Machine Scrub	2 x Month
North End Connector	Acid Wash and Machine Scrub	2 x Month
Bridges	Acid Wash and Machine Scrub	2 x Month
East Baggage	Acid Wash and Machine Scrub	2 x Month
West Baggage	Acid Wash and Machine Scrub	2 x Month
Great Hall	Acid Wash and Machine Scrub	Monthly
<b>A Concourse</b>		
A Concourse Train Station	Acid Wash and Machine Scrub	Monthly
A Concourse Ramp Level	Acid Wash and Machine Scrub	Monthly
<b>B Concourse</b>		
B Concourse Train Station	Acid Wash and Machine Scrub	Monthly
B Concourse Ramp Level	Acid Wash and Machine Scrub	Monthly
<b>C Concourse</b>		
C Concourse Train Station	Acid Wash and Machine Scrub	Monthly
C Concourse Ramp Level	Acid Wash and Machine Scrub	Monthly
C Concourse - Center Core - Concourse Level	Acid Wash and Machine Scrub	Monthly

HARD SURFACE "FINISH" FLOORS:

Area	Work to Be Performed	Frequency
<b>Main Terminal</b>		
Great Hall Center	Machine Scrub and Recoat (2 coats finish)	Monthly
Great Hall Center	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
<b>A Concourse</b>		
Ramp level	Machine Scrub and Recoat (2 coats finish)	Quarterly
Ramp level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Center Core - Concourse Level	Machine Scrub and Recoat (2 coats finish)	Every 6 weeks
Center Core - Concourse Level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Subcore - Concourse Level	Machine Scrub and Recoat (2 coats finish)	Every 6 weeks
Subcore - Concourse Level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
<b>B Concourse</b>		
Ramp level	Machine Scrub and Recoat (2 coats finish)	Quarterly
Ramp level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Center Core - Concourse Level	Machine Scrub and Recoat (2 coats finish)	Monthly
Center Core - Concourse Level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Subcore - Concourse Level	Machine Scrub and Recoat (2 coats finish)	Monthly
Subcore - Concourse Level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
<b>C Concourse</b>		
Ramp level	Machine Scrub and Recoat (2 coats finish)	Quarterly
Ramp level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Subcore - Concourse Level	Machine Scrub and Recoat (2 coats finish)	Every 6 weeks
Subcore - Concourse Level	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
<b>Non-Specified Areas</b>		
Public Areas	Machine Scrub and Recoat (2 coats finish)	Every 8 weeks
Public Areas	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually
Non- Public Areas	Machine Scrub and Recoat (2 coats finish)	Quarterly
Non-Public Areas	Machine Strip, Seal, Finish (2 coats seal, 3 coats finish)	Annually

### CARPET CLEANING

Area	Work to Be Performed	Frequency
<b>Main Terminal</b>		

6TH LEVEL EAST ENTRANCES	Low Moisture Extraction	Every 2 weeks
6TH LEVEL WEST ENTRANCES	Low Moisture Extraction	Every 2 weeks
5TH LEVEL EAST ENTRANCES	Low Moisture Extraction	Every 2 weeks
5TH LEVEL WEST ENTRANCES	Low Moisture Extraction	Every 2 weeks
EAST ELEVATOR LOBBIES 1 - 6	Low Moisture Extraction	Monthly
WEST ELEVATOR LOBBIES 1 - 6	Low Moisture Extraction	Monthly
CUSTOMS CAROUSEL AREA	Low Moisture Extraction	Monthly
A CONNECTOR	Low Moisture Extraction	Every 2 weeks
EAST SIDE BAGGAGE	Low Moisture Extraction	Every 2 weeks
WEST SIDE BAGGAGE	Low Moisture Extraction	Every 2 weeks
EAST PHONE BANKS	Low Moisture Extraction	Monthly
WEST PHONE BANKS	Low Moisture Extraction	Monthly
GREAT HALL SOUTH	Low Moisture Extraction	Every 2 weeks
GREAT HALL NORTH	Low Moisture Extraction	Every 2 weeks
“AOB” LOBBIES AND HALLS	Low Moisture Extraction	Every 2 weeks
<b>A CONCOURSE:</b>		
CENTER CORE MEZZANINE	Low Moisture Extraction	Monthly
CONCOURSE 1 EAST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 1 WEST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 2 EAST	Low Moisture Extraction	Monthly
HOLD ROOMS EAST	Low Moisture Extraction	Monthly
HOLD ROOMS WEST	Low Moisture Extraction	Monthly
JETWAYS	Low Moisture Extraction in Summer / Dry Clean in Winter	Every 2 weeks
RAMPS / LOWER BRIDGE	Low Moisture Extraction	Every 2 weeks
RAMPS / UPPER BRIDGE	Low Moisture Extraction	Monthly
COMMUTER GATES	Low Moisture Extraction	Every 2 weeks
<b>B CONCOURSE:</b>		
CENTER CORE MEZZANINE	Low Moisture Extraction	Monthly
CONCOURSE 1 EAST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 1 WEST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 2 EAST	Low Moisture Extraction	Monthly
CONCOURSE 2 WEST	Low Moisture Extraction	Monthly
CONCOURSE 3 EAST	Low Moisture Extraction	Monthly
CONCOURSE 3 WEST	Low Moisture Extraction	Monthly

SUBCORE/MEZZANINE AREAS	Low Moisture Extraction	Quarterly
HOLD ROOMS EAST	Low Moisture Extraction	Monthly
HOLD ROOMS WEST	Low Moisture Extraction	Monthly
JETWAYS	Low Moisture Extraction in Summer / Dry Clean in Winter	Every 2 weeks
COMMUTER GATES	Low Moisture Extraction	Every 2 weeks
<b>C CONCOURSE:</b>		
CONCOURSE 1 EAST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 1 WEST	Low Moisture Extraction	Every 2 weeks
CONCOURSE 2 EAST	Low Moisture Extraction	Monthly
CONCOURSE 2 WEST	Low Moisture Extraction	Monthly
HOLD ROOMS EAST	Low Moisture Extraction	Monthly
HOLD ROOMS WEST	Low Moisture Extraction	Monthly
JETWAYS	Low Moisture Extraction in Summer / Dry Clean in Winter	Every 2 weeks
Non- Specified public areas	Low Moisture Extraction	Every 2 months
Non- Specified, non - public areas	Low Moisture Extraction	Semi-annually
Office areas	Low Moisture Extraction	Semi-annually

## SECTION 9: TOOLS AND EQUIPMENT CAPABILITY

## 9.1 Recommended Tools and Equipment List

Equipment Type	Quantity	Manufacturer	Model
Two Way Radios	50	Harris	XG25 SCAN
Base Radio	1	Harris	LP18
Radio Chargers	4	Harris	DP-CH4G
Radio Chargers	8	Harris	DP-CH4H
Riding Floor Scrubber	3	Karcher	B150 D90
Floor Scrubber	6	Karcher	Saber Cutter 32"
Floor Machine	10	Karcher	20" Bolt
High Speed Burnisher	10	Karcher	Lightning 2000
Riding Burnisher	4	Karcher	Chariot iGloss 20"
Riding Floor Scrubber	4	Karcher	B150 D75
Lift	2	Genie	Gr-20
Wet-Dry Vacuum	20	Karcher	Recovery 18 (Gal)
Autoscrubber and Floor Cleaner	8	Karcher	Cricket Auto Mop System
Backpack Vacuum Cleaner	16	Karcher	VP10
Backpack Vacuum Cleaner- Pro	4	Karcher	BV5/1 Bp
Upright Vacuum Cleaner	30	Karcher	Sensor S2 14"
All Surface Cleaner	10	Karcher	Compass 2
Compact Riding Sweeper	7	Karcher	Chariot 3 CV 86/1 RS Bp
Extra Battery Tray for Sweeper	7	Karcher	Chariot 3 Battery Exchange Kit
Escalator Cleaner	6	Cimex	X46
Washing Machine	1	Advanced Laundry	T-300 OPL - 20lb
Washing Machine	1	Advanced Laundry	T-600 OPL - 40lb
Industrial Dryer	2	Advanced Laundry	T-50 OPL Electric
50' Extension Cord	100	Husky	NA
1/2 Cubic Yard Tilt Truck (850#)	9	Rubbermaid	FG130500
1 Cubic Yard Tilt Truck	12	Rubbermaid	FG131500
Wheel Platform Cart	12	Rubbermaid	RCP4441GRA
Restroom Cleaning Cart	60	Rubbermaid	6173-GY
44 Gal Barrel	70	Rubbermaid	4444GY
Brute Dolly	70	Rubbermaid	3255
Mop Bucket with Mop Wringer	90	Rubbermaid	7570 and 6127
Cone/Chain Sign System	100	Rubbermaid	FG27600 +FG18401 chain
Wet Floor Signs	150	Rubbermaid	RCPS114-77

Equipment Type	Quantity	Manufacturer	Model
Closed Sign	50	Rubbermaid	RCP-614-78
Barricade System	36	Rubbermaid	9511
14" Fiberglass Stepladder	6	Werner	NA
10" Fiberglass Stepladder	6	Werner	NA
Heated Carpet Cleaning System	4	King Cobra	1200Pro
Walk Behind Extractor	7	Karcher	Voyager Duo
Carpet Spotter	8	Karcher	Presto 3
Box and Wand Extractor	8	Karcher	Dominator 17
Stand-On Extractor	9	Karcher	Chariot iExtract
Dry Carpet Cleaner	8	Karcher	iCapsol Deluxe
Air Blower	30	Karcher	Air mover 3
Pallet Powered Truck	1	Big Joe	D40 4,000#
Microscrubber	12	Saber Blade	12
Carpet Extractor	4	Armada	40/22
Cartvac	20	Karcher	T11 Bp Liner DELUXE
Walk Behind Sweeper	2	Karcher	Radius 300

EQUIPMENT DESCRIPTION / SPECIFICATIONS		TOTAL
18' CUBE VAN, W/RAMP AND LIFT GATE		1
1/2 TON FULL SIZE PICKUP TRUCK, LONG BED, CREWCAB		2
PASSENGER VAN	MINIMUM 5-PERSON CAPACITY	1
GOLF CART W/ EXTENDED ENCLOSED PLATFORM	BATTERY-POWERED CART W/6' PLATFORM AND SIDE PANELS	2

Miscellaneous Small Tools—In addition to the above listed items, the following items should be provided in sufficient amounts to be accessible to all janitorial employees.

EQUIPMENT TYPE
36" HANDLE PLASTIC LOBBY DUSTPAN
SYNTHETIC LOBBY BROOM
24" PUSH BROOM
3M FLAT MOP SYSTEM
12" SYNTHETIC ANGLED BROOM
20 OZ. BLEND MOP W/ QUICK-CHANGE FIBERGLASS HANDLE
20 OZ. RAYON MOP W/ QUICK-CHANGE FIBERGLASS HANDLE
36" SYNTHETIC TACK MOP W/ FRAME AND HANDLE
RAPIDO FLAT DUST / WASH SYSTEM W/ ALUMINUM HANDLE
WALL WASHING KIT
STEEL WOOL



<b>EQUIPMENT TYPE</b>
PAD, BROWN
PAD, BLACK
PAD, WHITE
PAD SWIVEL HOLDER
PAD HANDBLOCK
36" THREADED WOOD POLE W/ METAL TIP
DISPOSABLE NITRILE GLOVES
NON-DISPOSABLE LATEX GLOVES
DUST / MIST MASKS
DISPOSABLE COVERALLS
CELLULOSE SPONGE W/GREEN SCRUB BACKING
PUTTY KNIFE
GROUT BRUSH
GONG BRUSH
WIRE BRUSH
SAND SIFTER / STRAINER
48" - 72" LAMBSWOOL EXTENSION DUSTER
12' TELESCOPING ALUMINUM POLE
36" FLOOR SQUEEGEE, NEOPRENE TYPE
HUDSON-TYPE PUMP SPRAYER
5-GALLON PLASTIC BUCKET
4" RAZOR-TYPE SCRAPER
RAZOR BLADE SCRAPER
STOOL MOP W/HOLDER
SHOP TOWELS, COTTON, NON- DISPOSABLE TYPE
FIRST AID SUPPLIES
SAFETY GLASSES
SAFETY GOGGLES

## SECTION 10: SNOW REMOVAL

### 10.1 Snow Removal Areas

#### 10.1.1 Main Terminal

1. Level 5 and ramps to Level 5 parking decks on the East and West sides of the Main Terminal
2. Walkways, sidewalks, and medians adjacent to or extending from the Main Terminal
3. Level 6 walkways and sidewalks on the East and West sides
4. Exterior stairways located at each of the Main Terminal's four corners including all 6 floors of the building

#### 10.1.2 Parking Lots

1. Sidewalks from the parking deck to the Economy lots on the East and West sides, including tunnels, stairways, ramps, and walkways from employee parking lots
  2. East and West Economy Lots, including walkways, sidewalks, medians, bus shelters, and any entrance or exit gate areas above the curb line.
  3. Airside employee parking area and bus terminals (also known as the A/C and B Turnstile Buildings), including the buildings' entrance and exit areas, sidewalks, walkways, and medians adjacent to the Turnstile Buildings
  4. Landside employee parking lot bus shelters
  5. Pikes Peak parking lot sidewalks, walkways, medians, bus shelters, and any entry/exit gate areas above the curb line.
  6. Mt. Elbert parking lot sidewalks, walkways, medians, bus shelters, and any entry/exit gate areas above the curb line. This lot may not need to be serviced at the same frequency or level as the Pike's Peak lot. The CCS will advise the Contractor's need to service based on snow removal priorities and number of vehicles in the lot.
- 10.1.3 Commercial Vehicle Holding Lot and Ground Transportation building including building entrances, sidewalks, walkways, and medians around all buildings and any entry or exit gate areas above the curb line.
- 10.1.4 TSA/DPD dog kennel and Carpenter Shop building area sidewalks
- 10.1.5 Maintenance Center turnstile and entryways.
- 10.1.6 World Port DEN office sidewalks (excluding car rental areas and Paradise for Paws). This area may not need to be serviced at the same frequency or level as other areas. The CCS will advise the Contractor's need to service based on snow removal priorities.
- 10.1.7 Satellite Security Office sidewalks. This area may not need to be serviced at the same frequency or level as other areas. The CCS will advise the Contractor's need to service based on snow removal priorities.

## 10.2 Specifications

- 10.2.1 The Contractor will use hand shovels, motorized snow brushes, brooms, miniature John Deer tractors, and snow blowers of various sizes to clear snow from sidewalks, walkways, building entrances, medians, ramps, tunnels, and other areas listed above.
- 10.2.2 Contractor will endeavor to shovel, brush, or blow snow 1ft from curb.
- 10.2.3 Contractors duties will include the spreading of ice melt (provided by DEN) in the areas listed above.
1. DEN has occasionally required the spreading of ice melt prior to the on-set of a snow storm or other inclement weather. DEN anticipates that this will

remain the case. The Contractor may need to provide ice melt spreading services prior to or after an official Snow Alert Period.

2. There may be certain weather conditions in which the application of ice melt alone may prevent the need to utilize hand shovels or motorized equipment. In these situations, the Contractor will consult with the Contract Compliance Supervisor as to the recommended snow removal/ snow control method used.

- 10.2.4 At a Level A or above, the Contractor shall require an adequate number of employees conducting snow removal to use equipment other than shovels, such as motorized brooms or tractors.

### 10.3 Snow Event Alert Levels and Staffing Requirements

Event Level	Parameters	<i>Personnel</i>
Cautionary	Up to 1"	<b>12-18</b>
Snow Alert A	>1" to 3"	<b>18-24</b>
Snow Alert B	>3" to 10"	<b>24-40</b>
Snow Emergency	>10" and/or winds 25kts or >	<b>40+</b>

- 10.3.1 The personnel requirements above only include custodial staff. Managers and supervisors are not included in this requirement.
- 10.3.2 The Contractor will ensure that all shifts and breaks shall be staggered or have a period of overlap so there is minimal disruption in snow removal services. Any disruptions of snow removal services shall be no longer than 30 minutes.
- 10.3.3 The Contractor must still meet the daily staffing requirements during a snow event. Any custodial employees who are relocated from cleaning services to perform snow removal services will not be counted towards the daily total. If a custodian is moved from performing cleaning services to snow removal services for a portion of their shift, then only the percentage of time spent performing cleaning services will count toward the daily total.
1. For example: If a custodian works an 8 hour shift and is relocated to perform snow removal services for 2 hours of that shift, then the custodian will count as .75 towards the daily staffing total.
  2. Supervisors and Managers overseeing both snow removal and cleaning services shall not be removed from the Daily Staffing total.
  3. Note: The Daily Staffing total allows for a 2% variation during snow season before penalties are incurred and is calculated from the monthly total.
- 10.3.4 The Contractor must submit a snow removal report to the CCS at the start of each shift and any time there is a change in staffing. The report must include the following:
1. The name of the Supervisors covering each area
  2. The name of each staff member performing snow removal services by area
  3. The number of hours each staff member will be performing snow removal services
  4. The type of equipment used at each area

- 10.3.5 If a custodian can only work a limited number of overtime hours and cannot work the entire shift, then the Contractor must replace that position with another employee of equal or greater rank. (i.e. replace a Custodian 2 with another Custodian 2).
- 10.3.6 Snow removal services shall be mandatory for each custodian and is considered as an essential part of each custodian's job duties under this contract.

#### 10.4 Equipment

- 10.4.1 All equipment and materials for snow removal and snow removal related services (excluding Contractor snow uniforms) shall be provided by DEN. Equipment repairs and maintenance will be provided by DEN except where else noted.
- 10.4.2 The Contractor will not charge DEN for employee snow uniforms (including hats, gloves, coveralls, and PPE equipment), the laundering of snow gear, or for the costs of purchasing additional laundry equipment. The Contractor is responsible for providing these items to their employees.
- 10.4.3 The Contractor shall provide differentiated uniforms for Custodian 1's and Custodian 2's who perform snow removal services. This differentiation may be in the form of different colored safety vests or another form acceptable to the CCS.
- 10.4.4 The Contractor will not charge DEN for food and beverages for employees providing snow removal duties.

#### 10.5 Snow Removal Pricing

- 10.5.1 Contractor will invoice by hourly rate for snow labor hours worked during an official snow event.
- 10.5.2 The Contractor shall only charge one hourly rate for each individual involved in snow removal services. The Contractor shall not charge separate rates for employees working overtime by participating in the snow removal services.
- 10.5.3 The Contractor shall not charge any management fees in addition to the hourly rate.
- 10.5.4 The Contractor will only invoice for labor hours worked during an official call snow call-out, as determined by Airport Operations. Any labor hours worked outside of an official snow event for equipment training or other purposes related to snow removal services shall not be invoiced to DEN.
- 10.5.5 Any monthly invoices which include charges for snow removal shall also include copies of the timecards for employees who participated in the snow removal services.

- 10.5.6 All employees included in the billing must have worked 100% of their shift towards snow removal. For example, a supervisor who is supervising both the cleaning and snow removal operation for an area would not be included in the invoice.

## SECTION 11: COMPLIANCE AND PERFORMANCE MEASURES

### 11.1 Non-Compliance

- 11.1.1 The Contractor shall be required to meet specified service and performance standards. The following will be considered non-compliant work:
1. The work tasks in an area were not performed in strict accordance with the performance standards.
  2. Work tasks were not performed in their entirety.
  3. The specified equipment, tools, and chemicals were not used or were not in good operating condition.
  4. The tasks were not performed within the scheduled work or shift or within the specified time frame.

### 11.2 Non-Waiver

- 11.2.1 Failure of the Contract Compliance Supervisor to discover or reject unacceptable work, or work not completed in accordance with this Agreement, shall not be deemed an acceptance thereof nor a waiver of DEN's right to a proper execution of the Agreement or any part of it by the Contractor.

### 11.3 Contractor's Quality Control Program

- 11.3.1 The Contractor shall provide and maintain an effective Quality Control Program acceptable to the Contract Compliance Supervisor. The Contractor shall detail their Quality Control Program in the Proposal.
- 11.3.2 DEN recommends computerized recordkeeping for the Quality Control Program, which would be DEN technology system compatible, for the purpose of generating inspection reports.
- 11.3.3 Contractor's inspections shall be performed daily throughout the airport to ensure continuing compliance.

### 11.4 Performance Management Plan

- 11.4.1 The Contractor's Performance Management Procedures must be included in the proposal and detailed with samples of any reports, logs, tools, etc. in addition to the required reports in section 10.5 below.
- 11.4.2 The Contractor's authorized Manager and designated Supervisory staff shall meet monthly with DEN to review contract performance.

### 11.5 Reporting

11.5.1 The Contractor shall keep on file and provide the following reports to the Contract Compliance Supervisor:

1. Three Times Daily-A list of names of all personnel present for work during the current shift, each person's position, and his or her applicable areas and tasks. The list should also provide the number of hours worked by each person listed, over the shift or day, as certified by the Contractor's time records. The Contractor shall provide this list within the first half-hour of each shift start. DEN reserves the right to make changes to the format of this list at any time. DEN also reserves the right to audit these lists with employee timecards.
2. Monthly- A restroom scanner report which records the time employees enter and exit each restroom for cleaning. Failure to record information accurately shall be considered non-compliant.
3. Monthly- A tracking report of all scheduled assignments (other than daily cleaning) such as carpet cleaning, acid wash rough granite, machine scrub and recoat floor, etc.
4. Monthly- An inspection summary report which shall provide a summary of all inspections for the entire Airport and shall include the total number of inspections performed during the month. The report should list the frequencies of discrepancies and their associated corrections as well as the number and types of maintenance observations reported and any other relevant data.
5. Monthly- Project Manager/Assistant Project Manager schedules. 520 hours minimum per year on 2<sup>nd</sup> shift, 520 hours minimum per year on 3<sup>rd</sup> shift.
6. Quarterly- An organization chart showing staff working under this Contract and company hierarchy. The Contractor will supply a new organization chart any time changes are made. The report will include start/hire dates for each employee. Any time the organization chart shows staffing numbers under the required total (397employees), the Contractor shall provide a statement explaining the reduced levels.

11.5.2 All reports must be given in a format acceptable to the CCS.

## 11.6 Contract Discrepancy Form (CDF)

11.6.1 When the CCS or CCC finds the Contractor's work unsatisfactory, he or she will note the defects using a CDF. The Contractor shall have 30 minutes following receipt of the CDF to re-perform the work properly in order to avoid a deduction being taken from the Contractor's monthly invoices. If the Contractor fails to correct the defect within 30 minutes, the CDF will be noted and a deduction from the monthly invoice will be authorized.

1. The first penalty for failure to re-perform the work shall be \$100. Penalties shall double upon each unsatisfactory follow-up inspection.
2. For example: The CCC completes an inspection of B Concourse and issues a CDF for a gate chairs with sticky residue. The Contractor has 30 minutes to re-perform the work and remove the sticky residue from the chairs. The following is a table showing the escalation of the penalty costs:

<b>Inspection Time (Random Times Used to Show Escalation Only)</b>	<b>Deduction for failure to re- perform work</b>
8:00 AM	no penalty for first inspection
8:30 AM	\$ 100.00
10:00 AM	\$ 200.00
11:00 AM	\$ 400.00
11:30 AM	\$ 800.00
12:30 AM	\$ 1,600.00
1:30 PM	\$ 3,200.00

11.7 Performance Measures

Standard Number	Objective	Standard	Method of Assessment	Remedy
1	Satisfactory performance as measured by periodic feedback requested from customers	Customer feedback will be obtained through usage of DEN designated system	The current survey is collected on a quarterly basis and operates on a 5 point scale with 1 being the worst possible score and 5 being the best possible score. Target performance for this contract is a score of 4 or higher.	1. A score of 3.0-3.99 results in a two and one-half percent (2.5%) withholding of the monthly contract price for the following quarter. 2. A score below a 3.0 results in a five percent (5%) withholding of the monthly contract price for the following quarter.
2	Contract compliance with cleaning and stocking requirements for bathrooms.	Restroom scanner reports much match required minimum frequencies and reflect a maximum of a 15 minute response time to service calls.	Contract Compliance Technicians will have access to scanner system and monitor compliance. When verifying the 15 minute response time, CCC's will compare work orders created by MCC and the restroom scanner time records.	Violation will result in a deduction of \$100 per event
4	Contract compliance with minimum staffing levels.	See Section 4.1 "Staffing Requirements" for the Standard, Method of Assessment, and Remedy		
5	Contract compliance with snow removal response	Personnel names, service locations, and numbers match reports given by the Contractor	Contract compliance technician's monitor snow removal activities and ensure compliance with reports	Non-Compliance will result in a deduction of \$50 per discrepancy.



## SECTION 12: CONTRACT PRICING

## 12.1 Proposal Item Pricing

Proposal Item	Area	Monthly Price
Proposal Item 1: Main Terminal	General Areas	\$343,736.84
	Offices	\$18,394.53
	Public Restrooms	\$177,554.22
	Non-Public Restrooms	\$21,744.34
	Escalator/Power Walks	\$11,959.39
	Bridge from MT to A-Concourse & International	\$3,819.95
	Stairwells	\$2,732.73
	Elevators	\$11,959.39
	Ramp/Apron Level Loading Docks, Halls,	\$11,959.39
	Sidewalks, Islands, Entry Areas, & Walk Ramps	\$23,154.78
	<b>Total</b>	<b>\$627,015.56</b>
Proposal Item 2: Hotel and Transit Center	Outdoor Plaza	\$587.68
	West Side Hotel Elevator Lobby	\$587.68
	Public Restrooms	\$3,526.11
	Event Clean-Up	\$587.68
	<b>Total</b>	<b>\$5,289.15</b>
Proposal Item 3: Parking Structure East and West Mod 4	Elevator/Elevator Lobbies	\$646.45
	<b>Total</b>	<b>\$646.45</b>
Proposal Item 4: Airport Office Building	General Areas	\$646.45
	Offices	\$4,995.32
	Non-Public Restrooms	\$3,261.65
	Stairwells	\$235.07
	Elevators	\$323.23
	Ramp/Apron Level Loading Docks, Halls, Parking, Garage & Common Areas	\$646.45
	Sidewalks, Entry Areas, & Walk Ramps	\$235.07
	<b>Total</b>	<b>\$10,343.24</b>

Proposal Item 5: Concourse A	General Areas	\$178,391.72
	Offices	\$16,308.25
	Public Restrooms	\$126,421.15
	Non-Public Restrooms	\$8,168.82
	Escalator/Power Walks	\$5,994.38
	Jet Bridges	\$7,081.60
	Stairwells	\$5,436.08
	Elevators	\$2,703.35
	Ramp/Apron Loading Docks, Halls, & Common areas	\$1,087.22
	<b>Total</b>	<b>\$351,592.57</b>
Proposal Item 6: Concourse B	General Areas	\$287,848.01
	Offices	\$8,110.05
	Public Restrooms	\$171,719.27
	Non-Public Restrooms	\$7,610.52
	Escalator/Power Walks	\$6,523.30
	Jet Bridges	\$7,610.52
	Stairwells	\$4,877.78
	Elevators	\$2,703.35
	Ramp/Apron Loading Docks, Halls, & Common areas	\$1,087.22
	Collect Trash/Sweep Floor in vestibule areas in basement (Twice Weekly)	\$558.30
	<b>Total</b>	<b>\$498,648.32</b>
Proposal Item 7: Concourse C	General Areas	\$135,402.58
	Offices	\$587.68
	Public Restrooms	\$97,432.83
	Non-Public Restrooms	\$1,616.13
	Escalator/Power Walks	\$2,174.43
	Jet Bridges	\$3,261.65
	Stairwells	\$2,174.43
	Elevators	\$1,645.52
	Ramp/Apron Loading Docks, Halls, & Common areas	\$763.99
	<b>Total</b>	<b>\$245,059.24</b>

Proposal Item 8: W/A Deice Pad Building, ARFF Training Facility, and Fire Station 35 Administrative Area	General Areas	\$117.54
	Offices	\$146.92
	Non-Public Restrooms	\$176.31
	Stairwells	\$29.38
	Halls, Parking, Garage, & Common Areas	\$58.77
	Sidewalks, Entry Areas, & Walk Ramps	\$29.38
	<b>Total</b>	<b>\$558.30</b>
Proposal Item 9: Glycol Building	General Areas	\$29.38
	Offices	\$58.77
	Non-Public Restrooms	\$58.77
	<b>Total</b>	<b>\$146.92</b>
Proposal Item 10: Customs and International	General Areas, Halls & Common Areas	\$7,492.98
	Offices	\$1,322.29
	Public Restrooms	\$2,820.89
	Non-Public Restrooms	\$440.76
	Escalators/Power Walks	\$176.31
	Stairwells	\$58.77
	Elevators	\$117.54
<b>Total</b>	<b>\$12,429.54</b>	
Proposal Item 11: ARFF 1-4 and Fire Station General Area	General Areas, Halls & Common Areas	\$352.61
	<b>Total</b>	<b>\$352.61</b>
Proposal Item 12: Central Plant	General Areas, Halls & Common Areas	\$117.54
	Offices	\$117.54
	Non-Public Restrooms	\$264.46
	<b>Total</b>	<b>\$499.54</b>
Proposal Item 13: Snow Removal	Snow Removal- Per Labor Hour	\$46.00
	<b>Total</b>	<b>\$46.00</b>
<b>Monthly Invoice Total (without snow and healthcare reimbursement)</b>		<b>\$1,752,581.44</b>

## 12.2 Staffing Plan Adjustment

- 12.2.1 A rate of \$4,522.67 per employee per month will be used for staffing adjustments. Additions or reductions in staff must be approved in writing by the CCS before this adjustment will be approved on the monthly invoices. This rate is the dollar amount per employee to be added to or subtracted from the contract if we increase or decrease staffing.

## 12.3 Pricing for Work Outside this Agreement

- 12.3.1 The following are prices for work conducted that are outside of the parameters of this Agreement. Charges must be pre-approved by the CCS in writing.

<b>Unspecified Additional Services</b>	
<b>Year 1</b>	
Hourly Rate for Straight Time Custodian I	<b>\$ 25.03</b>
Hourly Rate for Straight Time Custodian II	<b>\$ 25.52</b>
Hourly Rate for Overtime Custodian I	<b>\$ 34.25</b>
Hourly Rate for Overtime Custodian II	<b>\$ 34.96</b>
<b>Year 2</b>	
Hourly Rate for Straight Time Custodian I	<b>\$ 25.66</b>
Hourly Rate for Straight Time Custodian II	<b>\$ 26.15</b>
Hourly Rate for Overtime Custodian I	<b>\$ 35.15</b>
Hourly Rate for Overtime Custodian II	<b>\$ 35.85</b>
<b>Year 3</b>	
Hourly Rate for Straight Time Custodian I	<b>\$ 26.29</b>
Hourly Rate for Straight Time Custodian II	<b>\$ 26.78</b>
Hourly Rate for Overtime Custodian I	<b>\$ 36.06</b>
Hourly Rate for Overtime Custodian II	<b>\$ 36.76</b>
<b>Year 4</b>	
Hourly Rate for Straight Time Custodian I	<b>\$ 26.92</b>
Hourly Rate for Straight Time Custodian II	<b>\$ 27.42</b>
Hourly Rate for Overtime Custodian I	<b>\$ 36.96</b>
Hourly Rate for Overtime Custodian II	<b>\$ 37.66</b>
<b>Year 5</b>	
Hourly Rate for Straight Time Custodian I	<b>\$ 27.56</b>
Hourly Rate for Straight Time Custodian II	<b>\$ 28.05</b>
Hourly Rate for Overtime Custodian I	<b>\$ 37.87</b>
Hourly Rate for Overtime Custodian II	<b>\$ 38.56</b>

#### 12.4 Technology Pricing

- 12.4.1 The contractor will add the below charges as a separate line item to each monthly invoice upon implementation of the corresponding technologies.

INFAX	\$ 5,734.25
Restroom Alert	\$ 1,035.00



**DENVER**  
THE MILE HIGH CITY

TO: All Users of the City of Denver Prevailing Wage Schedules  
FROM: Susan Keller, OHR Compensation and Classification  
DATE: April 10, 2017  
SUBJECT: Latest Update to Prevailing Wage Schedules

Please find an attachment to this memorandum of all the current Office of Human Resources Prevailing Wage Schedules issued in accordance with the City and County of Denver's Revised Municipal Code, Section 20-76(c). This schedule does not include the Davis-Bacon rates. The Davis-Bacon wage rates will continue to be published separately as they are announced.

Modification No. 131  
Publication Date: April 6, 2017  
(11 pages)

Unless otherwise specified in this document, apprentices shall be permitted only if they are employed pursuant to, and individually registered in, a bona fide apprenticeship program registered with the U.S. Department of Labor. The employer and the individual apprentice must be registered in a program, which has received prior approval, by the U.S. Department of Labor. Any employer, who employs an apprentice and is found to be in violation of this provision, shall be required to pay said apprentice the full journeyman scale.

Questions call (720) 913-5726.

Attachments as listed above.

## APPLIANCE MECHANIC

Last Revision: 02-19-2009

Effective: 04-06-2017

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Appliance Mechanic</b>	\$22.34/hour	\$6.85/hour

Plus 10% shift differential for regularly scheduled hours worked between 6:00 p.m. and 6:00 a.m.

The Appliance Mechanic installs, services and repairs stoves, refrigerators, dishwashing machines, exercise equipment and other electrical household or commercial appliances, using hand tools, test equipment and following wiring diagrams and manufacturer's specifications. Responsibilities include: connects appliance to power source and test meters, such as wattmeter, ammeter, or voltmeter, observes readings on meters and graphic recorders, examines appliance during operating cycle to detect excess vibration, overheating, fluid leaks and loose parts, and disassembles appliances and examines mechanical and electrical parts. Additional duties include: traces electrical circuits, following diagram and locates shorts and grounds, using ohmmeter, calibrates timers, thermostats and adjusts contact points, and cleans and washes parts, using wire brush, buffer, and solvent to remove carbon, grease and dust. Replaces worn or defective parts, such as switches, pumps, bearings, transmissions, belts, gears, blowers and defective wiring, repairs and adjusts appliance motors, reassembles appliance, adjusts pulleys and lubricates moving parts, using hand tools and lubricating equipment.

Note: This position does not perform installations done at new construction.

## BAGGAGE HANDLING SYSTEM MAINTENANCE

Last Revision: 10-9-2014

Effective: 9-15-2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Entry-Support Mechanic</b>	\$15.26/hour	\$6.03/hour
<b>Machinery Maintenance Mechanic</b>	\$21.26/hour	\$6.72/hour
<b>Controls System Technician</b>	\$24.90/hour	\$7.14/hour

Plus 10% shift differential for regularly scheduled hours worked between 6:00 p.m. and 6:00 a.m.

### **Entry Support Mechanic**

Under direct supervision, assists the Machinery Maintenance Mechanic in maintaining the operational status of the baggage handling system. Duties include but are not limited to; assisting with adjustments with belt tracking, belt tension, and gearbox.

### **Machinery Maintenance Mechanic**

Performs routine and basic adjustments of baggage handling system equipment including but not limited to, belt tracking, belt tension, and gearbox and bearing lubrication. Performs daily and periodic shift inspections, cleaning, and diagnostics of mechanical system components based on an established preventive maintenance program. Dismantles, repairs, and reassembles equipment or machines for stock replacement or to restore baggage handling system equipment to operational status. Preventive maintenance and overhauling machines includes, but is not limited to, motors, clutches, brakes, transporting telecars, bearings, drive belts, drive shafts, pulleys, gearboxes (speed reducers), and conveyor belting. Maintains daily turnover reports and hourly labor time sheets for warranty reimbursement and statistical tracking of repairs.

**Controls System Technician**

Performs a variety of functions such as installation, maintenance, and repair of devices which control and are controlled by the baggage handling system and related equipment. Such devices include, but are not limited to, personal computers, programmable logic controllers and peripherals, motor control panels, photoelectric sensors, sync-pulse tachometers, laser and RF readers, linear induction motors and servo-drives. Troubleshoots and repairs all control system and electrical failures by applying comprehensive technical knowledge to solve problems by interpreting manufacturer manuals or similar documents. Work requires familiarity with the interrelationships of electro-mechanical devices.

Removes and replaces plug-in type boards and components. Aligns, replaces, and cleans photocells. Makes minor repairs of connectors, wiring and fuses on-site, and cleans and performs diagnostic routines of electrical and control system components. Performs scheduled routine maintenance on all control system components and reporting devices (including personal computers), based on recommended manufacturer practices. Uses a personal computer to diagnose and correct PLC and operating system software problems. Diagnoses, repairs and aligns laser array (baggage tag reader) and RF reader hardware and software.

Note: Incumbents must possess an Electrician’s license when work warrants.

**BUILDING ENGINEER**

Last Revision: 07-17-2014  
Effective: 08-18-2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Building Engineer</b>	\$28.20/hour	\$7.52/hour

This classification of work is responsible for operating, monitoring, maintaining/repairing the facilities mechanical systems to ensure peak performance of the systems. This includes performing P.M. and repair work of the building mechanical systems, inspecting, adjusting, and monitoring the building automation and life safety systems, contacting vendors and place order replacement parts, responding to customer service requests and performing maintenance/repairs I tenant or public spaces, performing routine P.M. i.e. light plumbing an electrical repairs, ballast lamp and tube replacement, operating mechanical systems both on site and via a remote laptop computer, maintaining inventory of spare parts and tools, painting and cleaning mechanical equipment and machine rooms, etc.

**CUSTODIANS**

Last Revision: 12-3-2015  
Effective: 12-1-2016

	<b><u>Base Wage</u></b>	<b><u>Fringes</u></b>
<b><u>Custodian I</u></b>	\$14.53	\$5.27 (Single) \$7.33 (2-party) \$9.29 (Family)
<b><u>Custodian II</u></b>	\$14.88	\$5.31 (Single) \$7.37 (2-party) \$9.33 (Family)

**Benefits and Overtime**

Parking	With valid receipt from approved parking lot, employees are reimbursed the actual monthly cost of parking.
RTD Bus Pass	Employer will provide employees with the Bus Pass or pay (\$0.23) per hour for travel differential.
Shift Differential	2nd shift (2:30 p.m.-10:30 p.m.): \$.50/hr 3rd shift (10:31 p.m.-6:30 a.m.): \$1.00/hr.
Overtime	Time worked in excess of seven and one-half (7 ½) hours in one (1) day or in excess of thirty-seven and one-half (37 ½) hours in one week shall constitute overtime and shall be paid for at the rate of time and one-half (1 ½) at the employee's basic straight time hourly rate of pay.
Lunch	Any employee working seven and a half (7.5) hours in a day is entitled to a thirty (30) minute paid lunch.
Note	The Career Service Board in their public hearing on March 15, 2007 approved to amend prevailing wages paid to the Custodian as follows: "All contractors shall provide fringe benefits or cash equivalent at not less than the single rate amount. Contractors who offer health insurance shall provide an employer contribution to such insurance of not less than the 2-party or family rate for any employee who elects 2-party or family coverage. Contractors who offer such coverage will be reimbursed for their employer contributions at the above rates under any City contract incorporating this wage specification."

**Position Descriptions:**

Custodian I	Any employee performing general clean-up duties using equipment that does not require special training: i.e., dust mopping, damp mopping, vacuuming, emptying trash, spray cleaning, washing toilets, sinks, walls, cleaning chairs, etc.
Custodian II	Any employee performing specialized cleaning duties requiring technical training and the use of heavy and technical equipment, i.e., heavy machine operators floor strippers and waxers, carpet shampooers, spray buffing, re-lamping, mopping behind machines, high ladder work, chemical stripping and finishing of stainless steel.



## DIA OIL & GAS WAGES

Last Revision: 3-17-2016

Effective: April 2017 (the following rates have not changed for 2017)

Classification:	Base Wages:	Fringes	
<u>Classification</u>	<u>SCA Title</u>	<u>Base Wage</u>	<u>Fringes</u>
<b>Mechanic</b>	Heavy Equipment Mechanic	<b>\$23.73</b>	<b>\$7.01</b>
<b>Electrician</b>	Electrician – Maintenance	<b>\$24.90</b>	<b>\$7.14</b>
<b>Pipefitter</b>	Pipefitter, Maintenance	<b>\$24.65</b>	<b>\$7.11</b>
<b>Rig/Drill Operator</b>	Well Driller	<b>\$21.87</b>	<b>\$6.79</b>
<b>Derrick Hand/Roustabout Truck Driver</b>	Laborer	<b>\$13.87</b>	<b>\$5.87</b>
	Truck driver, Heavy	<b>\$21.63</b>	<b>\$6.77</b>

Service Contract Act Wage Determination No. 2015-5419 Rev No. 2 was used to obtain the base wages and fringe benefits.

### **HEAVY EQUIPMENT MECHANIC**

The Heavy Equipment Mechanic analyzes malfunctions and repairs, rebuilds and maintains power equipment, such as cranes, power shovels, scrapers, paving machines, motor graders, trench-digging machines, conveyors, bulldozers, dredges, pumps, compressors and pneumatic tools. This worker operates and inspects machines or equipment to diagnose defects, dismantles and reassembles equipment, using hoists and hand tools, examines parts for damage or excessive wear, using micrometers and gauges, replaces defective engines and subassemblies, such as transmissions, and tests overhauled equipment to insure operating efficiency. The mechanic welds broken parts and structural members, may direct workers engaged in cleaning parts and assisting with assembly and disassembly of equipment, and may repair, adjust and maintain mining machinery, such as stripping and loading shovels, drilling and cutting machines, and continuous mining machines.

### **PIPEFITTER, MAINTENANCE**

The Pipefitter, Maintenance installs or repairs water, steam, gas or other types of pipe and pipefitting. Work involves most of the following: laying out work and measuring to locate position of pipe from drawings or other written specifications, cutting various sizes of pipe to correct lengths with chisel and hammer, oxyacetylene torch or pipe-cutting machines, threading pipe with stocks and dies. This person is responsible for bending pipe by hand-driven or power-driven machines, assembling pipe with couplings and fastening pipe to hangers, making standard shop computations relating to pressures, flow and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the Maintenance Pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

### **WELL DRILLER**

This incumbent sets up and operates portable drilling rig (machine and related equipment) to drill wells, extends stabilizing jackscrews to support and level drilling rig, moves levers to control power-driven winch that raises and extends telescoping mast. This person bolts trusses and guy wires to raise mast and anchors them to machine frame and stakes, and assembles drilling tools, using hand tools or power tools. The Well Driller moves levers and pedals to raise tools into vertical drilling position and lowers well casing (pipe that shores up walls of well) into well bore, using winch, moves levers and pedals and turns hand wells to control reciprocating action of machine and to drive or extract well casing.

**LABORER**

The Laborer performs tasks that require mainly physical abilities and effort involving little or no specialized skill or prior work experience. The following tasks are typical of this occupation: The Laborer loads and unloads trucks, and other conveyances, moves supplies and materials to proper location by wheelbarrow or hand truck; stacks materials for storage or binning, collects refuse and salvageable materials, and digs, fills, and tamps earth excavations, The Laborer levels ground using pick, shovel, tamper and rake, shovels concrete and snow; cleans culverts and ditches, cuts tree and brush; operates power lawnmowers, moves and arranges heavy pieces of office and household furniture, equipment, and appliance, moves heavy pieces of automotive, medical engineering, and other types of machinery and equipment, spreads sand and salt on icy roads and walkways, and picks up leaves and trash.

**TRUCKDRIVER, HEAVY TRUCK**

Straight truck, over 4 tons, usually 10 wheels. The Truckdriver drives a truck to transport materials, merchandise, equipment, or workers between various types of establishments such as: manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. This driver may also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order.

**FINISHER & JOURNEYMAN (TILE, MARBLE AND TERRAZZO**

Effective: 7-21-2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Finisher (Tile-Marble-Terrazzo)</b>	\$20.87/hr	\$8.42/hr
<b>Journeyman (Tile, Marble, Terrazzo)</b>	\$26.83/hr	\$8.48/hr

Effective May 1, 2008, Local Union 7 of Colorado combined three classes of Finishers, Floor Grinders, and Base Grinders into Finisher using one pay schedule.

**FIRE EXTINGUISHER REPAIRER**

Last Revision: 09/03/2015  
Effective Date: 08/18/2016

<u>Classification:</u>	<u>Base Wages:</u>	<u>Fringes:</u>
Fire Extinguisher Repairer	\$19.57/hr	\$6.53

The Fire Extinguisher Repairer performs the following duties: repairs and tests fire extinguishers in repair shops and in establishments, such as factories, homes, garages, and office buildings, using hand tools and hydrostatic test equipment, this repairer dismantles extinguisher and examines tubings, horns, head gaskets, cutter disks, and other parts for defects, and replaces worn or damaged parts. Using hand tools, this repairer cleans extinguishers and recharges them with materials, (such as soda water and sulfuric acid, carbon tetrachloride, nitrogen or patented solutions); tests extinguishers for conformity with legal specifications using hydrostatic test equipment, and may install cabinets and brackets to hold extinguishers.

## FUEL HANDLER SERIES

Last Revision: 10-22-2015

Effective: 10-20-2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Fuel Distribution System Operator</b>	\$20.87/hour	\$6.68/hour
<b>Lead Fuel Distribution System Operator</b>	\$21.82/hour	\$6.79/hour
<b>Fuel Distribution System Mechanic</b>	\$25.81/hour	\$7.25/hour
<b>Lead Fuel Distribution System Mechanic</b>	\$26.98/hour	\$7.38/hour

Plus 10% shift differential for hours worked between 6:00 p.m. and 6:00 a.m.

### **Fuel Distribution System Operator:**

Receives, stores, transfers, and issues fuel. Performs various testing procedures and documentation on fuel samples. Gauges tanks for water, temperature and fuel levels. Performs temperature and gravity testing for correct weight of fuel. Checks pumping systems for correct operating pressure or unusual noises. Inspects fuel receiving, storage, and distribution facilities to detect leakage, corrosion, faulty fittings, and malfunction of mechanical units, meters, and gauges such as distribution lines, float gauges, piping valves, pumps, and roof sumps. Operates a 24-hour control center; operates various computer equipments to determine potential equipment failure, leak and cathodic protection systems, pump failure, and emergency fuel shutoff systems. Monitors quality of fuel and drains excess condensation from fuel sumps and underground fuel pits. Inspects fuel tank farm for such items as leaks, low pressure, and unauthorized personnel. Performs general housekeeping and grounds maintenance for terminal, pipeline and dock areas, including fuel pits and valve vault cleaning and pump out activities. May connect lines, grounding wires, and loading and off loading arms of hoses to pipelines. May assist Fuel Distribution System Mechanics by preparing work areas. Maintains record of inspections, observations and test results.

### **Lead Fuel Distribution System Operator:**

Performs lead duties such as making and approving work assignments and conducting on-the-job training as well as performing the various tasks performed by the Operator classification.

### **Fuel Distribution System Mechanic:**

Maintains and repairs fuel storage and distribution systems, equipment and filtration systems, and differential pressure valves. Corrects leakage, corrosion, faulty fittings, and malfunction of mechanical units, meters, and gauges such as distribution lines, float gauges, piping valves, pumps, and roof sumps. Inspects electrical wiring, switches, and controls for safe-operating condition, grounding, and adjustment; may make minor repairs. Lubricates and repacks valves. Lubricates pumps, replaces gaskets, and corrects pumping equipment misalignment. May clean strainers and filters, service water separators, and check meters for correct delivery and calibration. Overhauls system components such as pressure regulating valves and excess valves. Disassembles, adjusts, aligns, and calibrates gauges and meters or replaces them. Removes and installs equipment such as filters and piping to modify system or repair and replace system component. Cleans fuel tanks and distribution lines. Removes corrosion and repaints surfaces. Overhauls vacuum and pressure vents, floating roof seals, hangers, and roof sumps. Some positions maintain fuel-servicing equipment such as hydrant and tanker trucks. Maintains record of inspections and repairs and other related paperwork as required.

### **Lead Fuel Distribution System Mechanic:**

Performs lead duties such as making and approving work assignments and conducting on-the-job training as well as performing the various tasks performed by the Mechanic classification.

These classifications are recommended to be inclusive and to supersede any previously adopted classifications.

**FURNITURE MOVERS**  
(Moving, Storage and Cartage Workers)

Last Revision: 10-9-2014  
Effective: 10-22-2015

<b>Classification:</b>	<b><u>Base Wage</u></b>	<b><u>Fringes</u></b>
<b>Laborer/Helper</b>	\$17.36/hour	\$6.27/hour
<b>Driver/Packer</b>	\$17.43/hour	\$6.28/hour
<b>Lead Worker</b>	\$18.22/hour	\$6.37/hour

**GLYCOL FACILITY WAGES**

Effective: 7-21-2016

<b><u>Classification:</u></b>	<b><u>SCA Title</u></b>	<b><u>Base Wage</u></b>	<b><u>Fringes</u></b>	<b><u>Total</u></b>
<b>Deicing Facility Operator</b>	Water Treatment Plant Operator	<b>\$25.07</b>	<b>\$7.16</b>	<b>\$32.23</b>
<b>Maintenance Mechanic</b>	Machinery Maintenance Mechanic	<b>\$25.59</b>	<b>\$7.22</b>	<b>\$32.81</b>
<b>Material Handling Laborer</b>	Material Handling Laborer	<b>\$17.36</b>	<b>\$6.27</b>	<b>\$23.63</b>

**DEICING FACILITY OPERATOR**

The De-Icing Facility Operator is responsible for the safe and efficient daily operation of all Aircraft De-icing Fluid Equipment to include: mechanical vapor recompression (concentrators), distillation, polishing, distribution, and collection systems as well as daily routine chores to include: operating and controlling all facility machines and equipment associates with the Aircraft De-icing Fluid System (ADS). Operate electrical motors, pumps and valves to regulate flow, add specific amounts of chemicals such as Hydrochloric Acid or Sodium Hydroxide to fluid(s) for adjustment as required, turn valves, change filters/activated carbon, and clean tanks as needed to optimize productivity. Monitor panel boards/HMI/PLC's, make adjustments to control flow rates, repairs, and lubricate machinery and equipment using hand powered tools. Test fluids to determine quality controlling methods. Record data as necessary and maintain good housekeeping of the facility.

**MAINTENANCE MECHANIC**

The position of the Machinery Maintenance Mechanic will be primarily responsible for the routine maintenance and repairs of all facility equipment. Responsible for repairs to machinery and mechanical equipment, examine machines and mechanic equipment to diagnose source of trouble, dismantling or partly dismantling machines and performing repairs that mainly involve the use of hand tools in scraping and fitting parts, replacing broken or defective parts with items obtained from stock, ordering replacement parts, sending parts to a machine shop or equivalent for major repairs, preparing specific written specifications for repairs, SOP's for minor repairs, reassembly of machines and mechanical equipment, and making any necessary adjustments to all equipment for operational optimization.

**MATERIAL HANDLING LABORER**

The Material Handling Laborer is responsible for the safe and efficient daily documentation/recording of all ADF processors, distillation and polishing systems, as well as the distribution and collection system. Performing physical tasks to transport and/or store materials or fluids. Duties involve one or more of the following: manually loading or unloading trucks, tankers, tanks, totes, drums, pallets, unpacking, placing items on storage bins or proper locations. Utilizing hand carts, forklift, or wheelbarrow. Completing daily fluid inventory, to include tank measuring and completing fluid accountability records. Responsible for the overall facility housekeeping and general cleanliness. Escort vehicles and tankers in and out of the facility, change out filters as required on all systems, take samples and test for quality control and document the findings.

### LANDSIDE PARKING ELECTRONICS TECHNICIAN

Last Revision: 10-22-2015

Effective: 10-20-2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Landside Parking Electronics Technician</b>	\$24.35/hour	\$4.27/hour

Plus 10% shift differential for regularly scheduled hours worked between 6:00 p.m. and 6:00 a.m.

This classification of work installs, modifies, troubleshoots, repairs and maintains revenue control equipment at manned and unmanned parking entrance and exit gates. Replaces consumable items such as tickets, printer ribbons, and light bulbs. Replaces modules and related equipment as needed to repair existing equipment, modify applications, or resolve unusual problems. Troubleshoots, tests, diagnoses, calibrates, and performs field repairs. Performs preventive maintenance such as inspection, testing, cleaning, lubricating, adjusting and replacing of serviceable parts to prevent equipment failure for electromechanical control in order to minimize repair problems and meet manufacturers' specifications.

### PEST CONTROLLER

Last Revision: 9-3-2015

Effective Date: 08/18/2016

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Pest Controller</b>	\$20.41/hour	\$6.63 /hour

The Pest Controller sprays chemical solutions or toxic gases and sets mechanical traps to kill pests that infest buildings and surrounding areas, fumigates rooms and buildings using toxic gases, sprays chemical solutions or dusts powders in rooms and work areas, places poisonous paste or bait and mechanical traps where pests are present; may clean areas that harbor pests, using rakes, brooms, shovels, and mops preparatory to fumigating; and may be required to hold State license

### QUALITY CONTROL & ASSURANCE TECHNICIAN

Last Revision:

Effective Date: 03/02/2017

Classification:	<u>Base Wage</u>	<u>Fringes</u>
<b>Quality Control &amp; Assurance Technician</b>	\$21.37/hour	\$6.74 /hour

The Quality Control & Assurance Technician provides support to Inland Technologies operations by independently performing standard analysis on samples related to the manufacture of spent de-icing fluid to a 99% recycled glycol product and waste water discharge. The Quality Control and Assurance Technician will continually look at ways to improve products and processes to exceed customer quality demands and decrease operational costs.

### SIGN ERECTOR

Last Revision: 10-15-2009  
Effective: 10-15-2010

<u>Classification:</u>	<u>Base Wage</u>	<u>Fringes</u>
<b>Sign Erector</b>	\$20.19/hour	\$3.80/hour

This classification of work erects, assembles, and/or maintains signs, sign structures and/or billboards using various tools. Erects pre-assembled illuminated signs on buildings or other structures according to sketches, drawings, or blueprints. Digs and fills holes, places poles. Bolts, screws, or nails sign panels to sign post or frame. Replaces or repairs damaged or worn signs. May use welding equipment when installing sign. This classification is not a licensed electrician and therefore cannot make connections to power sources (i.e., provide exit lighting).

### TELEDATA TECHNICIAN

**Effective 09/16/2014 the Teledata Technician classification will utilize the base pay and fringe benefits for the Electrician classification under the Davis Bacon Building wage determination.**

### TRANSIT TECHNICIANS

Last Revision: 12-18-2015  
Transit Technician Series Effective: 12-01-16  
Elevator Repairer Effective: 12-01-16

<u>Classification:</u>	<u>Base Wage</u>	<u>Fringes</u>
<b>Transit Technician - Entry</b>	\$24.34/hour	\$7.08/hour
<b>Transit Technician - Senior</b>	\$26.61/hour	\$7.34/hour
<b>Transit Technician - Lead</b>	\$27.82/hour	\$7.48/hour
<b>Elevator Mechanic/Repairer</b>	\$42.35/hour	\$35.72/hour (< 5 yrs. service) \$36.58/hour (> 5 yrs. service)

In addition, shift differentials of eight percent (8%) of the employee's straight time pay rate for the second shift and ten percent (10%) for the third shift for straight time work regularly scheduled providing lore that (50%) of the employee's work occurred on such shift.

**Transit Technician-Entry:** Associates in this position will be given instruction by on-the-job and/or classroom training to perform corrective and preventive maintenance, inspections, repairs, and adjustments to all systems, subsystems, and components of an electronic, mechanical, electro/mechanical, hydraulic, and pneumatic nature. This classification of workers may assist with routine preventive maintenance, inspection, and adjustment. Tasks and procedures are well established and require close supervision. Incumbents will follow the direction of higher level personnel in preventive or corrective maintenance phases of work. Most tasks will be of an apprentice nature and will require close supervision. Incumbents will progress to the journey level after one year as a Transit Technician-Entry.

**Transit Technician-Senior:** This is a full performance level class performing various corrective and preventive maintenance, inspections, repairs, and adjustments to all systems, subsystems, and components of an electronic, mechanical, electro-mechanical, hydraulic, and pneumatic nature; monitors the transit system via a central computer system to make automated adjustments in the operation and maintenance of the transit system.

**Transit Technician-Lead:** Performs lead technical duties such as making work assignments and conducting on-the-job informal training as well as performing various tasks involved with the operation and maintenance of the transit system. The Lead Transit Technician is the specialist in terms of hands-on diagnosis and troubleshooting various problems that may arise on the transit system.

**Elevator Repairer:** The SCA-Directory of Occupations describes, Elevator Repairer as, “repairs and maintains “Automated People Movers” and like named devices used in the transportation of people and materials including, but not limited to elevators, escalators, dumbwaiters, and moving walkways to meet safety regulations and building codes. This worker trouble shoots and determines causes of trouble in brakes, electrical motors, switches, signal and control systems, using computers, test lamps, voltmeters, ammeters, and oscilloscopes, disassembles defective units and repairs or replaces parts such as electrical door locks, cables, electrical wiring and faulty safety devices installs push button control systems, complete control systems, and other devices to modernize automated people mover systems, and cleans and lubricates bearing and other parts to minimize friction.”

**TREE TRIMMERS**

Last Revision: 10-15-2009  
 Effective: 10-15-2010

Classification:	<b><u>Base Wage</u></b>	<b><u>Fringes</u></b>
<b>Tree Trimmer</b>	\$16.77/hour	\$2.48/hour

This classification of work trims, removes, and applies insecticides to trees and shrubbery including trimming dead, diseased, or broken limbs from trees utilizing rope and saddle, chain, handsaw and other related equipment common to the care of trees and shrubs. Removes limbs, branches and other litter from the work area, observes safety rules, inspects and identifies tree diseases and insects of the area distinguishing beneficial insects and environmental stress, takes samples form diseased or insect infested trees for lab analysis, operates a wide variety of heavy and power equipment in trimming and removing trees and shrubbery i.e. mobile aerial tower unit, tandem trucks, loaders, chipper, etc., maintains all equipments.

**WINDOW CLEANERS**

Last Revision: 2-18-2016  
 Effective: 12-01-2016

Classification:	<b><u>Base Wage</u></b>	<b><u>Fringes</u></b>
<b>Window Cleaner</b>	\$24.79/hour	\$8.39/hr (Single) \$10.47/hr (2-Party) \$12.46/hr (Family)

**Benefits/Overtime**

Parking	With valid monthly parking receipt from approved parking lot, employees are reimbursed for the cost of parking. The employer shall reimburse employees for parking expenses from other parking lots up to the amount reimbursed for DIA Employee Parking Lot upon the submission of a monthly parking receipt. Only (1) one receipt per month.
Shift Differential	\$0.75 per hour for employees assigned to 3rd shift (11:00 p.m. to 7:00 a.m.)
Overtime	One and one-half (1½) times the basic rate of pay in excess of 7.5 hours worked per day or 37.5 hours worked per week.

Lunch	Any employee working seven and a half (7.5) hours in a day is entitled to a thirty (30) minute paid lunch.
Lead Work	\$1.25 per hour above highest paid employee under supervision
High Work	\$1.75 per hour (21 feet or more from ground (base) to top of surface/structure being cleaned)
Training	\$0.25 per hour
ECOPASS	The Company will provide an Eco-Pass to all bargaining unit employees or pay \$.24 per hour for travel differential.
Note:	The Career Service Board in their public hearing on April 3, 2008, approved to amend prevailing wages paid to the Window Cleaners as follows: "All contractors shall provide fringe benefits or cash equivalent at not less than the single rate amount. Contractors who offer health insurance shall provide an employer contribution to such insurance of not less than the 2-party or family rate for any employee who elects 2-party or family coverage. Contractors who offer such coverage will be reimbursed for their employer contributions at the above rates under any City contract incorporating this wage specification."



**CITY AND COUNTY OF DENVER  
DEPARTMENT OF AVIATION**

**PERFORMANCE AND PAYMENT BOND**

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned \_\_\_\_\_

\_\_\_\_\_ ,  
a corporation organized and existing under and by virtue of the laws of the State of \_\_\_\_\_ ,  
hereafter referred to as the "Contractor", and \_\_\_\_\_ ,

\_\_\_\_\_ ,  
a corporation organized and existing under and by virtue of the laws of the State of \_\_\_\_\_ ,  
and authorized to transact business in the State of Colorado, as Surety, are held and firmly bound unto the  
CITY AND COUNTY OF DENVER, a municipal corporation of the State of Colorado, hereafter referred to  
as the "City", in the penal sum of \_\_\_\_\_ **DOLLARS AND NO CENTS (\$)**, lawful  
money of the United States of America, for the payment of which sum, well and truly to be made, we bind  
ourselves and our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by  
these presents;

**THE CONDITION OF THE FOREGOING OBLIGATION IS SUCH THAT:**

WHEREAS, the above bounden Contractor has entered into a written contract with the City for furnishing all labor and tools, supplies, equipment, superintendence, materials and everything necessary for and required to do, perform and complete **CONTRACT NO. 201732928**, Denver, Colorado, and has bound itself to complete the project within the time or times specified or pay liquidated damages, all as designated, defined and described in the said Contract and Conditions thereof, and in accordance with the Plans and Technical Specifications therefore, a copy of said Contract being made a part hereof;

NOW, THEREFORE, if the said Contractor shall and will, in all particulars well and truly and faithfully observe, perform and abide by each and every Covenant, Condition and part of said Contract, and the Conditions, Technical Specifications, Plans, and other Contract Documents thereto attached, or by reference made a part thereof and any alterations in and additions thereto, according to the true intent and meaning in such case, then this obligation shall be and become null and void; otherwise, it shall remain in full force and effect;

PROVIDED FURTHER, that if the said Contractor shall satisfy all claims and demands incurred by the Contractor in the performance of said Contract, and shall fully indemnify and save harmless the City from all damages (liquidated or actual, including, but not limited to, damages caused by delays in the performance of the Contract), claims, demands, expense and charge of every kind (including claims of patent infringement) arising from any act, omission, or neglect of said Contractor, its agents, or employees with relation to said work; and shall fully reimburse and repay to the City all costs, damages, losses and expenses which it may incur in making good any breach or default based upon the failure of the Contractor to fulfill its obligation to furnish maintenance, repairs, services, or replacements for the full guarantee period provided in the Contract Documents, then this obligation shall be null and void; otherwise it shall remain in full force and effect;

PROVIDED FURTHER, that if said Contractor shall at all times promptly make payments of all amounts lawfully due to all persons supplying or furnishing it or its subcontractors with labor and materials, rental machinery, tools or equipment used or performed in the prosecution of work provided for in the above Contract and that if the Contractor will indemnify and save harmless the City for the extent of any and all payments in connection with the carrying out of such Contract, then this obligation shall be null and void; otherwise it shall remain in full force and effect;

PROVIDED FURTHER, that if the said Contractor fails to duly pay for any labor, materials, team hire, sustenance, provisions, provender, gasoline, lubricating oils, fuel oils, grease, coal, or any other supplies or materials used or consumed by said Contractor or its subcontractors in performance of the work contracted to be done, or fails to pay any person who supplies rental machinery, tools or equipment, all amounts due as the result of the use of such machinery, tools or equipment in the prosecution of the work, the Surety will pay the same in any amount not exceeding the amount of this obligation, together with interest as provided by law;

PROVIDED FURTHER, that the said Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Contract, or to contracts with others in connection with this project, or the work to be performed thereunder, or the Technical Specifications and Plans accompanying the same, shall in any way affect its obligation on this bond and it does hereby waive notice of any change, extension of time, alteration or addition to the terms of the Contract, or contracts, or to the work, or to the Technical Specifications and Plans.

IN WITNESS WHEREOF, said Contractor and said Surety have executed these presents as of this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Attest:

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
**Contractor**

By: \_\_\_\_\_  
**President**

\_\_\_\_\_  
**Surety**

By: \_\_\_\_\_  
**Attorney-In-Fact**

(Accompany this bond with Attorney-in-Fact's authority from the Surety to execute bond, certified to include the date of the bond).

APPROVED AS TO FORM:

**KRISTIN M. BRONSON,**  
City Attorney for the City and County of  
Denver

By: \_\_\_\_\_  
**Assistant City Attorney**

APPROVED FOR THE CITY AND COUNTY  
OF DENVER

By: \_\_\_\_\_  
**MAYOR**

By: \_\_\_\_\_  
**CEO DEPARTMENT OF AVIATION**

**PERFORMANCE AND PAYMENT BOND  
SURETY AUTHORIZATION  
(SAMPLE)**

FAX NUMBER: 303-342-2552  
TELEPHONE NUMBER: 303-342-2540

Assistant City Attorney  
Airport Office Building  
8500 Pena Blvd. #9810  
Denver, CO 80249-6340

RE: (Company name)

Contract No: «Contract\_No»  
Project Name: «Project\_Name»  
Contract Amount:  
Performance and Payment Bond No.:

Dear Assistant City Attorney,

The Performance and Payment Bonds covering the above captioned project were executed by this agency, through

\_\_\_\_\_ insurance  
company, on \_\_\_\_\_, 20\_\_.

We hereby authorize the City and County of Denver, Department of Aviation, to date all bonds and powers of attorney to coincide with the date of the contract.

If you should have any additional questions or concerns, please don't hesitate to give me a call at \_\_\_\_\_.

Thank you.

Sincerely,

DATE:

IRREVOCABLE LETTER OF CREDIT NO. \_\_\_\_\_ :

BENEFICIARY:  
CITY AND COUNTY OF DENVER  
DEPARTMENT OF AVIATION  
DENVER INTERNATIONAL AIRPORT  
AIRPORT PROPERTY OFFICE/AIRPORT OFFICE BLDG.  
8500 PENNA BOULEVARD, ROOM 9870  
DENVER, COLORADO 80249-6340

APPLICANT:

GENTLEMEN:

WE HEREBY ISSUE IN YOUR FAVOR OUR IRREVOCABLE LETTER OF CREDIT FOR THE ACCOUNT OF \_\_\_\_\_, FOR UP TO THE AGGREGATE AMOUNT OF USD \_\_\_\_\_ ( \_\_\_\_\_ AND NO/100 U.S. DOLLARS) AVAILABLE BY YOUR DRAFT(S) AT SIGHT DRAWN ON US AND ACCOMPANIED BY THE FOLLOWING DOCUMENTS:

1. THE ORIGINAL OF THIS LETTER OF CREDIT AND ALL AMENDMENTS THERETO, IF ANY.
2. BENEFICIARY'S SIGNED AND DATED STATEMENT READING AS FOLLOWS:

"DENVER'S CHIEF EXECUTIVE OFFICER DEPARTMENT OF AVIATION HAS DECLARED A DEFAULT OR VIOLATION UNDER THE \_\_\_\_\_ Agreement BETWEEN THE CITY AND COUNTY OF DENVER AND \_\_\_\_\_, AT DENVER INTERNATIONAL AIRPORT" AND/OR "THE RULES AND REGULATIONS FOR THE MANAGEMENT, OPERATION, CONTROL AND USE OF THE DENVER MUNICIPAL AIRPORT SYSTEM, ADOPTED JANUARY 11, 1994, WITH SUCH AMENDMENTS, REVISIONS, ADDITIONS AND EXTENSIONS AS MAY FROM TIME TO TIME BE ADOPTED ("AIRPORT RULES AND REGULATIONS") AND/OR THE DENVER INTERNATIONAL AIRPORT TENANT DEVELOPMENT GUIDELINES AS FROM TIME TO TIME THEY MAY BE AMENDED, REVISED OR SUPPLEMENTED."

PARTIAL DRAWINGS ARE ALLOWED.

ALL DRAFTS DRAWN MUST BE MARKED "DRAWN UNDER \_\_\_\_\_ BANK, N.A., LETTER OF CREDIT NO. \_\_\_\_\_ DATED \_\_\_\_\_."

WE HEREBY ENGAGE WITH THE DRAWERS, ENDORSERS AND BONA FIDE HOLDERS THAT ALL DRAFTS DRAWN UNDER AND IN COMPLIANCE WITH THE TERMS AND CONDITIONS OF THIS CREDIT WILL BE DULY HONORED UPON PRESENTATION FOR PAYMENT OF THIS ORIGINAL LETTER OF CREDIT AND THE ABOVE SPECIFIED DOCUMENT AT THIS OFFICE BEFORE THE CLOSE OF OUR BUSINESS ON OR BEFORE \_\_\_\_\_. PURSUANT TO U.S. LAW WE ARE PROHIBITED FROM ISSUING, TRANSFERRING, ACCEPTING OR PAYING LETTERS OF CREDIT TO ANY PARTY OR ENTITY IDENTIFIED BY THE OFFICE OF FOREIGN ASSETS CONTROL, U.S. DEPT. OF TREASURY, OR SUBJECT TO THE DENIAL OF EXPORT PRIVILEGES BY THE U.S. DEPT. OF COMMERCE.

THIS LETTER OF CREDIT IS SUBJECT TO THE UNIFORM CUSTOMS AND PRACTICE FOR DOCUMENTARY LETTER OF CREDITS (2007 Revision) and/or THE INTERNATIONAL STANDBY PRACTICES (1998), INTERNATIONAL CHAMBER OF COMMERCE PUBLICATION NO. 600 AND AS TO MATTERS NOT GOVERNED BY THE REFERENCED DOCUMENTS, THIS CREDIT SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF COLORADO AND APPLICABLE U.S. FEDERAL LAW.

ALL CORRESPONDENCE AND ANY DRAWINGS HEREUNDER ARE TO BE DIRECTED TO \_\_\_\_\_

\_\_\_\_\_ BANK, N.A.

\_\_\_\_\_  
AUTHORIZED SIGNATURE

Exhibit G

**EXECUTIVE ORDER NO. 136**

**TO: All Departments and Agencies Under the Mayor**

**FROM: John W. Hickenlooper, Mayor**

**DATE: May 21, 2009**

**SUBJECT: Non-displacement of Qualified Workers under City Service Contracts**

**Purpose:** When a city service contract expires, and a follow-on contract is awarded for the same service, at the same location, the successor contractor or its subcontractors often hires the majority of the predecessor's employees. On some occasions, however, a successor contractor or its subcontractors hires a new work force, thus displacing the predecessor's employees.

The City and County of Denver's procurement interests in economy and efficiency are served when the successor contractor hires the predecessor's employees. A carryover work force reduces disruption to the delivery of services during the period of transition between contractors and provides the City and County of Denver benefits of an experienced and trained work force that is familiar with the city's personnel, facilities and requirements.

- 0.0 **Applicable Authority.** The applicable authority relevant to the provisions and requirements of this Executive Order is found in § 2.2.10 (A) and (C) of the Charter of the City and County of Denver, as well as in the Mayor's authority to make and enforce contracts on behalf of the City and County of Denver as set forth in §§ 2.2.3 and 2.2.4 of the Charter.
- 1.0 **Policy.** It is the policy of the City and County of Denver that city service contracts and solicitations for such contracts shall include a clause that requires the contractor, and its subcontractors, under a contract that succeeds a contract for performance of the same or similar services at the same location, to offer those employees (other than managerial and supervisory employees) employed under the predecessor contract whose employment will be terminated as a result of the award of the successor contract, a right of first refusal of employment under the contract in positions for which they are qualified. There shall be no employment openings under the contract until such right of first refusal has been provided. Nothing in this order shall be construed to permit a contractor or subcontractor to fail to comply with any provision of any other Executive Order or other applicable laws and policies.

2.0 **Applicability.** As used in this Executive Order, the term “city services contract” shall mean a contract entered into directly by the City and County of Denver with a private contractor to provide maintenance or operational services to a city building or facility, and to which either the city’s Living Wage Ordinance (Sec. 20-80, D.R.M.C.) or the city’s Prevailing Wage Ordinance (Sec. 20-76) otherwise applies; to wit, this Executive Order shall apply to contracts for the performance of work by the following types of service employees only:

- A. Parking lot attendant.
- B. Security guard.
- C. Child care worker at any public building or public parking facility owned by the city.
- D. Clerical support worker.
- E. Janitors or custodian, including window washers and other similar janitorial or custodial work.

3.0 **Authority to Exempt Contracts.** If the head of any department or agency finds that the application of any of the requirements of any requirement of this Executive Order would not serve the purposes of this order or would impair the ability of the City and County of Denver to procure services on an economical and efficient basis, the head of such department or agency may exempt its department or agency from the requirements of any or all of this Executive Order with respect to a particular city services contract or any class of city services contracts.

4.0 **Contract Clause.** The following contract clause shall be included in solicitations for city service contracts that succeed contracts for performance of the same service at the same location and in the contract itself:

**“NONDISPLACEMENT OF QUALIFIED WORKERS**

“(a) Consistent with the efficient performance of this contract, the contractor and its subcontractors shall, except as otherwise provided herein, in good faith offer those employees (other than managerial and supervisory employees) employed under the predecessor contract whose employment will be terminated as a result of award of this contract or the expiration of the contract under which the employees were hired, a right of first refusal of employment under this contract in positions for which employees are qualified. The contractor and its subcontractors shall determine the number of employees necessary for efficient performance of the work. Except as provided in paragraph (b) there shall be no employment opening under this contract, and the

contractor and any subcontractors shall not offer employment under this contract, to any person prior to having complied fully with this obligation. The contractor and its subcontractors shall make an express offer of employment to each employee as provided herein and shall state the time within which the employee must accept such offer, but in no case shall the period within which the employee must accept the offer of employment be less than 10 days.

“(b) The contractor shall retain, for a ninety (90) day transition employment period, qualified employees who have exercised their right to accept employment with the contractor as provided in paragraph (a) of this section. During the ninety (90) day transition employment period, the contractor shall not discharge without cause an employee retained pursuant to this section. For purposes of this section, the term “cause” shall include, but not be limited to, the employee’s conduct while employed under the predecessor contract that may have contributed to any decision to terminate the predecessor contract. At the end of the ninety (90) day transition employment period, the contractor shall perform a written performance evaluation for each service employee retained pursuant to this section. If the employee’s performance during such ninety (90) day period is satisfactory, the contractor shall offer the employee continued employment under the terms and conditions established by the contractor or as required by law; provided, however, nothing in this section shall be construed to create any right or entitlement to continued employment by the contractor for any particular period of time in excess of the ninety (90) day transition employment period.

“(c) Notwithstanding the obligation under paragraph (a) above, the contractor and any subcontractors (1) may employ under this contract any employee who has worked for the contractor or subcontractor for at least 3 months immediately preceding the commencement of this contract and who would otherwise face lay-off or discharge, (2) are not required to offer a right of first refusal to any employee(s) of the predecessor contractor who are not service employees within the meaning of Section 3.0 of Executive Order No. 136, and (3) are not required to offer a right of first refusal to any employee(s) of the predecessor contractor whom the contractor or any of its subcontractors reasonably believes, based on the particular employee’s past performance, has failed to perform suitably on the job.

“(d) The contractor shall, not less than 10 days before completion of this contract, furnish the contract administrator a certified list of the names of all service employees working under this contract and its subcontracts during the last month of contract performance. The list shall also contain anniversary dates of employment of each service

employee under this contract and its predecessor contracts either with the current or predecessor contractors or their subcontractors. The contract administrator will provide the list to the successor contractor, and the list shall be provided on request to employees or their representatives.

“e) If it is determined that the contractor or its subcontractors are not in compliance with the requirements of this clause, appropriate sanctions may be imposed and remedies invoked against the contractor or its subcontractors, as provided in this contract.

“(f) In every subcontract entered into in order to perform services under this contract, the contractor will include provisions that ensure that each subcontractor will honor the requirements of paragraphs (a) through (b) with respect to the employees of a predecessor subcontractor or subcontractors working under this contract, as well as of a predecessor contractor and its subcontractors. The subcontract shall also include provisions to ensure that the subcontractor will provide the contractor with the information about the employees of the subcontractor needed by the contractor to comply with paragraph (c) above. The contractor will take such action with respect to any such subcontract as may be directed by the contract administrator as a means of enforcing such provisions, including the imposition of sanctions for non-compliance: provided, however, that if the contractor, as a result of such direction, becomes involved in litigation with a subcontractor, or is threatened with such involvement, the contractor may request that the city enter into such litigation to protect the interest of the city.”

**5.0**        **Enforcement.** The head of the department or agency administering a particular city service contract is responsible for receiving any complaints, investigating, and obtaining compliance with this Executive Order and any contractual provision entered into pursuant to this order.

**6.0**        **Severability.** If any provision of this Executive Order, or the application of such provision to any person or circumstance, is held to be invalid, the remainder of this order and the application of the provisions of such to any person or circumstance shall not be affected. Thereby.

**7.0**        **General Provisions.**

7.1        Nothing in this Executive Order shall be construed to impair or otherwise affect the authority granted by law to any department or agency of the city.



- 7.2 This Executive Order shall be implemented consistent with applicable law and subject to the availability of appropriations.
- 7.3 This Executive Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the City and County of Denver, its departments, agencies, officers, employees, agents, or any other person.

8.0 **Effective Date.** This order shall become effective immediately and shall apply to solicitations for city service contracts issued on or after the date set forth above.

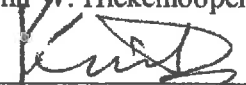
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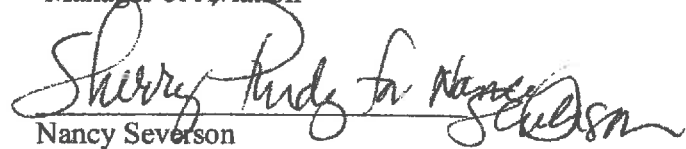
Approved for legality:

  
\_\_\_\_\_  
David R. Fine, City Attorney

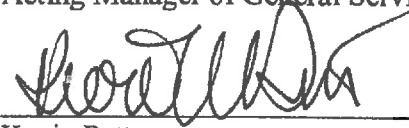
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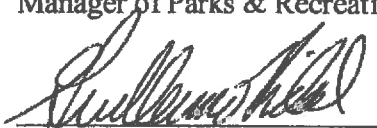
  
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John W. Hickenlooper, Mayor

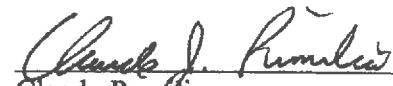
  
\_\_\_\_\_  
Kim Day  
Manager of Aviation

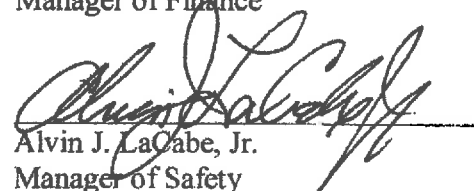
  
\_\_\_\_\_  
Nancy Severson  
Manager of Environmental Health

  
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Acting Manager of General Services

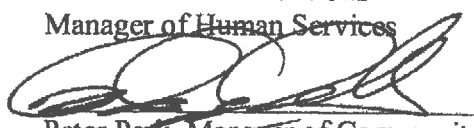
  
\_\_\_\_\_  
Kevin Patterson  
Manager of Parks & Recreation

  
\_\_\_\_\_  
Guillermo "Bill" Vidal  
Manager of Public Works

  
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Claude Pumilia  
Manager of Finance

  
\_\_\_\_\_  
Alvin J. LaCabe, Jr.  
Manager of Safety

  
\_\_\_\_\_  
Patricia Wilson Pheanious  
Manager of Human Services

  
\_\_\_\_\_  
Peter Park, Manager of Community  
Development and Planning

## APPENDIX

### Federal Aviation Administration Required Contract Provisions

#### ALL CONTRACTS – NON-AIP FUNDED

Federal laws and regulations require that recipients of federal assistance (Sponsors) include specific contract provisions in certain contracts, requests for proposals, or invitations to bid.

Certain provisions must be included in all sponsor contracts, regardless of whether or not the contracts are federally-funded. This requirement was established when a sponsor accepted the Airport Improvement Program (AIP) grant assurances.

As used in these Contract Provisions, “Sponsor” means The City and County of Denver, Department of Aviation, and “Contractor” or “Consultant” means the Party of the Second Part as set forth in Contract Number PLANE 201732928.

#### GENERAL CIVIL RIGHTS PROVISIONS

The contractor agrees to comply with pertinent statutes, Executive Orders and such rules as are promulgated to ensure that no person shall, on the grounds of race, creed, color, national origin, sex, age, or disability be excluded from participating in any activity conducted with or benefiting from Federal assistance.

This provision binds the contractor and subtier contractors from the bid solicitation period through the completion of the contract. This provision is in addition to that required of Title VI of the Civil Rights Act of 1964.

#### Compliance with Nondiscrimination Requirements

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts And Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor’s obligations under this contract and the Nondiscrimination Acts And Authorities on the grounds of race, color, or national origin.

## APPENDIX

### Federal Aviation Administration Required Contract Provisions

#### ALL CONTRACTS – NON-AIP FUNDED

4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts And Authorities and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the sponsor will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:
  - a. Withholding payments to the contractor under the contract until the contractor complies; and/or
  - b. Cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the sponsor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the sponsor to enter into any litigation to protect the interests of the sponsor. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

#### Title VI List of Pertinent Nondiscrimination Acts and Authorities

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR part 21 (Non-discrimination In Federally-Assisted Programs of The Department of Transportation—Effectuation of Title VI of The Civil Rights Act of 1964);
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);

## APPENDIX

### Federal Aviation Administration Required Contract Provisions

#### ALL CONTRACTS – NON-AIP FUNDED

- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 CFR part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations at 49 CFR parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 *et seq.*).

#### FEDERAL FAIR LABOR STANDARDS ACT (FEDERAL MINIMUM WAGE)

All contracts and subcontracts that result from this solicitation incorporate by reference the provisions of 29 CFR part 201, the Federal Fair Labor Standards Act (FLSA), with the same force and effect as if given in full text. The FLSA sets minimum wage, overtime pay, recordkeeping, and child labor standards for full and part time workers.

The [*contractor / consultant*] has full responsibility to monitor compliance to the referenced statute or regulation. The [*contractor / consultant*] must address any claims or disputes that arise from this requirement directly with the U.S. Department of Labor – Wage and Hour Division

## **APPENDIX**

### **Federal Aviation Administration Required Contract Provisions**

#### **ALL CONTRACTS – NON-AIP FUNDED**

##### **OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970**

All contracts and subcontracts that result from this solicitation incorporate by reference the requirements of 29 CFR Part 1910 with the same force and effect as if given in full text. Contractor must provide a work environment that is free from recognized hazards that may cause death or serious physical harm to the employee. The Contractor retains full responsibility to monitor its compliance and their subcontractor's compliance with the applicable requirements of the Occupational Safety and Health Act of 1970 (20 CFR Part 1910). Contractor must address any claims or disputes that pertain to a referenced requirement directly with the U.S. Department of Labor – Occupational Safety and Health Administration.



## II. ADDITIONAL COVERAGE

### Excess/Umbrella Liability

#### Minimum Limits of Liability (In Thousands):

Umbrella Liability Controlled Area	Each Occurrence and aggregate	\$9,000
Umbrella Liability Non-Controlled Area	Each Occurrence and aggregate	\$1,000

The policy must provide the following:

1. Coverage must be written on a "follow form" or broader basis.
2. Any combination of primary and excess coverage may be used to achieve required limits.
3. If operations include unescorted airside access at DIA, then a \$9 million Umbrella Limit is required.

### Property Insurance

Coverage: All Risk Form Property Insurance, Replacement Cost basis

Personal Property, Contents, Fixtures, Tenant Improvements and Betterments

- 100% of the Replacement Cost value of Personal Property, Contents, Fixtures, Tenant Improvements and Betterments
- Covered Cause of Loss – Special Form including glass coverage and signs
- Replacement Cost Endorsement

Business Income including Loss of Rents

Amount equal to all Minimum Annual Rent and Other Sums payable under the Lease

#### **Any Policy issued under this section must contain, include or provide for the following:**

1. The City and County of Denver, Department of Aviation shall be named as loss payee as its interest may appear.
2. Waiver of Subrogation Applies to City as Landlord for any protected Landlord Property.
3. In the event of payment of any Loss involving Tenant Improvements and Betterments, permanent fixtures, etc, the insurance carrier shall pay the City (as Landlord) its designee first for said property loss.
4. If leased property is located in a flood or quake zone (including land subsidence), flood or quake insurance shall be provided separately or in the property policy.

## III. ADDITIONAL CONDITIONS

It is understood and agreed, for the benefit of the City, that the following additional conditions shall apply to all coverage specified herein:

1. For Commercial General Liability, Auto Liability and Excess Liability/Umbrella (if required), Contractor and subcontractor's insurer(s) shall include the City and County of Denver, its elected and appointed officials, employees and volunteers as additional insured.
2. All coverage provided herein shall be primary and any insurance maintained by the City shall be considered excess.
3. For all coverages required under this Agreement, Contractor's insurer shall waive subrogation rights against the City.
4. The City shall have the right to verify or confirm, at any time, all coverage, information or representations contained herein, and the insured and its undersigned agent shall promptly and fully cooperate in any such audit the City may elect to undertake.
5. The required insurance shall be underwritten by an insurer licensed or authorized to do business in Colorado and rated by A.M. Best Company as "A-"VIII or better.
6. For claims-made coverage, the retroactive date must be on or before the contract date or the first date when any goods or services were provided to the City, whichever is earlier
7. No changes, modifications or interlineations on this document shall be allowed without the review and approval of the Risk Administrator prior to contract execution.

### **NOTICE OF CANCELLATION**

It is understood and agreed that should any Policy issued hereunder be cancelled or non-renewed before the expiration date



thereof, or sustain a material change in coverage adverse to the City, the issuing company or its authorized Agent shall give notice to the Department of Aviation in accordance with policy provisions.