

**APPENDIX 8**

**LABOR AND CONTRACTING PRACTICES**

- 8-A M/WBE Requirements
  - 8-A-1 M/WBE Plan
- 8-B Key Personnel Criteria
- 8-C Prevailing Wage Rate Schedule

## APPENDIX 8-A

### M/WBE REQUIREMENTS

#### SECTION 1: INTRODUCTION

The D&C Work is subject to all applicable provisions of Divisions 1 and 3 of Article III, of Chapter 28, DRMC, designated as Sections 28-31 – 28-36 and 28-52 – 28-90 DRMC and referred to in the Agreement as the “**M/WBE Ordinance.**”

#### SECTION 2: M/WBE PARTICIPATION

In accordance with the requirements of the M/WBE Ordinance, Developer shall, at a minimum, meet the participation of 33% for the Design Work, and 18% for the Construction Work (jointly, the “M/WBE Goals”) established for this Project utilizing properly certified M/WBE Contractors.

#### SECTION 3: COMPLIANCE PLAN

In addition to the applicable provisions of the M/WBE Ordinance, Developer shall comply with the requirements of the Compliance Plan. Such plan shall, at a minimum, include a narrative regarding compliance with the goal, a list of committed M/WBE participants along with dollar and percent participation for each evidencing compliance with the overall goals, and fully executed letters of intent for each listed participant, all in a form satisfactory to the DSBO. Without limiting the foregoing, Developer acknowledges its continuing duty, pursuant to Sections 28-72, 28-73 and 28-75 DRMC, to meet and maintain throughout the performance of the D&C Work, its participation and compliance commitments and to ensure that all Contractors subject to the M/WBE Ordinance also maintain such commitments and compliance.

The Owner recognizes that prior to the Effective Date, Developer may not have been able to negotiate all portions of the M/WBE scopes of D&C Work that Developer proposes to subcontract to M/WBE firms. The Owner will, therefore, permit Developer to propose additional M/WBE Contractor(s) at any time during the performance of the D&C Work, provided that any limitation on subcontracting has not been exceeded, and that all such M/WBE requirements are adhered to. Developer shall notify Owner of any new certified M/WBE firms that will be subcontracted for Work.

#### SECTION 4: COMPLIANCE WITH THE M/WBE ORDINANCE

Failure to comply with these requirements may result in the penalties in the Contract Documents and the M/WBE Ordinance, at the discretion of the Director of the Division of Small Business Opportunity.

## SECTION 5: O&M COMPLIANCE WITH THE M/WBE ORDINANCE

The Owner has reviewed the Operation and Maintenance portion of the Agreement and has determined that the work to be conducted will be procured directly by Developer which is not subject to the current provisions of Article V, of Chapter 28, Denver Revised Municipal Code (D.R.M.C.), designated as §§ 28-117 28-137 and 28-152 – 28-158, D.R.M.C., (referred to in this Agreement as the “MBE/WBE/SBE Purchasing Ordinance”) and any Rules or Regulations promulgated pursuant thereto.

## SECTION 6: M/WBE CONCESSIONAIRE TENANT FINISH

Under the City’s Ordinance No. 85, Series of 2014, codified at §§ 28-51 to 28-83, D.R.M.C., the M/WBE participation goal for the concession Tenant Finish construction work completed for the Agreement will be established during the specific Concession solicitation. Further, information concerning the Tenant Finish M/WBE work will be set forth in the ACDBE section of the Contract Documents.

## **APPENDIX 8-A-1**

### **M/WBE PLAN**

#### **COMPLIANCE PLAN FOR M/WBE PARTICIPATION**

##### **SECTION 1: INTRODUCTION**

- A. Denver Great Hall LLC (“Developer”) submits this Compliance Plan to the Director of the Division of Small Business Opportunity (“Director”), as required by the Manager of Aviation, in accordance with §§ 28-51 to 28-83, D.R.M.C., and the implementing rules adopted by the Director (“Rules”).
- B. Under the City’s Ordinance No. 85, Series of 2014 (the “M/WBE Ordinance”), codified at §§ 28-51 to 28-83, D.R.M.C., the M/WBE participation goal for the Development Agreement dated as of \_\_\_\_\_, 2017 between the City and County of Denver, by and on behalf of its Department of Aviation (the “Owner”), and Developer (the “Agreement”) is 33% for the Design Work and 18% for the Construction Work (the “M/WBE Goals”). The good faith solicitation level is 100%.
- C. Developer is committed to compliance with the M/WBE Ordinance in its performance of the D&C Work under the Agreement. Developer will continually pursue a level of M/WBE participation that equals or exceeds 33% for Design Work and 18% for the Construction Work, combined for the total price under the Agreement in respect of the D&C Work (as defined in the Agreement).
- D. Because of the delivery method used for the Project (as defined in the Agreement), the work was not ready for subcontracting at the time when Developer was awarded the Agreement. Therefore this Compliance Plan provides for the M/WBE solicitation and subcontracting to be performed after effectiveness of the Agreement. The process by which Developer will solicit, obtain, count and maintain participation by MBE and WBE firms for this Project under this Compliance Plan will be the same as M/WBE Ordinance requires for “design-bid-build” construction contracts.
- E. This Compliance Plan describes how Developer will address the M/WBE Goal at the point where the D&C Work is sufficiently defined that the process of obtaining Contractors can begin, by committing to utilize M/WBEs for the Work, using the good faith efforts as defined by the M/WBE Ordinance. This Compliance Plan outlines the M/WBE solicitation and subcontracting strategies to be implemented after the Effective Date.
- F. The delivery method for the Project is a public-private partnership which is most similar to the design-build delivery method.

- G. Developer will deliver the D&C Work in phases and Section 3 below describes Developer's plan to meet the M/WBE Goal as it relates to such phases.

## **SECTION 2: KEY PERSONNEL**

Stu Williams, Senior Vice President of Special Projects, (303) 214-5660, [Stuart.Williams@flydenver.com](mailto:Stuart.Williams@flydenver.com), has been assigned as the Owner's Authorized Representative for the Development Agreement. The Owner's Authorized Representative is responsible for the overall management of Developer's performance of the Project.

Developer's representatives are as follows:

Chris Butler  
Developer  
Great Hall Project Executive Director  
[cbutler@ferrovial.com](mailto:cbutler@ferrovial.com)

Ignacio Perez  
Construction  
Design-build Project Director  
[iperez@ferrovial.us](mailto:iperez@ferrovial.us)

Jeff Anker  
M/WBE Administrator  
Community Outreach Manger for Saunders Construction, Inc.  
[J.anker@saundersci.com](mailto:J.anker@saundersci.com)  
(303) 435-9309

Angela Berry Roberson  
M/WBE Administrator  
Director of Diversity Contract Compliance for Ferrovial Agroman US  
[aroberson@ferrovial.us](mailto:aroberson@ferrovial.us)  
(972) 922-0826

## **SECTION 3: STRUCTURING BID PACKAGES FOR M/WBE PARTICIPATION**

Developer has identified preliminarily the following separate packages of work to be subcontracted:

Design – See Attachment 2 to Appendix 8-A

Construction – See Attachment 2 to Appendix 8-A

## GOALS SCHEDULE CHART

<b>GOALS SCHEDULE CHART</b>			
<b>AVAILABLE SUB-TRADE</b>	<b>APPROXIMATE DOLLAR AMOUNT</b>	<b>PERCENTAGE OF TOTAL PROJECT</b>	<b>ANTICIPATED RESULTING M/WBE PARTICIPATION</b>
Design			
CMF Package			
Demolition			
Structural			
Crane Pad & Structural			
MEP & Life Safety			
AOB Corridor Package			
<b>SUBTOTAL</b>			
<b>TOTAL</b>			

Developer may submit a revised preliminary plan within 30 days of Financial Close, to be reviewed and subject to approval by DSBO as an addendum to this Compliance Plan.

- A. The packages will be reviewed and refined as the D&C Work is further defined and ready for the process of subcontracting. Specifically, prior to advertising any package of work for bids or proposals, Developer will review the D&C Work in detail to determine the types of work that can be performed by M/WBE firms, with reference to the DSBO's database and directory of certified M/WBE firms, and will adjust its subcontracting packages to maximize opportunities for M/WBE participation in such subcontracting, within economically feasible packages.
- B. Currently, Developer has identified the following preliminary technical areas of work for which they believe no M/WBE resources are available:

Conveyance  
Surgical Demolition  
Specialty Flooring (Terrazzo)  
Integrated Mechanical and Electrical Systems with the Terminal  
Existing Life Safety System  
TSA (Security)  
Baggage Integration  
Specialized Ceiling System to allow for security  
Customized Steel Erection and Materials  
Shoring and public access  
Special glazing and barricades  
Passenger experience

As this Project has many areas of work that are technical in nature where there is not an M/WBE pool of resources, Developer shall work with M/WBEs to subcontract out scopes of non-technical work that is normally self-performed such as Job Site Clean-Up.

As noted below in Section 5(H), Developer acknowledges its ongoing, affirmative obligation to maintain, at a minimum, compliance with the established level of M/WBE participation, despite the lack of M/WBE resources currently available in these identified areas. Nothing here shall relieve Developer of its obligation to maintain compliance with the established level of M/WBE participation.

- C. Developer will have a prequalifying process designed to protect all parties involved, Owner, the M/WBE subcontractor and Developer. The prequalification process will be used for all subcontractors regardless of certification. On the Effective Date, Developer shall further determine and identify subcontracts which will have pre-qualifications and the extent of that prequalification. Developer shall ensure that the M/WBE subcontractors will receive timely explanations about the requirements of the prequalification process as this process is still being developed.
- D. Developer may pursue different percentage goals for M/WBE participation in each separate package of work put out for bids, based on the types of work and availability of certified M/WBE firms. However, Developer is committed to the

overall goal of 33% M/WBE participation for the Design Work and 18% M/WBE participation for Construction for the total D&C Contract Amount.

- E. Developer may consider, in order to maximize M/WBE participation, subcontracting the following types of work which it might ordinarily self-perform:

Job Site Clean-up

Construction Janitorial Services

General Labor

#### **SECTION 4: COMMUNITY OUTREACH EFFORTS AND ADVERTISING TO M/WBE CERTIFIED FIRMS**

Developer will conduct the following outreach efforts:

- A. Developer will use the City's M/WBE directory and encourage all non-M/WBE Contractors engaged to perform any D&C Work to use the directory when soliciting any of their own subcontractors or suppliers for the Project.
- B. If during outreach efforts, Developer locates a firm which appears to be eligible for City M/WBE certification but is not so certified, Developer will direct the firm to DSBO and encourage the firm to pursue certification if eligible.
- C. When it has work packages ready for subcontracting, Developer will publish notices in The Daily Journal and other local publications and websites, identifying the subcontracting opportunities and specifically soliciting City-certified M/WBE participation. Developer will also provide notice of all such solicitations to relevant organizations such as, but not limited to, the Colorado Black Chamber of Commerce, Rocky Mountain Minority Supplier Development Council, Hispanic Contractors of Colorado, and the Colorado Women's Chamber of Commerce. Notices will be published or provided no less than 10 calendar days before bids are due on the work.
- D. Developer will conduct at least one pre-bid meeting, as announced in published notices, which all interested Contractors may attend, at which Developer will present information and answer questions about the work.
- E. E. Developer has completed the following outreach events to inform MWBE community of this Project:
- In March 2016, Saunders and Ferrovial held two outreach events which were primarily focused on M/WBEs. The first event was held at DEN Westin and the second at Mile High Stadium. These events focused on



introducing the community to the project and the companies who were be undertaking the work.

- In November 2016, Saunders and Ferroviaal held another outreach event as the Great Hall partners. Again, this project was focused on creating awareness within the M/WBE community. It was held at the PPA event center, and DSBO attended the meeting to assist with any questions about the project and certification.
  - The Great Hall team, specifically Jeff Anker and Angel Roberson, have continued to promote the Great Hall project to M/WBEs at local events hosted by HCC, BCG and Compto.
- F. Prior to advertising any package of work for bids or proposals, the Developer will review the work in detail, to determine the types of work that can be performed by MWBE firms, with reference to the DSBO's database and directory of certified MWBE firms, and will strive to adjust its subcontracting packages on non-critical activities to maximize opportunities for MWBE participation in such subcontracting, within economically feasible packages.
- G. Developer will send to each bidder/proposer a Notice of Selection for each Contract for which it solicited M/WBE participation, no later than 30 days after it has entered into the subcontract, so that unsuccessful bidders/proposers are aware of the result of the bid/proposal process.

## **SECTION 5: M/WBE PARTICIPATION; MAINTAINING COMMITMENTS**

- A. When issuing each work package for bid with respect to Construction Work and Design Work under the Agreement, Developer will make a good faith effort to meet or exceed the project goal percentage of M/WBE participation. The minimum level of these efforts is specified in § 28-62(b), D.R.M.C. and Rule VII(B). They may include, but will not be limited to, the outreach activities identified in Section 4 above.
- B. When requested by DSBO, Developer will submit bid packages to DSBO for review and comment. When requested by DSBO, Developer will submit bid tabulation sheets to DSBO for review.
- C. Developer will report to DSBO the total M/WBE participation obtained for each bid package. No later than 5 days after issuing Notice to Proceed for such work, Developer will submit to DSBO, for each M/WBE Contractor with whom it contracts, a Letter of Intent and other documentation, in accordance with Section D below.
- D. Developer will document its efforts to obtain M/WBE participation for each work package, and submit such documentation to DSBO upon request by DSBO at any time. Developer acknowledges that it may meet or exceed a percentage goal

for M/WBE participation on one or more work packages, but fall short of meeting the participation goal for the total D&C Contract Amount. Therefore Developer must be able to demonstrate its good faith effort, consistent with § 28-62(b), D.R.M.C., to obtain M/WBE participation for each bid package under the contract, except for bid packages which are subject to a “modified good faith effort” under § 28-75(c), D.R.M.C., in which case Developer must be able to demonstrate its compliance with the requirements of § 28-75(c), D.R.M.C. Sections 28-62(b) and 28-75(c), D.R.M.C., which are attached to this Compliance Plan as Attachment 1, for convenient reference.

- E. The M/WBE participation percentage will be calculated by dividing the total value of the M/WBE participation by the total D&C Contract Amount apportioned for the Design Work, and Construction Work of the Agreement, respectively, including all applicable change orders. Developer will count M/WBE participation according to the M/WBE Ordinance, including § 28-63, D.R.M.C., and Rule VII(C).
- F. As required by D.R.M.C. § 28-73, Developer shall immediately inform the DSBO in writing of any agreed-upon increase or decrease in the scope of Construction Work and Design Work under the Agreement, regardless of whether it has been reduced to writing at the time of notification. Any increase in the scope of Construction Work and Design Work which increases the dollar value of the Agreement, whether or not such change is within the scope of work designated for performance by an MBE or WBE under any Contract, shall be contemporaneously submitted to the DSBO. Those changes to the scope of Construction Work and Design Work that cannot be performed by existing Project participants (Developer, Contractors, etc.) shall be subject to a goal for MBEs and WBEs equal to the original committed goal. Developer shall satisfy the goal for the changed scope of work by soliciting new MBEs or WBEs in accordance with § 28-60, D.R.M.C, and it must show each element of modified good faith that is stated in § 28-75(c), D.R.M.C. Developer shall provide to the Director the documentation described in § 28-75(c) with respect to the increased dollar value of the contract.
- G. Developer will comply with the provisions of § 28-75 as to the replacement of a WBE or MBE on the Project.
- H. Developer acknowledges that it has a continuing duty, under D.R.M.C. §§ 28-72, 28-73, and 28-75, to maintain, throughout the duration of the D&C Work, compliance with the level of MBE and WBE participation committed to under any approved compliance plan, and that such commitment is a material requirement of the Agreement.

## **SECTION 6: COMPLIANCE DOCUMENTS AND REPORTING**

- A. Developer will submit the following documentation, properly completed and submitted monthly as part of the Developers Monthly Report or when otherwise required by DSBO.
1. Prime Contractor background information form\*
  2. DSBO Schedule of work form
  3. M/WBE progress payment report
  4. Contractor background information form for all M/WBE Contractors\*
  5. M/WBE Letters of Intent
  6. DSBO change order forms
  7. M/WBE final lien release forms
  8. B2G online payment verification
- (\*due at NTP 1 + 5 days; revisions as required)
- B. Developer will document its progress in seeking and obtaining M/WBE participation as required by DSBO. Records of Developer's efforts to solicit M/WBE Contractor participation, will be maintained and reported monthly as part of the Developers Monthly Report to DSBO, or as otherwise required, including:
1. Dates of solicitation
  2. Names, addresses and telephone numbers of all M/WBE firms contacted.
  3. Description of efforts made to contact M/WBE firms.
  4. Description of information provided to M/WBE firms.
  5. Description of the process and outcome.
  6. Advertisements soliciting bids from M/WBE firms in local community publications or construction industry related publications.
  7. Schedules of prebid meetings to inform M/WBE and non-M/WBE Contractors and suppliers of opportunities to participate.
  8. Evidence that Developer provided M/WBE Contractors and suppliers necessary access to and adequate time to review all project documents.
  9. All other documentation required to establish Developer's compliance with the good faith efforts required by City ordinance, specifically the items enumerated in subsections 28-62(b)(2) through 28-62(b)(10). DRMC.

## **SECTION 7: PLAN ADMINISTRATION; MONITORING; CLOSEOUT**

- A. DSBO shall have prompt, full and complete access to all Developer and coordinate access to M/WBE Contractor personnel, books and records required to monitor and assure performance of this Compliance Plan.
- B. Developer's personnel identified in Section 2 above, will be responsible for administering and monitoring Developer's performance of this Compliance Plan.
- C. Actual M/WBE participation will be calculated in accordance with the M/WBE Ordinance, including § 28-63, D.R.M.C., and applicable Rules. Developer will

submit to DSBO a monthly tracking report demonstrating the M/WBE participation that has been achieved.

- D. A monthly review and reconciliation of M/WBE participation will be observed during the performance of the D&C Work and submitted to DSBO.
- E. Developer acknowledges that the Owner may impose monetary penalties and/or withhold payment as described with in M/WBE Ordinance and the Contract Documents in the event of Developer's non-compliance with the M/WBE Ordinance and this Compliance Plan.
- F. Developer will use the following methodology for final reconciliation of M/WBE participation performance achieved during the Contract Term, measured against the established M/WBE Goals. Developer will present copies of all signed DSBO Final Lien Release forms for M/WBE firms utilized for participation on the Agreement. DSBO will compare the Final Monthly Participation Report submitted by Developer to determine if the Final Lien Release dollar figures match what is contained within the Final Monthly Participation Report. Final compliance shall be achieved when Developer establishes to the Director's satisfaction that it has remitted payments to M/WBE firms utilized on the Project; that it utilized M/WBE firms in accordance with each such firm's Letter of Intent; and that the amount of payments to M/WBE firms equals or exceeds the assigned M/WBE Goal for the total amount of the D&C Contract Amount. Failure to achieve final compliance may subject Developer to penalties under the Contract Documents and in accordance with D.R.M.C. § 28-77.

## **SECTION 8: NON-COMPLIANCE; SANCTIONS; REMEDIATION PLAN**

- A. At all times, DSBO shall monitor Developer's compliance with this Plan and the M/WBE Ordinance and Rules. Developer shall fully cooperate with DSBO's compliance monitoring and auditing efforts, including DSBO's investigation of any alleged or suspected non-compliance by Developer.
- B. If the Director has reason to believe that Developer is not in compliance with this Plan or with the M/WBE Ordinance, the Director shall give Developer written notice of non-compliance, citing the reasons why Developer is not in compliance, and giving Developer thirty (30) days in which to submit a remediation plan for the Director's review and acceptance. The remediation plan shall demonstrate how Developer will cure such non-compliance, and if such non-compliance consists of failure to obtain or maintain M/WBE participation at the committed level, that Developer's M/WBE participation level will again achieve the committed level, and that Developer will ultimately achieve the committed participation goal for the contract.
- C. Developer shall, within such thirty (30) day period, deliver to the Director a written remediation plan the Director's review and approval.

- D. The Director may issue a written determination of non-compliance and penalties per the Ordinance and/or the Agreement which the Director has elected to impose as a consequence:
- (1) If Developer does not respond within the time allowed;
  - (2) If Developer fails to submit a satisfactory remediation plan; or
  - (3) If Developer submits an acceptable remediation plan but thereafter fails to comply with the plan.
- E. Developer may contest a determination issued under Section 8(D), by requesting a hearing within 30 days after the date of such determination, as provided in § 28-33, D.R.M.C.

## SECTION 9: MEDIATION

Developer desires to treat all subcontractors, including MBE and WBE subcontractors fairly. Developer, however, acknowledges that disputes may arise between Developer and MBE or WBE subcontractors. Developer will provide a process to resolve disputes that occur between a MBE or WBE and any non-M/WBE Contractors under the Agreement. Developer will document such disputes and inform DSBO of the steps Developer plans to take to resolve the dispute. Developer may ask DSBO to assist in the resolution process it has developed. Developer will document and notify DSBO if those disputes have been resolved and inform DSBO of any disputes it was unable to resolve. DSBO will notify Developer of any complaints received by DSBO from M/WBE firms regarding a dispute they are experiencing with either a Contractor or Developer.

IN WITNESS WHEREOF, Developer has executed and agrees to abide by the terms of this Compliance Plan as of the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Developer

By: \_\_\_\_\_

## DEFINITIONS

These definitions only apply to Appendix 8-A. Any capitalized terms in Appendix 8-A which are not defined herein shall have the meaning given to it in the Development Agreement.

**Construction Work** means all Work, completed after the Effective Date, to build or construct, make, form, manufacture, furnish, install, supply, deliver, landscape, equip and commission the Terminal Improvements as provided in the Contract Documents, including the procurement, installation and commissioning of the FF&E.

**Contractor** means any Person with whom Developer has entered into any Contract to perform any part of the Work or provide any materials, equipment or supplies for the Project, on behalf of Developer, and any other Person with whom any Contractor has further subcontracted any part of the Work, at all tiers.

**D&C Work** means the Design Work and Construction Work, including those obligations of Developer identified in Section II.4 of the Technical Requirements.

**Design Work** means all Work, completed after the Effective Date, related to the design, engineering or architecture for the Project.

**Work** means all Design Work and Construction Work required by the Contract Document and includes all labor, management, administration, supervision, materials, supplies, manufactured components, equipment and services provided by the Developer and the Contractor to complete the D&C Work.

**ATTACHMENT 1 to APPENDIX 8-A-1**

**EXCERPTS FROM DENVER REVISED MUNICIPAL CODE**

***Sections 28-62(b) and 28-75(c), D.R.M.C***

**Sec. 28-62. Same--Good faith efforts.**

(a) The statement of good faith efforts shall include a specific response and verification with respect to each of the following good faith effort categories, which may be further defined by rule or regulation. A bidder or proposer may include any additional information it believes may be relevant. Failure of a bidder or proposer to show good faith efforts as to any one (1) of the following categories shall render its overall good faith effort showing insufficient and its bid or proposal non-responsive:

- (1) If prebid or preselection meetings are scheduled by the city at which MBEs and WBEs may be informed of subcontracting or joint venture opportunities under a proposed contract to be bid, or procured pursuant to the competitive selection process, attendance at such prebid or preselection meetings is not mandatory; however, bidders and proposers are responsible for the information provided at these meetings.
- (2) The bidder or proposer must solicit through all reasonable and available means, the interest of all MBEs and WBEs certified in the scopes of work of the contract. The bidder or proposer must solicit the interest of such MBEs and WBEs within sufficient time, prior to the bid opening or date of final project-specific proposal in the case of a competitive selection process, to allow such MBEs and WBEs to respond to the solicitation. The bidder or proposer must determine with certainty if the MBEs and WBEs are interested by demonstrating appropriate steps to follow up initial solicitations.
- (3) The bidder or proposer must select portions of the work of the contract to be performed by MBEs and WBEs in order to increase the likelihood that the project goal will be achieved. This includes, where appropriate, breaking out contract work items into economically feasible units to facilitate MBE and WBE participation as subcontractors or joint venturers, and for bidder or proposer self-performed work, as suppliers, manufacturers, manufacturer's representatives and brokers, all reasonably consistent with industry practice, even when the bidder or proposer would otherwise prefer to perform these work items with its own forces. The bidder or proposer must identify what portions of the contract will be self-performed and what portions of the contract will be opened to solicitation of bids, proposals and quotes from MBE and WBEs. All portions of the contract not self-performed must be solicited for MBE and WBE participation. The ability or desire of a bidder or proposer to perform the work of a contract with its own forces does not relieve the bidder or

proposer of the responsibility to meet the project goal or demonstrate good faith efforts to do so.

- (4) The bidder or proposer, consistent with industry practice, must provide MBEs and WBEs at a clearly stated location with timely, adequate access to and information about the plans, specifications, and requirements of the contract, including bonding and insurance requirements, if any, to assist them in responding to a solicitation.
- (5) The bidder or proposer must negotiate in good faith with interested MBEs and WBEs and provide written documentation of such negotiation with each such MBE or WBE.
- (6) For each MBE or WBE which contacted the bidder or proposer or which the bidder or proposer contacted or attempted to subcontract or joint venture with, consistent with industry practice, the bidder or proposer must supply a statement giving the reasons why the bidder or proposer and the MBE or WBE did not succeed in negotiating a subcontracting, supplier, manufacturer, manufacturer's representative, broker or joint venture agreement, as applicable.
- (7) The bidder or proposer must provide verification that it rejected each non-utilized MBE and WBE because the MBE or WBE did not submit the lowest bid or it was not qualified. Such verification shall include a verified statement of the amounts of all bids received from potential or utilized subcontractors, suppliers, manufacturers, manufacturer's representatives, brokers or joint venturers on the contract, whether or not they are MBEs or WBEs. In making such a determination of not being qualified, the bidder or proposer shall be guided by the definition of qualified in section 28-54(42), but evidence of lack of qualification must be based on factors other than solely the amount of the MBE's or WBE's bid. For each MBE or WBE found not to be qualified by the bidder or proposer, the verification shall include a statement giving the bidder's or proposer's reasons for its conclusion. A bidder's or proposer's industry standing or group memberships may not be the cause of rejection of an MBE or WBE. A bidder or proposer may not reject an MBE or WBE as being unqualified without sound reasons based on a reasonably thorough investigation and assessment of the MBE's or WBE's capabilities and expertise.
- (8) If requested by a solicited MBE or WBE, the bidder or proposer must make reasonable efforts to assist interested MBEs and WBEs in obtaining bonding, lines of credit, or insurance as required by the city or by the bidder or proposer, provided that the bidder or proposer need not provide financial assistance toward this effort.
- (9) If requested by a solicited MBE or WBE, the bidder or proposer must make reasonable efforts to assist interested MBEs and WBEs in obtaining



necessary and competitively priced equipment, supplies, materials, or related assistance or services for performance under the contract, provided that the bidder or proposer need not provide financial assistance toward this effort.

- (10) The bidder or proposer must use the DSBO MBE/WBE directories to identify, recruit, and place MBEs and WBEs.

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**Sec. 28-75. Potential violations during contract performance.**

(b) The following modified good faith requirements shall apply to sections 28-72 and 28-73. In the event that a contractor or consultant must add or replace an MBE or WBE subcontractor, subconsultant, joint venturer, supplier, manufacturer, manufacturer's representative or broker or in the event that a new scope of work is added to the ongoing contract, and the contractor or consultant in such event is in non-compliance with maintenance of the original project goal upon which the contract was awarded, due to failure to utilize additional MBEs or WBEs, the following modified good faith efforts must be completed. Failure of a contractor or consultant to show good faith efforts as to any one (1) of the following categories shall render its overall good faith efforts showing insufficient; and its contract performance in non-compliance with this division 3.

- (1) Verification in writing to the DSBO of the contractor's or consultant's intention to terminate or replace an MBE or WBE originally identified for participation in the bid, proposal or competitive selection process proposal upon which the contract was awarded. The reason for the termination or replacement must be stated and the type of work or services must be identified.
- (2) Verification that the contractor or consultant used the most current MBE and WBE directory from the DSBO in order to contact MBEs and WBEs that are certified in the applicable area of work or supply at the time of the modified good faith effort.
- (3) Verification of efforts to contact appropriate MBEs and WBEs within the same identified subcontractor, subconsultant, joint venturer, supplier, manufacturer, manufacturer's representative or broker area must be documented. Facsimile transmission, e-mail and telephone communication will be acceptable. The director may verify such contacts as he deems appropriate.
- (4) Documentation of the modified good faith efforts must be submitted to the DSBO prior to the payment to the contractor or consultant of the next progress or other partial payment or fund release under the contract.

**ATTACHMENT 2 to APPENDIX 8-A-1**

Printed: 7/10/2017  
DEN Great Hall  
WBS View

Attachment 2 to Appendix 8-A  
Planned by Aelia Power/Project

| Line | WBS name       | WBS code | Phase               | CD | RD | Start     | Finish    | Start Date: 7/17/2017 | Finish Date: 11/16/2017 |
|------|----------------|----------|---------------------|----|----|-----------|-----------|-----------------------|-------------------------|
| 1    | DEN Great Hall |          |                     |    |    |           |           |                       |                         |
| 2    | 1.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 3    | 2.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 4    | 3.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 5    | 4.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 6    | 5.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 7    | 6.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 8    | 7.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 9    | 8.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 10   | 9.0            |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 11   | 10.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 12   | 11.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 13   | 12.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 14   | 13.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 15   | 14.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 16   | 15.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 17   | 16.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 18   | 17.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 19   | 18.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 20   | 19.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 21   | 20.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 22   | 21.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 23   | 22.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 24   | 23.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 25   | 24.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 26   | 25.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 27   | 26.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 28   | 27.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 29   | 28.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 30   | 29.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 31   | 30.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 32   | 31.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 33   | 32.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 34   | 33.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 35   | 34.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 36   | 35.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 37   | 36.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 38   | 37.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 39   | 38.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 40   | 39.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 41   | 40.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 42   | 41.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 43   | 42.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 44   | 43.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 45   | 44.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 46   | 45.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 47   | 46.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 48   | 47.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 49   | 48.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 50   | 49.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |
| 51   | 50.0           |          | Execution of the DA | 04 | 04 | 7/17/2017 | 7/17/2017 |                       |                         |

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# DEN Great Hall

WBS View

| Line | WBS name                                              | WBS code | Name                                                     | OD   | RD   | Start      | Finish     | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|------|-------------------------------------------------------|----------|----------------------------------------------------------|------|------|------------|------------|------|------|------|------|------|------|
| 53   | 100% Design                                           | 1.1.1.5  | Construction Documents - 100%                            | 204  | 204  | 8/22/2018  | 10/25/2018 |      |      |      |      |      |      |
| 54   | 100% Design                                           | 1.1.1.5  | Submittal for O&M Approval - 100%                        | 150  | 150  | 10/24/2018 | 10/24/2018 |      |      |      |      |      |      |
| 55   | 100% Design                                           | 1.1.1.5  | IFC Construction Documents - 100%                        | 150  | 150  | 10/25/2018 | 11/14/2018 |      |      |      |      |      |      |
| 56   | Phase 1 CMF Pkg                                       | 1.1.2.1  | CMF Bldg Dept Submittal & Review                         | 400  | 400  | 10/24/2017 | 12/20/2017 |      |      |      |      |      |      |
| 57   | Phase 1 Demolition Pkg                                | 1.1.2.2  | Phase 1 Demolition Package - Pn 1 Demo                   | 400  | 400  | 3/26/2018  | 4/27/2018  |      |      |      |      |      |      |
| 58   | Phase 1 Demolition Pkg                                | 1.1.2.2  | Submittal for O&M approval - Pn 1 Demo                   | 150  | 150  | 4/25/2018  | 6/14/2018  |      |      |      |      |      |      |
| 59   | Phase 1 Demolition Pkg                                | 1.1.2.2  | Bldg Dept Submittal & Review - Pn 1 Demo                 | 400  | 400  | 4/25/2018  | 6/25/2018  |      |      |      |      |      |      |
| 60   | Phase 1 Structural Pkg                                | 1.1.2.3  | Phase 1 Structural Package - Pn 1 Str                    | 500  | 500  | 3/26/2018  | 5/24/2018  |      |      |      |      |      |      |
| 61   | Phase 1 Structural Pkg                                | 1.1.2.3  | Submittal for O&M approval - Pn 1 Str                    | 150  | 150  | 5/24/2018  | 6/14/2018  |      |      |      |      |      |      |
| 62   | Phase 1 Structural Pkg                                | 1.1.2.3  | Bldg Dept Submittal & Review - Pn 1 Str                  | 400  | 400  | 5/24/2018  | 7/24/2018  |      |      |      |      |      |      |
| 63   | AOB Crane Pad & Structural Pkg                        | 1.1.2.4  | AOB Crane Pad & Structural Package - AOB                 | 400  | 400  | 3/20/2018  | 4/27/2018  |      |      |      |      |      |      |
| 64   | AOB Crane Pad & Structural Pkg                        | 1.1.2.4  | Submittal for O&M Approval - AOB                         | 150  | 150  | 4/26/2018  | 5/16/2018  |      |      |      |      |      |      |
| 65   | AOB Crane Pad & Structural Pkg                        | 1.1.2.4  | Bldg Dept Submittal & Review - AOB                       | 400  | 400  | 4/26/2018  | 6/25/2018  |      |      |      |      |      |      |
| 66   | Phase 1 Architectural / Mech / Elec / Life Safety Pkg | 1.1.2.5  | Phase 1 Architectural / Mech / Elec / Life Safety        | 500  | 500  | 4/20/2018  | 7/24/2018  |      |      |      |      |      |      |
| 67   | Phase 1 Architectural / Mech / Elec / Life Safety Pkg | 1.1.2.5  | Submittal for O&M approval - Pn 1 Arch                   | 150  | 150  | 7/25/2018  | 8/14/2018  |      |      |      |      |      |      |
| 68   | Phase 1 Architectural / Mech / Elec / Life Safety Pkg | 1.1.2.5  | Bldg Dept Submittal & Review - Pn 1 Arch                 | 400  | 400  | 7/25/2018  | 9/19/2018  |      |      |      |      |      |      |
| 69   | AOB Crutler Permit Package                            | 1.1.2.6  | AOB Crutler Permit Package - AOB Crut                    | 400  | 400  | 4/20/2018  | 6/25/2018  |      |      |      |      |      |      |
| 70   | AOB Crutler Permit Package                            | 1.1.2.6  | Submittal for O&M Approval - AOB Crut                    | 150  | 150  | 6/25/2018  | 7/17/2018  |      |      |      |      |      |      |
| 71   | AOB Crutler Permit Package                            | 1.1.2.6  | Bldg Dept Submittal & Review - AOB Crut                  | 400  | 400  | 6/25/2018  | 8/31/2018  |      |      |      |      |      |      |
| 72   | Final Construction Documents Permit Package           | 1.1.2.7  | Final Construction Documents Permit Package - Pn 1 Concr | 200  | 200  | 10/25/2018 | 11/21/2018 |      |      |      |      |      |      |
| 73   | Final Construction Documents Permit Package           | 1.1.2.7  | Bldg Dept Submittal & Review - Pn 1 Concr                | 400  | 400  | 11/26/2018 | 12/21/2018 |      |      |      |      |      |      |
| 74   | Prep/Ingr/Pr                                          | 1.2      | P - CMF Materials                                        | 500  | 500  | 10/24/2017 | 1/5/2018   |      |      |      |      |      |      |
| 75   | Prep/Ingr/Pr                                          | 1.2      | P - Phase 1 Vertical Transportation                      | 200  | 200  | 11/21/2017 | 10/22/2018 |      |      |      |      |      |      |
| 76   | Prep/Ingr/Pr                                          | 1.2      | P - Phase 1 Structural Steel                             | 1800 | 1800 | 7/15/2018  | 6/14/2018  |      |      |      |      |      |      |
| 77   | Prep/Ingr/Pr                                          | 1.2      | P - Phase 1 Mechanical Equip                             | 1000 | 1000 | 4/19/2018  | 9/5/2018   |      |      |      |      |      |      |
| 78   | Prep/Ingr/Pr                                          | 1.2      | P - AOB Referring w/pt                                   | 800  | 800  | 4/19/2018  | 7/10/2018  |      |      |      |      |      |      |
| 79   | Prep/Ingr/Pr                                          | 1.2      | P - AOB Structural Steel                                 | 800  | 800  | 4/19/2018  | 8/7/2018   |      |      |      |      |      |      |
| 80   | Construction                                          |          |                                                          |      |      |            |            |      |      |      |      |      |      |
| 81   | CMF Room                                              | 1.3.1.1  | Temporary Enclosures - CMF Room                          | 200  | 200  | 13/21/2017 | 1/19/2018  |      |      |      |      |      |      |
| 82   | CMF Room                                              | 1.3.1.1  | Demolition - CMF Room                                    | 200  | 200  | 13/21/2017 | 1/19/2018  |      |      |      |      |      |      |
| 83   | CMF Room                                              | 1.3.1.1  | Interior Buildout - CMF Room                             | 200  | 200  | 11/21/2018 | 2/19/2018  |      |      |      |      |      |      |
| 84   | CMF Room                                              | 1.3.1.1  | Mechanical - CMF Room                                    | 400  | 400  | 2/19/2018  | 4/11/2018  |      |      |      |      |      |      |
| 85   | CMF Room                                              | 1.3.1.1  | Electrical - CMF Room                                    | 400  | 400  | 2/19/2018  | 5/11/2018  |      |      |      |      |      |      |
| 86   | CMF Room                                              | 1.3.1.1  | Plumbing - CMF Room                                      | 400  | 400  | 2/19/2018  | 5/11/2018  |      |      |      |      |      |      |
| 87   | CMF Room                                              | 1.3.1.1  | Fireproofing - CMF Room                                  | 400  | 400  | 2/19/2018  | 5/11/2018  |      |      |      |      |      |      |
| 88   | CMF Room                                              | 1.3.1.1  | Life Safety - CMF Room                                   | 200  | 200  | 4/19/2018  | 5/11/2018  |      |      |      |      |      |      |
| 89   | CMF Room                                              | 1.3.1.1  | Commissioning - CMF Room                                 | 1000 | 1000 | 5/11/2018  | 10/22/2018 |      |      |      |      |      |      |
| 90   | CMF Room                                              | 1.3.1.1  | CMF TSA Testing                                          | 1300 | 1300 | 10/22/2018 | 4/10/2019  |      |      |      |      |      |      |

GREAT HALL PARTNERS

Owner:

Progress Period (Date Range): 7/11/2017

Start Date: 7/11/2017

Finish Date: 11/14/2021



**ATTACHMENT 2 to APPENDIX 8-A-1**

**M/WBE Proposed Construction Compliance Plan**

| <i>Category Description</i>                     | <i>Construction Value</i> | <i>MWBE Value</i>    | <i>% of Category</i> | <i>% of Construction Value</i> |
|-------------------------------------------------|---------------------------|----------------------|----------------------|--------------------------------|
| <b>Hard Costs</b>                               |                           |                      |                      |                                |
| D1 General Requirements                         | \$ 44,418,000             | \$444,180            | 1.0%                 | 0.1%                           |
| D2 Surgical Demolition                          | \$ 7,138,000              | \$2,498,300          | 35.0%                | 0.4%                           |
| 03 Surgical Concrete Work                       | \$ 11,165,000             | \$558,250            | 5.0%                 | 0.1%                           |
| D4 Masonry                                      | \$ 1,117,000              | \$446,800            | 40.0%                | 0.1%                           |
| D5 Surgical Steel Structure                     | \$ 44,090,000             | \$2,204,500          | 5.0%                 | 0.4%                           |
| D6 Rough Carpentry & Millwork                   | \$ 2,946,000              | \$294,600            | 10.0%                | 0.1%                           |
| D7 Thermal & Moisture Protection                | \$ 14,006,000             | \$2,801,200          | 20.0%                | 0.5%                           |
| D8 Doors, Glazing & Curtainwall                 | \$ 21,935,000             | \$2,193,500          | 10.0%                | 0.4%                           |
| D9 Finishes (Drywall / Acoustical)              | \$ 19,403,000             | \$3,880,600          | 20.0%                | 0.7%                           |
| D9 Finishes (Specialty Ceilings)                | \$ 11,837,000             | \$591,850            | 5.0%                 | 0.1%                           |
| D9 Finishes (Terrazzo)                          | \$ 17,403,000             | \$0                  | 0.0%                 | 0.0%                           |
| D9 Finishes (Tile, Carpet & Resilient Flooring) | \$ 6,037,000              | \$1,811,100          | 30.0%                | 0.3%                           |
| D9 Finishes (Paint)                             | \$ 1,491,000              | \$447,300            | 30.0%                | 0.1%                           |
| 10 Building Specialties                         | \$ 13,109,000             | \$2,621,800          | 20.0%                | 0.4%                           |
| 11 Equipment                                    | \$ 28,294,000             | \$2,829,400          | 10.0%                | 0.5%                           |
| 12 Furnishings                                  | \$ 3,974,000              | \$1,987,000          | 50.0%                | 0.3%                           |
| 13 Special Construction                         | \$ 26,873,000             | \$1,343,650          | 5.0%                 | 0.2%                           |
| 14 Conveying Systems                            | \$ 19,162,000             | \$0                  | 0.0%                 | 0.0%                           |
| 20 Mechanical                                   | \$ 97,622,000             | \$29,286,600         | 30.0%                | 5.0%                           |
| 21 Fire Protection                              | \$ 5,423,000              | \$1,084,600          | 20.0%                | 0.2%                           |
| 26 Electrical                                   | \$ 67,193,000             | \$20,157,900         | 30.0%                | 3.4%                           |
| 32 Site Concrete & Furnishings                  | \$ 2,324,000              | \$813,400            | 35.0%                | 0.1%                           |
| 33 Site Utilities                               | \$ 2,245,000              | \$673,500            | 30.0%                | 0.1%                           |
| <b>Subtotals</b>                                | <b>\$ 469,205,000</b>     | <b>\$78,970,030</b>  | <b>16.8%</b>         | <b>13.5%</b>                   |
| Unknown MWBE Participation                      |                           | \$23,052,570         | NA                   | 3.9%                           |
| <b>Subtotals</b>                                | <b>\$ 469,205,000</b>     | <b>\$102,022,600</b> | <b>21.7%</b>         | <b>17.5%</b>                   |
| <b>SOFT COSTS</b>                               |                           |                      |                      |                                |
| Tests, Inspections and Surveys                  | \$ 10,867,000             | \$2,173,400          | 20.0%                | 0.4%                           |
| DBA/ Construction Staff and General Conditions  | \$ 90,074,000             | \$0                  | 0.0%                 | 0.0%                           |
| Building Permits and Approvals                  | \$ 4,455,000              | \$0                  | 0.0%                 | 0.0%                           |
| Public Information and Coordination             | \$ 1,848,000              | \$924,000            | 50.0%                | 0.2%                           |
| Insurance (Design and Construction Phase)       | \$ 7,873,000              | \$0                  | 0.0%                 | 0.0%                           |
| <b>Totals</b>                                   | <b>\$ 584,322,000</b>     | <b>\$105,120,000</b> |                      | <b>18.0%</b>                   |

**APPENDIX 8-B**  
**KEY PERSONNEL CRITERIA**

(See attached.)

## **APPENDIX 8-B**

### **KEY PERSONNEL CRITERIA**

Key Personnel hold positions of significant responsibility, requiring effective management, team leadership, and interpersonal communication skills sets, along with fluency in English public speaking and technical writing abilities. Criteria for the Key Personnel are set forth below.

#### **(a) Project Executive**

The Project Executive shall be an individual who: (a) has the authority to make binding decisions on behalf of Developer (through a single point of accountability) and who has overall responsibility for ensuring that the Project is delivered in accordance with the terms and conditions of the Contract Documents; and (b) has at least an aggregate of fifteen (15) years of experience in a senior management role with a developer on at least one airport project in the operations phase.

#### **(b) Construction Manager**

The Construction Manager shall be an individual who: (a) is employed by Developer or Lead Contractor; (b) is responsible for managing and coordinating the D&C Work, who works exclusively and full-time on the Project beginning on the Developer Execution Date through Project Substantial Completion; (c) has at least fifteen (15) years of experience in a senior position within an organization with responsibility for design and construction on airport and interior renovation projects of comparable complexity to the Project; (d) has a Bachelor of Science degree in engineering, architecture, construction management, or related field; and (e) has experience with contract administration, scheduling, key performance reporting, cost control, quality, safety, and risk management.

#### **(c) Project Manager (Project Operating Period)**

The Project Manager (Project Operating Period) shall be an individual who: (a) has authority to make binding decisions on behalf of Developer during the Project Operating Period and who is responsible for managing and coordinating the Commercial activities; (b) has at least five (5) years of experience in a senior position within an organization with responsibility for commercial management on at least one airport or facility of comparable complexity; (c) has a college degree and experience with vendor management, and retail operations.

#### **(d) Lead Project Architect of Record**

The Lead Project Architect of Record shall be an individual who: (a) is retained as the Architect Of Record (AOR) for the Project to manage and oversee all Design Work from NTP1 through Project Final Acceptance; (b) has experience as a senior project architect

on at least two aviation projects of similar complexity as the Project, each of which shall have had a construction value of at least \$200 million; (c) has a minimum of fifteen (15) years of architectural experience on projects of similar size and complexity; (d) is a licensed architect by the State of Colorado State Board of Licensure for Architects; and (e) is a LEED accredited professional or similar certification.

**(e) Lead Project Structural Engineer of Record**

The Lead Project Structural Engineer of Record shall be an individual who: (a) is retained as Engineer of Record (EOR) for the Project to manage all Design Work related to structural engineering from NTP1 through Project Final Acceptance; (b) has experience as EOR on facilities of similar complexity as the Project; (c) is a structural engineer licensed by the State of Colorado Board of Licensure for Professional Engineers; and (d) has a minimum of fifteen (15) years of structural engineering experience on projects of similar complexity as the Project.

**(f) Lead Project Mechanical Engineer of Record**

The Lead Project Mechanical Engineer of Record shall be an individual who: (a) is retained to manage all Design Work related to mechanical engineering; (b) has experience in designing facilities of similar complexity as the Project; (c) is a mechanical engineer licensed by the State of Colorado Board of Licensure for Professional Engineers; (d) has at least ten (10) years of experience on projects of similar complexity; and (e) is a LEED accredited professional.

**(g) Department of Building Liaison**

The Department of Building Liaison shall be an individual who: (a) serves as a single point of contact between applicable Governmental Entities, Developer and the Owner in connection with obtaining and maintaining Governmental Approvals required for the Project; (b) has direct experience in obtaining similar types of Governmental Approvals for projects of similar complexity; (c) has a minimum of five (5) years of experience working with United States municipal building department authorities having jurisdiction for commercial and aviation projects; (d) must have Bachelor of Science degree in engineering, architecture or construction science; and (e) has a working knowledge of and experience in the implementation of required accessibility features in large public venues.

**(h) Quality Manager**

The Quality Manager shall be an individual who: (a) is responsible for managing all quality-related activities in accordance with the Technical Requirements and the Quality Management Plan; (b) shall be independent from duties associated with the execution and production of the Work; (c) shall work full-time and exclusively on the Project until Project Substantial Completion; (d) has at least five (5) years of quality management experience on large capital projects including at least three (3) years as quality assurance/quality control manager in aviation and/or commercial interior construction;

and (e) has a Bachelor of Science degree in engineering, architecture or construction management or related field.

The roles of Quality Manager and Construction Quality Manager may be held by the same person if all qualifications are met.

**(i) Design Quality Manager**

The Design Quality Manager shall be an individual who: (a) is responsible for all quality-related design activities in accordance with the Technical Requirements and the Quality Management Plan and has no other responsibilities in connection with the Project; (b) shall be independent from duties associated with the execution and production of the Work; (c) shall work full-time and exclusively on the Project until Project Substantial Completion; (d) has experience managing the design quality of large projects of similar complexity as the Project, including schematic design phase, detailed design phase, construction documents, permit drawings, and issue for construction design packages for review by United States Municipalities; and (e) has a Bachelor of Science degree in engineering, architecture, or construction management.

**(j) Construction Quality Manager**

The Construction Quality Manager shall be an individual who: (a) is responsible for managing the Quality Control for all Construction Work in accordance with the Technical Requirements and the Quality Management Plan; (b) shall be independent from duties associated with the execution and production of the Work; (c) shall work full-time and exclusively on the Project until Project Substantial Completion; (d) has experience managing construction quality of at least two (2) construction projects of similar size and complexity as the Project; (e) has experience with development and implementation of testing and inspection plans; (f) has a Bachelor of Science degree in engineering or construction management; and (g) has a minimum of five (5) years of quality management experience on a project of similar complexity as Project.

The roles of Quality Manager and Construction Quality Manager may be held by the same person if all qualifications are met.



**APPENDIX 8-C**  
**PREVAILING WAGE RATE SCHEDULE**

(See attached.)



Office of Human Resources

Denver's Human Resource Agency

201 W. Colfax, Department 412 Denver, CO 80202 p:  
720.913.5751 f: 720.913.5720  
www.denvergov.org/humanresources

TO: All Users of the City of Denver Prevailing Wage Schedules  
FROM: Susan Keller, Human Resources Technician II  
DATE: Monday, June 12, 2017  
SUBJECT: Latest Change to Prevailing Wage Schedules

Please be advised, prevailing wage rates for some building, heavy, and highway construction trades have not been updated by the United States Department of Labor (DOL) since March 1, 2002. The Career Service Board, in their meeting held on April 21, 2011, approved the use of the attached supplemental wage rates until prevailing wage rates for these classifications of work are again published by the United States Department of Labor.

The attached Prevailing Wage Schedule is effective as of **Friday, June 9, 2017** and applies to the City and County of Denver for **BUILDING CONSTRUCTION PROJECTS** (does not include residential construction consisting of single family homes and apartments up to and including 4 stories) in accordance with the Denver Revised Municipal Code, Section 2076(c).

General Wage Decision No. CO170030  
Superseded General Decision No. CO20160030  
Modification No. 9  
Publication Date: 6/9/17  
(4 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 (DOL). The employer and the individual apprentice must be registered in a program, which has received prior approval, by the DOL. 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.

For questions call (720) 913-5726.

Attachments as listed above.



General Decision Number: CO170030 06/09/2017 CO30 Superseded

General Decision Number: CO20160030 State: Colorado

Construction Type: Building

County: Denver County in Colorado.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional

information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

|   |            |
|---|------------|
| 0 | 01/06/2017 |
| 1 | 01/13/2017 |
| 2 | 01/27/2017 |
| 3 | 02/03/2017 |
| 4 | 04/07/2017 |
| 5 | 04/21/2017 |
| 6 | 05/19/2017 |
| 7 | 05/26/2017 |
| 8 | 06/02/2017 |
| 9 | 06/09/2017 |

ASBE0028-002 07/01/2016

|                                                                                                                | Rates    | Fringes |
|----------------------------------------------------------------------------------------------------------------|----------|---------|
| ASBESTOS WORKER/HEAT & FROST INSULATOR -<br>MECHANICAL (Duct, Pipe & Mechanical<br>System<br>Insulation) ..... | \$ 29.73 | 13.93   |

CARP0055-002 11/01/2016

|                                           | Rates    | Fringes |
|-------------------------------------------|----------|---------|
| CARPENTER (Drywall Hanging<br>Only) ..... | \$ 26.25 | 8.64    |

CARP1607-001 06/01/2016

|                  | Rates    | Fringes |
|------------------|----------|---------|
| MILLWRIGHT ..... | \$ 31.38 | 12.70   |

ELEC0068-012 06/01/2017

|                                                    | Rates    | Fringes |
|----------------------------------------------------|----------|---------|
| ELECTRICIAN (Includes Low<br>Voltage Wiring) ..... | \$ 34.70 | 14.97   |

ELEV0025-001 01/01/2017

|                         | Rates    | Fringes |
|-------------------------|----------|---------|
| ELEVATOR MECHANIC ..... | \$ 42.35 | 31.58   |

FOOTNOTE:

a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.

b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

\* ENGI0009-017 05/01/2017

|                                     | Rates    | Fringes |
|-------------------------------------|----------|---------|
| POWER EQUIPMENT OPERATOR<br>(Crane) |          |         |
| 141 tons and over ....              | \$ 29.82 | 10.10   |
| 50 tons and under ....              | \$ 27.75 | 10.10   |
| 51 to 90 tons .....                 | \$ 27.92 | 10.10   |
| 91 to 140 tons .....                | \$ 28.55 | 10.10   |

IRON0024-009 05/01/2017

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| IRONWORKER, ORNAMENTAL ..... | \$ 26.30 | 12.25   |
| IRON0024-010 05/01/2017      |          |         |

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| IRONWORKER, STRUCTURAL ..... | \$ 26.30 | 12.25   |
| PAIN0079-006 08/01/2016      |          |         |

|                                                                                  | Rates    | Fringes |
|----------------------------------------------------------------------------------|----------|---------|
| PAINTER (Brush, Roller and Spray;<br>Excludes Drywall<br>Finishing/Taping) ..... | \$ 20.00 | 7.91    |
| PAIN0079-007 08/01/2016                                                          |          |         |

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| DRYWALL FINISHER/TAPER ..... | \$ 21.05 | 7.91    |
| PAIN0419-001 07/01/2016      |          |         |

|                                              | Rates    | Fringes |
|----------------------------------------------|----------|---------|
| SOFT FLOOR LAYER (Vinyl and<br>Carpet) ..... | \$ 20.00 | 10.83   |
| PAIN0930-002 07/01/2016                      |          |         |

|                         | Rates    | Fringes |
|-------------------------|----------|---------|
| GLAZIER .....           | \$ 31.02 | 8.62    |
| PLUM0003-009 06/01/2017 |          |         |

|                                                                   | Rates    | Fringes |
|-------------------------------------------------------------------|----------|---------|
| PLUMBER (Excludes HVAC Duct,<br>Pipe and Unit Installation) ..... | \$ 34.53 | 16.44   |
| PLUM0208-008 06/01/2016                                           |          |         |

|                                                                                                    | Rates    | Fringes |
|----------------------------------------------------------------------------------------------------|----------|---------|
| PIPEFITTER (Includes HVAC Pipe and Unit<br>Installation; Excludes HVAC Duct<br>Installation) ..... | \$ 32.90 | 16.62   |
| SFCO0669-002 04/01/2017                                                                            |          |         |

|                                             | Rates    | Fringes |
|---------------------------------------------|----------|---------|
| SPRINKLER FITTER (Fire<br>Sprinklers) ..... | \$ 36.73 | 20.47   |
| SHEE0009-004 07/01/2016                     |          |         |

|                                                                                                               | Rates    | Fringes |
|---------------------------------------------------------------------------------------------------------------|----------|---------|
| SHEET METAL WORKER (Includes HVAC Duct<br>Installation;<br>Excludes HVAC Pipe and Unit<br>Installation) ..... | \$ 32.56 | 15.96   |
| SUCO2013-006 07/31/2015                                                                                       |          |         |

|                  | Rates    | Fringes |
|------------------|----------|---------|
| BRICKLAYER ..... | \$ 21.96 | 0.00    |

|                                                                                                                        |          |      |
|------------------------------------------------------------------------------------------------------------------------|----------|------|
| CARPENTER (Acoustical Ceiling<br>Installation Only) .....                                                              | \$ 22.40 | 4.85 |
| CARPENTER (Metal Stud<br>Installation Only) .....                                                                      | \$ 17.68 | 0.00 |
| CARPENTER, Excludes Acoustical<br>Ceiling<br><br>Installation, Drywall Hanging, and<br>Metal Stud<br>Installation..... | \$ 21.09 | 6.31 |
| CEMENT MASON/CONCRETE FINISHER ..                                                                                      | \$ 20.09 | 7.03 |
| LABORER: Common or General.....                                                                                        | \$ 14.49 | 5.22 |
| LABORER: Mason Tender - Brick..                                                                                        | \$ 15.99 | 0.00 |
| LABORER: Mason Tender -<br>Cement/Concrete .....                                                                       | \$ 16.00 | 0.00 |
| LABORER: Pipelayer.....                                                                                                | \$ 16.96 | 3.68 |
| OPERATOR:<br>Backhoe/Excavator/Trackhoe ..                                                                             | \$ 20.78 | 5.78 |
| OPERATOR: Bobcat/Skid<br>Steer/Skid Loader .....                                                                       | \$ 19.10 | 3.89 |
| OPERATOR: Grader/Blade .....                                                                                           | \$ 21.50 | 0.00 |
| ROOFER .....                                                                                                           | \$ 16.56 | 0.00 |
| TRUCK DRIVER: Dump Truck....                                                                                           | \$ 17.34 | 0.00 |
| WATERPROOFER .....                                                                                                     | \$ 12.71 | 0.00 |

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

**Office of Human Resources**  
**Supplemental rates**  
**(Specific to the Denver projects)**  
**Supp #101, Date: 11-28-2016**

| Classification                                  |                                  | Base    | Fringe  |
|-------------------------------------------------|----------------------------------|---------|---------|
| Boilermakers                                    |                                  | \$30.97 | \$21.45 |
| Iron Worker, Reinforcing                        |                                  | \$18.49 | \$3.87  |
| Journeyman Tile Setter                          |                                  | \$26.83 | \$8.48  |
| Laborers: Concrete Saw                          |                                  | \$13.89 | -       |
| Paper Hanger                                    |                                  | \$20.15 | \$6.91  |
| Plasters                                        |                                  | \$24.60 | \$12.11 |
| Plaster Tenders                                 |                                  | \$10.79 | -       |
| Power Equipment Operators<br>(Concrete Mixers): |                                  |         |         |
|                                                 | Less than 1 yd                   | \$23.67 | \$10.67 |
|                                                 | 1 yd and over                    | \$23.82 | \$10.68 |
| Power Equipment Operators:                      |                                  |         |         |
|                                                 | Loader up to and incl 6<br>cu yd | \$23.67 | \$10.67 |
|                                                 | Motor Grader                     | \$23.97 | \$10.70 |
|                                                 | Roller                           | \$23.67 | \$10.67 |
|                                                 | Drillers                         | \$23.97 | \$10.70 |
|                                                 | Loaders over 6 cu yd             | \$23.82 | \$10.68 |
|                                                 | Oilers                           | \$22.97 | \$10.70 |
|                                                 | Mechanic                         | \$18.48 |         |
|                                                 |                                  |         |         |



|                                          |         |         |         |
|------------------------------------------|---------|---------|---------|
| Tile Finisher-Floor Grinder-Base Grinder |         | \$20.87 | \$8.42  |
| Truck Drivers                            | Flatbed | \$19.14 | \$10.07 |
|                                          | Semi    | \$19.48 | \$10.11 |

- Caulkers—Receive rate prescribed for craft performing operation to which caulking is incidental .i.e. glazier, painter, brick layer, cement mason.
- Use the “Carpenters, Excludes Acoustical Ceiling Installation, Drywall Hanging, and Metal Stud Installation” rates published by the Federal Davis-Bacon rates for batt insulation, pre-stress concrete and tilt up concrete walls.
- Use the “Laborer—Common”, for General Housekeeping, Demolition, Final Cleanup and Indoor Fence Installer.
- Trade classification workers cannot be classified as common laborers for performing incidental cleanup from the installation of their craft. Common Laborers perform final cleanup of the entire jobsite.
- Go to [www.denvergov.org/Auditor](http://www.denvergov.org/Auditor) to view the Prevailing Wage Clarification Document.
- See Denver City Auditor’s Office Prevailing Wage Clarification of Determinations for a list of complete classification used at [Denvergov.org/Auditor](http://Denvergov.org/Auditor).



Office of Human Resources

Denver's Human Resource Agency

201 W. Colfax, Department 412 Denver, CO 80202 p:

720.913.5751 f: 720.913.5720

[www.denvergov.org/humanresources](http://www.denvergov.org/humanresources)

TO: All Users of the City of Denver Prevailing Wage Schedules  
FROM: Susan Keller, Human Resources Technician  
DATE: Monday, June 12, 2017  
SUBJECT: Latest Change to Prevailing Wage Schedules

Please be advised, prevailing wage rates for some building, heavy, and highway construction trades have not been updated by the United States Department of Labor (DOL) since March 1, 2002. The Career Service Board, in their meeting held on April 21, 2011, approved the use of the attached supplemental wage rates until prevailing wage rates for these classifications of work are again published by the United States Department of Labor in accordance with the Davis-Bacon Act.

The effective date for this publication will be **Friday, June 9, 2017** and applies to the City

and County of Denver for **HEAVY CONSTRUCTION PROJECTS** in accordance with the Denver Revised Municipal Code, Section 20-76(c).

General Wage Decision No. CO170012  
Superseded General Decision No. CO20160012  
Modification No. 7  
Publication Date: 6/9/17  
(8 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 (DOL). The employer and the individual apprentice must be registered in a program, which has received prior approval, by the DOL. 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.

For questions please call (720) 913-5726.

Attachments as listed above.



General Decision Number: CO170012 06/09/2017 CO12 Superseded

General Decision Number: CO20160012 State: Colorado

Construction Type: Heavy

Counties: Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, El Paso, Jefferson, Larimer, Mesa, Pueblo and Weld Counties in Colorado.

HEAVY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional

information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

| Modification Number | Publication Date |
|---------------------|------------------|
| 0                   | 01/06/2017       |
| 1                   | 01/20/2017       |
| 2                   | 02/03/2017       |
| 3                   | 04/07/2017       |
| 4                   | 05/19/2017       |
| 5                   | 05/26/2017       |
| 6                   | 06/02/2017       |
| 7                   | 06/09/2017       |

ASBE0028-001 07/01/2016

|                                                                                                                                                                 | Rates    | Fringes |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|
| Asbestos Workers/Insulator (Includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems) | \$ 29.73 | 13.93   |

BRCO0007-004 01/01/2017

ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS AND JEFFERSON  
COUNTIES

|                 | Rates    | Fringes |
|-----------------|----------|---------|
| BRICKLAYER..... | \$ 26.62 | 7.99    |

BRCO0007-006 05/01/2017

EL PASO AND PUEBLO COUNTIES

|                 | Rates    | Fringes |
|-----------------|----------|---------|
| BRICKLAYER..... | \$ 25.32 | 9.90    |

ELEC0012-004 09/01/2016

PUEBLO COUNTY

|                           | Rates    | Fringes  |
|---------------------------|----------|----------|
| ELECTRICIAN               |          |          |
| Electrical contract over  |          |          |
| \$1,000,000.....          | \$ 28.00 | 11.00+3% |
| Electrical contract under |          |          |
| \$1,000,000.....          | \$ 24.85 | 11.00+3% |

ELEC0068-001 06/01/2017

ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON,  
LARIMER, AND WELD COUNTIES

|                   | Rates    | Fringes |
|-------------------|----------|---------|
| ELECTRICIAN ..... | \$ 34.70 | 14.97   |

\* ELEC0111-001 01/01/2017

|                              | Rates    | Fringes       |
|------------------------------|----------|---------------|
| Line Construction:           |          |               |
| Groundman.....               | \$ 24.87 | 22.25%+\$5.75 |
| Line Equipment Operator..... | \$ 30.36 | 22.25%+\$5.75 |

Lineman and Welder..... \$ 43.51 25.25%+\$5.75

ELEC0113-002 06/01/2017

EL PASO COUNTY

|                   | Rates    | Fringes |
|-------------------|----------|---------|
| ELECTRICIAN ..... | \$ 31.00 | 15.38   |

ELEC0969-002 06/01/2015

MESA COUNTY

|                   | Rates    | Fringes |
|-------------------|----------|---------|
| ELECTRICIAN ..... | \$ 24.00 | 7.92    |

\* ENGI0009-001 05/01/2017

|                                                                                             | Rates    | Fringes |
|---------------------------------------------------------------------------------------------|----------|---------|
| Power equipment operators:                                                                  |          |         |
| Blade: Finish.....                                                                          | \$ 27.92 | 10.10   |
| Blade: Rough.....                                                                           | \$ 27.60 | 10.10   |
| Bulldozer.....                                                                              | \$ 27.60 | 10.10   |
| Cranes: 50 tons and under...                                                                | \$ 27.75 | 10.10   |
| Cranes: 51 to 90 tons.....                                                                  | \$ 27.92 | 10.10   |
| Cranes: 91 to 140 tons... \$                                                                | 28.55    | 10.10   |
| Cranes: 141 tons and over...\$                                                              | 29.82    | 10.10   |
| Forklift .....                                                                              | \$ 27.22 | 10.10   |
| Mechanic .....                                                                              | \$ 28.08 | 10.10   |
| Oiler .....                                                                                 | \$ 26.84 | 10.10   |
| Scraper: Single bowl<br>under 40 cubic yards..... \$                                        | 27.75    | 10.10   |
| Scraper: Single bowl,<br>including pups 40 cubic<br>yards and over and tandem<br>bowls..... | \$ 27.92 | 10.10   |

Trackhoe ..... \$ 27.75 10.10

IRON0024-003 05/01/2017

Rates Fringes

Ironworkers: \$ 26.30 21.45  
Structural

LABO0086-001 05/01/2009

Rates Fringes

Laborers:  
Pipelayer.....\$ 18.68 6.78

PLUM0003-005 06/01/2017

ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON,  
LARIMER AND WELD COUNTIES

Rates Fringes

PLUMBER ..... \$ 39.08 16.44

PLUM0058-002 07/01/2016

EL PASO COUNTY

Rates Fringes

Plumbers and Pipefitters ..... \$ 35.60 13.65

PLUM0058-008 07/01/2016

PUEBLO COUNTY

Rates Fringes

Plumbers and Pipefitters ..... \$ 35.60 13.65

PLUM0145-002 07/01/2016

MESA COUNTY

|                                | Rates    | Fringes |
|--------------------------------|----------|---------|
| Plumbers and Pipefitters ..... | \$ 35.17 | 11.70   |
| PLUM0208-004 06/01/2016        |          |         |

ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON,  
LARIMER AND WELD COUNTIES

|                         | Rates    | Fringes |
|-------------------------|----------|---------|
| PIPEFITTER .....        | \$ 37.10 | 16.62   |
| SHEE0009-002 07/01/2016 |          |         |

|                          | Rates    | Fringes |
|--------------------------|----------|---------|
| Sheet metal worker ..... | \$ 32.56 | 15.96   |
| TEAM0455-002 07/01/2016  |          |         |

|                             | Rates    | Fringes |
|-----------------------------|----------|---------|
| Truck drivers:              |          |         |
| Pickup .....                | \$ 20.16 | 4.02    |
| Tandem/Semi and Water ..... | \$ 20.79 | 4.02    |
| SUCO2001-006 12/20/2001     |          |         |

|                   | Rates    | Fringes |
|-------------------|----------|---------|
| BOILERMAKER ..... | \$ 17.60 |         |

| Carpenters:                 |          |      |
|-----------------------------|----------|------|
| Form Building and Setting.. | \$ 16.97 | 2.74 |
| All Other Work .....        | \$ 15.14 | 3.37 |

|                                   |          |      |
|-----------------------------------|----------|------|
| Cement Mason/Concrete Finisher... | \$ 17.31 | 2.85 |
| IRONWORKER, REINFORCING .....     | \$ 18.83 | 3.90 |

| Laborers:    |          |      |
|--------------|----------|------|
| Common ..... | \$ 11.22 | 2.92 |

|                            |          |      |
|----------------------------|----------|------|
| Flagger .....              | \$ 8.91  | 3.80 |
| Landscape .....            | \$ 12.56 | 3.21 |
| Painters:                  |          |      |
| Brush, Roller & Spray ...  | \$ 15.81 | 3.26 |
| Power equipment operators: |          |      |
| Backhoe .....              | \$ 16.36 | 2.48 |
| Front End Loader .....     | \$ 17.24 | 3.23 |
| Skid Loader .....          | \$ 15.37 | 4.41 |

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.



**Office of Human Resources**  
**Supplemental rates**  
**(Specific to the Denver Projects)**  
**(Supp #74, Date: 02-03-2012)**

| <b>Classification</b>                                                                |                                  | <b>Base</b> | <b>Fringe</b> |
|--------------------------------------------------------------------------------------|----------------------------------|-------------|---------------|
| Ironworkers (Ornamental)                                                             |                                  | \$24.80     | \$10.03       |
|                                                                                      |                                  |             |               |
| Laborers: Janitors/Yardmen                                                           |                                  | \$17.68     | \$8.22        |
| Laborers:                                                                            |                                  |             |               |
|                                                                                      | GROUP 1                          | \$18.18     | \$8.27        |
|                                                                                      | GROUP 2                          | \$21.59     | \$8.61        |
| Laborers: (Tunnel)                                                                   |                                  |             |               |
|                                                                                      | GROUP 1                          | \$18.53     | \$8.30        |
|                                                                                      | GROUP 2                          | \$18.63     | \$8.31        |
|                                                                                      | GROUP 3                          | \$19.73     | \$8.42        |
|                                                                                      | GROUP 4                          | \$21.59     | \$8.61        |
|                                                                                      | GROUP 5                          | \$19.68     | \$8.42        |
| Laborers (Removal of Asbestos)                                                       |                                  | \$21.03     | \$8.55        |
| Line Construction:                                                                   |                                  |             |               |
|                                                                                      | Lineman, Gas Fitter/Welder       | \$36.88     | \$9.55        |
|                                                                                      | Line Eq Operator/Line Truck Crew | \$25.74     | \$8.09        |
| Millwrights                                                                          |                                  | \$28.00     | \$10.00       |
| Power Equipment Operators<br>(Tunnels Above and Below<br>Ground, shafts and raises): |                                  |             |               |
|                                                                                      | GROUP 1                          | \$25.12     | \$10.81       |

|                            |         |         |         |
|----------------------------|---------|---------|---------|
|                            | GROUP 2 | \$25.47 | \$10.85 |
|                            | GROUP 3 | \$25.57 | \$10.86 |
|                            | GROUP 4 | \$25.82 | \$10.88 |
|                            | GROUP 5 | \$25.97 | \$10.90 |
|                            | GROUP 6 | \$26.12 | \$10.91 |
|                            | GROUP 7 | \$26.37 | \$10.94 |
| Power Equipment Operators: |         |         |         |
|                            | GROUP 1 | \$22.97 | \$10.60 |
|                            | GROUP 2 | \$23.32 | \$10.63 |
|                            | GROUP 3 | \$23.67 | \$10.67 |
|                            | GROUP 4 | \$23.82 | \$10.68 |
|                            | GROUP 5 | \$23.97 | \$10.70 |
|                            | GROUP 6 | \$24.12 | \$10.71 |
|                            | GROUP 7 | \$24.88 | \$10.79 |
| Truck Drivers:             |         |         |         |
|                            | GROUP 1 | \$18.42 | \$10.00 |
|                            | GROUP 2 | \$19.14 | \$10.07 |
|                            | GROUP 3 | \$19.48 | \$10.11 |
|                            | GROUP 4 | \$20.01 | \$10.16 |
|                            | GROUP 5 | \$20.66 | \$10.23 |
|                            | GROUP 6 | \$21.46 | \$10.31 |

## POWER EQUIPMENT OPERATOR CLASSIFICATIONS

### (TUNNELS ABOVE AND BELOW GROUND, SHAFTS, AND RAISES):

GROUP 1 - Brakeman

GROUP 2 - Motorman

GROUP 3 - Compressor

GROUP 4 - Air Tractors; Grout Machine; Gunnite Machine; Jumbo Form

GROUP 5 - Concrete Placement Pumps; Mucking Machines and Front End Loaders, Underground,

Slusher; Mine Hoist Operator; Mechanic

GROUP 6 - Mechanic Welder

GROUP 7 - Mole

*NOTE: Any equipment listed below being used in tunnel work, below or above ground shall be paid not less than \$2.00 per hour above the listed wage rates.*

### POWER EQUIPMENT OPERATOR CLASSIFICATIONS:

GROUP 1 - Air compressor, brakeman, drill operator - smaller than Watson 2500 and similar, operators of 5 or more light plants, welding machines, generators, single unit conveyor, pumps, vacuum well point system, tractor, under 70 hp with or without attachments compressors, 360 C.F.M. or less.

GROUP 2 - Conveyor, handling **building** materials, ditch witch and similar trenching machine, haulage motor man, pugmill, portable screening plant with or without a spray bar, screening plants, with classifier.

GROUP 3 - Asphalt screed, asphalt plant, backfiller, bituminous spreader or laydown machine; cableway signalman, caisson drill, William MF, similar or larger; C.M.I. and similar, concrete batching plants, concrete finish machine, concrete gang saw on concrete paving, concrete mixer, less than 1 yd., concrete placement pumps, under 8 inches, distributors, bituminous surfaces dozer, drill, diamond or core, drill rigs, rotary, churn, or cable tool, elevating graders, elevator operator, equipment, lubricating and service engineer, grout machine, gunnite machine, hoist, 1 drum, horizontal directional drill operator, sandblasting machine, single unit portable crusher, with or without washer, tie tamper, wheel mounted, tractor, 70 hp and over with or without attachments, trenching machine operator, winch on truck.

GROUP 4 - Cable operated power shovels, draglines, articulated truck operator, clamshells, and backhoes, 5 cubic yards and under, concrete mixer over 1 cubic yard, concrete paver 34E or similar, concrete placement pumps, 8 inches and over, grade checker, hoist, 2 drums, hydraulic backhoe, 3/4 yds and over, loader, over 6 cubic yards, mechanic, mixer mobile, multiple unit portable crusher, with or without washer; pile driver, tractor with side boom, roto- mill and similar, welder.

GROUP 5 - Cable operated power shovels, draglines, clamshells and backhoes over 5 cubic yards, caisson drill Watson 2500 similar or larger, hoist 3 drum or more, mechanic – welder (heavy-duty).

GROUP 6 - Cableway, derrick, quad nine push unit, wheel excavator, belt or elevating loader

GROUP 7 - tower cranes all types

### LABORER CLASSIFICATIONS:

GROUP 1 –Erosion Control, Dowel Bars; Fence Erectors; Gabion Basket and Reno mattresses; Signaling, Metal Mesh; Stake Caser; Traffic Control Devices; Tie Bars and Chairs in Concrete; Paving; Waterproofing Concrete; Air, Gas, Hydraulic Tools and Electrical Tool Operators; Barco Hammers; Cutting Torches; drill; diamond and core drills; Core, diamond, air track including but not limited to; Joy, Mustang, PR-143, 220 Gardner-**Denver**, Hydrosonic, and water blaster operator; Chuck Tender; Electric hammers; Jackhammers; Hydraulic Jacks; Tampers; Air Tampers; Automatic Concrete Power Curbing Machines; Concrete Processing Material; Concrete Tender; Operators of concrete saws on pavement (other than gangsaws); Power operated Concrete Buggies; Hot Asphalt Labor; Asphalt Curb Machines; Paving Breakers; Transverse Concrete Conveyor Operator; Cofferdams; Boxtenders; Caisson 8' to 12'; Caisson Over 12'; Jackhammer Operators in Caissons over 12'; Labor applicable to Pipe coating or Wrapping; Pipe Wrappers, Plant and Yard; Relining Pipe; Hydroliner (a plastic may be used to waterproof); Pipelayer on Underground Bores; Sewer, Water, Gas, Oil Conduit; Enamalers on Pipe, inside and out, Mechanical Grouters; Monitors; Jeep Holiday Detector Men; Pump Operators; Rakers; Vibrators; Hydro- broom, Mixer Man; Gunnite Nozzelmen; Shotcrete Operator; and chain saws, gas and electric; Sand Blaster; Licensed Powdermen; Powdermen and Blaster; Siphons; Signalmen; Dumpman/spotter; Grade Checker.

GROUP 2 - Plug and galleys in dams; Scalers; any work on or off Bridges 40' above the ground performed by Laborers working from a Bos'n Chair, Swing Stage, Life Belt, or Block and Tackle as a safety requirement.

### TUNNEL LABORER CLASSIFICATIONS:

GROUP 1 - Outside Laborer - Above ground

GROUP 2 - Minimum Tunnel Laborer, Dry Houseman

GROUP 3 - Cable or Hose Tenders, Chuck Tenders, Concrete Laborers, Dumpmen, Whirley Pump Operators

GROUP 4 - Tenders on Shotcrete, Gunning and Sand Blasting; Tenders, core and Diamond Drills; Pot Tenders

GROUP 5 - Collapsible Form Movers and Setters; Miners; Machine Men and Bit Grinders; Nippers; Powdermen and Blasters; Reinforcing Steel Setters; Timbermen (steel or wood tunnel support, including the placement of sheeting when required); and all Cutting and Welding that is incidental to the Miner's work; Tunnel Liner Plate Setters; Vibrator Men, Internal and External; Unloading, stopping and starting of Moran Agitator Cars; Diamond and Core Drill Operators; Shotcrete operator; Gunnite Nozzelmen; Sand Blaster; Pump Concrete Placement Men.

Laborers (Removal of Asbestos) Removal or encapsulation of Asbestos Material (including removal of asbestos from mechanical systems that are going to be scraped) and work involving the removal, handling, or dealing with toxic or hazardous waste.

## TRUCK DRIVER CLASSIFICATIONS:

GROUP 1 - Sweeper Truck, Flat Rack Single Axle and Manhaul, Shuttle Truck or Bus.

GROUP 2 - Dump Truck Driver to and including 6 cubic yards, Dump Truck Driver over 6 cubic yards to and including 14 cubic yards, Straddle Truck Driver, Liquid and Bulk Tankers Single Axle, Euclid Electric or Similar, Multipurpose Truck Specialty and Hoisting.

GROUP 3 - Truck Driver Snow Plow.

GROUP 4 - Cement Mixer Agitator Truck over 10 cubic yards to and including 15 cubic yards.

WELDERS: Receive rate prescribed for craft performing operation to which welding is incidental.



**Career Service Authority**

Denver's Human Resource Agency

201 W. Colfax, Department 412

Denver, CO 80202

TO: All Users of the City of Denver Prevailing Wage Schedules  
FROM: Susan Keller, Human Resources Technician  
DATE: Monday, June 12, 2017  
SUBJECT: Latest Change to Prevailing Wage Schedules

Please be advised, prevailing wage rates for some building, heavy, and highway construction trades have not been updated by the United States Department of Labor (DOL) since March 1, 2002. The Career Service Authority Board, in their meeting held on April 21, 2011, approved the use of the attached supplemental wage rates until prevailing wage rates for these classifications of work are again published by the United States Department of Labor in accordance with the Davis-Bacon Act.

The effective date for this publication is **Friday, June 9, 2017** and applies to the City and County of Denver for **HIGHWAY CONSTRUCTION PROJECTS** in accordance with the Denver Revised Municipal Code, Section 20-76(c).

General Wage Decision No. CO170019  
Superseded General Decision No. CO20160019  
Modification No. 2  
Publication Date: 6/9/17  
(8 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 (DOL). The employer and the individual apprentice must be registered in a program, which has received prior approval, by the DOL. 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.

For questions call (720) 913-5726.

Attachments as listed above.



General Decision Number: CO170019 06/09/2017 CO19 Superseded

General Decision Number: CO20160019 State: Colorado

Construction Type: Highway

Counties: Denver and Douglas Counties in Colorado. HIGHWAY

CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

| Modification Number | Publication Date |
|---------------------|------------------|
| 0                   | 01/06/2017       |
| 1                   | 01/27/2017       |
| 2                   | 06/09/2017       |

CARP9901-008 11/01/2016

|                                  | Rates    | Fringes |
|----------------------------------|----------|---------|
| CARPENTER (Form Work Only) ..... | \$ 25.50 | 7.47    |

ELEC0068-016 03/01/2011

|                             | Rates    | Fringes    |
|-----------------------------|----------|------------|
| TRAFFIC SIGNALIZATION:      |          |            |
| Traffic Signal Installation |          |            |
| Zone 1 .....                | \$ 26.42 | 4.75%+8.68 |
| Zone 2 .....                | \$ 29.42 | 4.75%+8.68 |

TRAFFIC SIGNAL INSTALLER ZONE DEFINITIONS

Zone 1 shall be a 35 mile radius, measured from the following

addresses in each of the following cities:

- Colorado Springs - Nevada & Bijou
- Denver - Ellsworth Avenue & Broadway
- Ft. Collins - Prospect & College
- Grand Junction - 12th & North Avenue
- Pueblo - I-25 & Highway 50

All work outside of these areas shall be paid Zone 2 rates.

\* ENGI0009-008 05/01/2017

|                                                                                                                                                                                                                                  | Rates    | Fringes |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|
| POWER EQUIPMENT OPERATOR: (3)-Hydraulic Backhoe (Wheel Mounted, under 3/4 yds), Hydraulic Backhoe (Backhoe/Loader combination), Drill Rig Caisson (smaller than Watson 2500 and similar), Loader (up to and including 6 cu. yd.) | \$ 27.60 | 9.15    |
| (3)-Loader (under 6 cu. yd.)                                                                                                                                                                                                     |          |         |
| Denver County.....                                                                                                                                                                                                               | \$ 27.60 | 9.15    |
| (3)-Motor Grader (blade-rough)                                                                                                                                                                                                   |          |         |
| Douglas County .....                                                                                                                                                                                                             | 27       | \$ 9.15 |
| (4)-Crane (50 tons and under), Scraper (single bowl, under 40 cu. yd)                                                                                                                                                            |          | .60     |
| (4)-Loader (over 6 cu. yd)                                                                                                                                                                                                       | 27       | \$ 9.15 |
| Denver County.....                                                                                                                                                                                                               | 27       | \$ .75  |
| (5)-Drill Rig Caisson (Watson 2500 similar or larger), Crane (51-90 tons), Scraper (40 cu.yd and over),                                                                                                                          | 27       | \$ 9.15 |
| (5)-Motor Grader (blade-finish)                                                                                                                                                                                                  |          | .92     |



|                           |          |      |
|---------------------------|----------|------|
| Douglas County.....       | \$ 27.92 | 9.15 |
| (6)-Crane (91-140 tons) . | \$ 28.55 | 9.15 |

SUCO2011-004 09/15/2011

|                                   | Rates    | Fringes |
|-----------------------------------|----------|---------|
| CARPENTER (Excludes Form Work)... | \$ 19.27 | 5.08    |
| CEMENT MASON/CONCRETE FINISHER    |          |         |
| Denver .....                      | \$ 20.18 | 5.75    |
| Douglas .....                     | \$ 18.75 | 3.00    |
| ELECTRICIAN (Excludes Traffic     |          |         |
| Signal Installation) .....        | \$ 35.13 | 6.83    |
| FENCE ERECTOR (Excludes           |          |         |
| Link/Cyclone Fence Erection) ..   | \$ 13.02 | 3.20    |
| GUARDRAIL INSTALLER.....          | \$ 12.89 | 3.20    |
| HIGHWAY/PARKING LOT               |          |         |
| STRIPING:Painter                  |          |         |
| Denver .....                      | \$ 12.62 | 3.21    |
| Douglas .....                     | \$ 13.89 | 3.21    |
| IRONWORKER, REINFORCING           |          |         |
| (Excludes Guardrail               |          |         |
| Installation) .....               | \$ 16.69 | 5.45    |
| IRONWORKER, STRUCTURAL            |          |         |
| (Includes Link/Cyclone Fence      |          |         |
| Erection, Excludes Guardrail      |          |         |
| Installation) .....               | \$ 18.22 | 6.01    |
| LABORER                           |          |         |
| Asphalt Raker.....                | \$ 16.29 | 4.25    |
| Asphalt Shoveler.....             | \$ 21.21 | 4.25    |
| Asphalt Spreader.....             | \$ 18.58 | 4.65    |
| Common or General                 |          |         |

|                                                                        |          |      |
|------------------------------------------------------------------------|----------|------|
| Denver.....                                                            | \$ 16.76 | 6.77 |
| Douglas.....                                                           | \$ 16.29 | 4.25 |
| Concrete Saw (Hand Held) ....                                          | \$ 16.29 | 6.14 |
| Landscape and Irrigation....                                           | \$ 12.26 | 3.16 |
| Mason Tender-Cement/Concrete                                           |          |      |
| Denver.....                                                            | \$ 16.96 | 4.04 |
| Douglas.....                                                           | \$ 16.29 | 4.25 |
| Pipelayer                                                              |          |      |
| Denver.....                                                            | \$ 13.55 | 2.41 |
| Douglas.....                                                           | \$ 16.30 | 2.18 |
| Traffic Control (Flagger) ....                                         | \$ 9.55  | 3.05 |
| Traffic Control (Sets Up/Moves Barrels,<br>Cones, Install Signs, Arrow |          |      |
| Boards and Place                                                       |          |      |
| Stationary Flags) (Excludes                                            |          |      |
| Flaggers) .....                                                        | \$ 12.43 | 3.22 |
| PAINTER (Spray Only) .....                                             | \$ 16.99 | 2.87 |
| POWER EQUIPMENT OPERATOR:                                              |          |      |
| Asphalt Laydown                                                        |          |      |
| Denver .....                                                           | \$ 22.67 | 8.72 |
| Douglas .....                                                          | \$ 23.67 | 8.47 |
| Asphalt Paver                                                          |          |      |
| Denver .....                                                           | \$ 24.97 | 6.13 |
| Douglas .....                                                          | \$ 25.44 | 3.50 |
| Asphalt Roller                                                         |          |      |
| Denver .....                                                           | \$ 23.13 | 7.55 |
| Douglas .....                                                          | \$ 23.63 | 6.43 |
| Asphalt Spreader.....                                                  | \$ 22.67 | 8.72 |

|                             |          |      |
|-----------------------------|----------|------|
| Backhoe/Trackhoe            |          |      |
| Douglas.....                | \$ 23.82 | 6.00 |
| Bobcat/Skid Loader .....    | \$ 15.37 | 4.28 |
| Boom .....                  | \$ 22.67 | 8.72 |
| Broom/Sweeper               |          |      |
| Denver .....                | \$ 22.47 | 8.72 |
| Douglas .....               | \$ 22.96 | 8.22 |
| Bulldozer .....             | \$ 26.90 | 5.59 |
| Concrete Pump .....         | \$ 21.60 | 5.21 |
| Drill                       |          |      |
| Denver .....                | \$ 20.48 | 4.71 |
| Douglas .....               | \$ 20.71 | 2.66 |
| Forklift .....              | \$ 15.91 | 4.68 |
| Grader/Blade                |          |      |
| Denver.....                 | \$ 22.67 | 8.72 |
| Guardrail/Post Driver ..... | \$ 16.07 | 4.41 |
| Loader (Front End)          |          |      |
| Douglas.....                | \$ 21.67 | 8.22 |
| Mechanic                    |          |      |
| Denver .....                | \$ 22.89 | 8.72 |
| Douglas .....               | \$ 23.88 | 8.22 |

|                                                 |          |      |
|-------------------------------------------------|----------|------|
| Oiler                                           |          |      |
| Denver .....                                    | \$ 23.73 | 8.41 |
| Douglas .....                                   | \$ 24.90 | 7.67 |
| Roller/Compactor (Dirt and<br>Grade Compaction) |          |      |
| Denver .....                                    | \$ 20.30 | 5.51 |
| Douglas .....                                   | \$ 22.78 | 4.86 |
| Rotomill .....                                  | \$ 16.22 | 4.41 |
| Screed                                          |          |      |
| Denver .....                                    | \$ 22.67 | 8.38 |
| Douglas .....                                   | \$ 29.99 | 1.40 |
| Tractor .....                                   | \$ 13.13 | 2.95 |

TRAFFIC SIGNALIZATION:

Groundsman

|               |          |      |
|---------------|----------|------|
| Denver .....  | \$ 17.90 | 3.41 |
| Douglas ..... | \$ 18.67 | 7.17 |

TRUCK DRIVER

Distributor

|               |          |      |
|---------------|----------|------|
| Denver .....  | \$ 17.81 | 5.82 |
| Douglas ..... | \$ 16.98 | 5.27 |

Dump Truck

|               |          |      |
|---------------|----------|------|
| Denver .....  | \$ 15.27 | 5.27 |
| Douglas ..... | \$ 16.39 | 5.27 |

Lowboy Truck .....

Mechanic .....

Multi-Purpose Specialty &

|                              |          |      |
|------------------------------|----------|------|
| Hoisting Truck               |          |      |
| Denver .....                 | \$ 17.49 | 3.17 |
| Douglas .....                | \$ 20.05 | 2.88 |
| Pickup and Pilot Car         |          |      |
| Denver .....                 | \$ 14.24 | 3.77 |
| Douglas .....                | \$ 16.43 | 3.68 |
| Semi/Trailer Truck.....      | \$ 18.39 | 4.13 |
| Truck Mounted Attenuator.... | \$ 12.43 | 3.22 |
| Water Truck                  |          |      |
| Denver .....                 | \$ 26.27 | 5.27 |
| Douglas .....                | \$ 19.46 | 2.58 |

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

**Office of Human Resources  
Supplemental rates  
(Specific to the Denver Projects)  
Revised 4/11/2017)**

| Classification                                                                       |                                  | Base    | Fringe  |
|--------------------------------------------------------------------------------------|----------------------------------|---------|---------|
| Millwrights                                                                          |                                  | \$28.00 | \$10.00 |
| Line Construction:                                                                   |                                  |         |         |
|                                                                                      | Lineman, Gas Fitter/Welder       | \$36.88 | \$9.55  |
|                                                                                      | Line Eq Operator/Line Truck Crew | \$25.74 | \$8.09  |
|                                                                                      |                                  |         |         |
| Power Equipment Operators<br>(Tunnels Above and Below<br>Ground, shafts and raises): |                                  |         |         |
|                                                                                      | GROUP 1                          | \$25.12 | \$10.81 |
|                                                                                      | GROUP 2                          | \$25.47 | \$10.85 |
|                                                                                      | GROUP 3                          | \$25.57 | \$10.86 |
|                                                                                      | GROUP 4                          | \$25.82 | \$10.88 |
|                                                                                      | GROUP 5                          | \$25.97 | \$10.90 |
|                                                                                      | GROUP 6                          | \$26.12 | \$10.91 |
|                                                                                      | GROUP 7                          | \$26.37 | \$10.94 |
|                                                                                      |                                  |         |         |
| Power Equipment Operators:                                                           |                                  |         |         |
|                                                                                      | GROUP 1                          | \$22.97 | \$10.60 |
|                                                                                      | GROUP 2                          | \$23.32 | \$10.63 |
|                                                                                      | GROUP 3                          | \$23.67 | \$10.67 |
|                                                                                      | GROUP 4                          | \$23.82 | \$10.68 |
|                                                                                      | GROUP 5                          | \$23.97 | \$10.70 |

|                                |         |         |         |
|--------------------------------|---------|---------|---------|
|                                | GROUP 6 | \$24.12 | \$10.71 |
|                                | GROUP 7 | \$24.88 | \$10.79 |
|                                |         |         |         |
| Ironworkers (Ornamental)       |         | \$26.05 | \$12.00 |
| Laborers (Removal of Asbestos) |         | \$21.03 | \$8.55  |
| Plumbers                       |         | \$30.19 | \$13.55 |
| Pipefitters                    |         | \$30.45 | \$12.85 |
| Truck Drivers:                 |         |         |         |
|                                | GROUP 1 | \$18.42 | \$10.00 |
|                                | GROUP 2 | \$19.14 | \$10.07 |
|                                | GROUP 3 | \$19.48 | \$10.11 |
|                                | GROUP 4 | \$20.01 | \$10.16 |
|                                | GROUP 5 | \$20.66 | \$10.23 |
|                                | GROUP 6 | \$21.46 | \$10.31 |
|                                |         |         |         |

**POWER EQUIPMENT OPERATOR CLASSIFICATIONS**  
**(TUNNELS ABOVE AND BELOW GROUND, SHAFTS, AND RAISES):**

GROUP 1 - Brakeman

GROUP 2 - Motorman

GROUP 3 - Compressor

GROUP 4 - Air Tractors; Grout Machine; Gunnite Machine; Jumbo Form

GROUP 5 - Concrete Placement Pumps; Mucking Machines and Front End Loaders, Underground, Slusher; Mine Hoist Operator; Mechanic

GROUP 6 - Mechanic Welder

GROUP 7 - Mole

*NOTE: Any equipment listed below being used in tunnel work, below or above ground shall be paid not less than \$2.00 per hour above the listed wage rates.*

**POWER EQUIPMENT OPERATOR CLASSIFICATIONS:**

GROUP 1 - Air compressor, brakeman, drill operator -smaller than Watson 2500 and similar, operators of 5 or more light plants, welding machines, generators, single unit conveyor, pumps, vacuum well point system, tractor, under 70 hp with or without attachments compressors, 360 C.F.M. or less

GROUP 2 - Conveyor, handling building materials, ditch witch and similar trenching machine, forklift, haulage motor man, pugmill, portable screening plant with or without a spray bar, screening plants, with classifier, self-propelled roller, rubber-tires under 5 tons.

GROUP 3 - asphalt plant, backfiller; cableway signalman; C.M.I. and similar, concrete batching plants, concrete finish machine, concrete gang saw on concrete paving, concrete mixer, less than 1 yd., under 8 inches, distributors, bituminous surfaces dozer, drill, diamond or core, elevating graders, elevator operator, lubricating and service engineer, grout machine, gunnite machine, hoist, 1 drum, horizontal directional drill operator, hydraulic backhoes; road stabilization machine, sandblasting Machine, single unit portable crusher, with or without washer, Tie tamper, wheel mounted, trenching machine operator, winch on truck.

GROUP 4 - Cable operated power shovels, draglines, articulated truck operator, clamshells, 5 cubic yards and under, concrete mixer over 1 Cubic yard, concrete pavers 34E or similar, grade Checker, hoist, 2 drums, mechanic, mixer mobile, Portable crusher, with or without washer; tractor with sideboom, roto-M ill and similar, welder.

GROUP 5 - Cable operated power shovels, draglines, clamshells and Backhoes over 5 cubic yards, caisson drill Watson 2500 similar or larger, motor grader blade-finish, hoist 3 drum or more.



GROUP 6 - Cableway, derrick, quad nine push unit, wheel excavator, belt or elevating loader.

GROUP 7 - tower cranes all types.

### TRUCK DRIVER CLASSIFICATIONS:

GROUP 1 - Greasemen, Servicemen and Ambulance Drivers, Battery Men, Shuttle Truck or Bus, Flat Rack Tandem Axle

GROUP 2 - Fork Lift Driver, Straddle Truck Driver, Lumber Carrier, Liquid and Bulk Tankers Single Axle, Combination, Euclid Electric or Similar, Specialty and Hoisting, Truck Drivers Fuel Truck, Grease Truck, Combination Fuel and Grease.

GROUP 3 - Truck Driver Snow Plow, Truck Driver Dump or Type Jumbo and similar type equipment.

GROUP 4 - Cement Mixer Agitator Truck over 10 cubic yards to and including 15 cubic yards, Tire Man, Cab Operated Distributor Truck Driver.

GROUP 5 - Heavy Duty Diesel Mechanic, Body Man, Welders or Combination Men.

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.



**DENVER**  
THE MILE HIGH CITY

TO: All Users of the City of Denver Prevailing Wage Schedules

FROM: Susan Keller, OHR Compensation and Classification

DATE: June 20, 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 2076(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. 132

Publication Date: June 20, 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**

**Effective: 04-06-2017**

Last Revision: 02-19-2009

|                           |                         |                       |
|---------------------------|-------------------------|-----------------------|
| Classification:           | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b> |
| <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**

**Effective: 9-15-2016**

Last Revision: 10-22-2015

|                                       |                         |                       |
|---------------------------------------|-------------------------|-----------------------|
| Classification:                       | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b> |
| <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**

**Effective: 08-18-2016**

Last Revision: August of 2015

| 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 and 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**

**Effective: 12-1-2016**

Last Revision: 12-3-2015

**Base Wage Fringes**

**Custodian I**

|         |                  |
|---------|------------------|
| \$14.53 | \$5.27 (Single)  |
|         | \$7.33 (2-party) |
|         | \$9.29 (Family)  |

**Custodian II**

|         |                  |
|---------|------------------|
| \$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<br>3rd shift (10:31 p.m.-6:30 a.m.): \$1.00/hr.                                                                                                                                                                                                       |
| Overtime           | Time worked in excess of seven and one-half (7 1/2) hours in one (1) day or in excess of thirty-seven and one-half (37 1/2) hours in one week shall constitute overtime and shall be paid for at the rate of time and one-half (1 1/2) 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

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

Last Revision: 3-17-2016

| Classification:           |                           | Base Wages:      | Fringes        |
|---------------------------|---------------------------|------------------|----------------|
| <b>Classification</b>     | <b>SCA Title</b>          | <b>Base Wage</b> | <b>Fringes</b> |
| <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</b>            | Laborer                   | <b>\$13.87</b>   | <b>\$5.87</b>  |
| <b>Hand/Roustabout</b>    |                           |                  |                |
| <b>Truck Driver</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.

### **ELEVATOR REPAIRER**

**Effective: 12-01-16**

Last Revision: 12-18-2015

| <b><u>Classification:</u></b>     | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b>                                              |
|-----------------------------------|-------------------------|--------------------------------------------------------------------|
| <b>Elevator Mechanic/Repairer</b> | \$42.35/hour            | \$35.72/hour (< 5 yrs. service)<br>\$36.58/hour (> 5 yrs. service) |

**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.”

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

**Effective: 7-21-2016**

Last Revision: 7-2-2015

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

Tile Setter: Applies to workers who apply tile to floors, walls, ceilings, stair treads, promenade roof decks, garden walks, swimming pools and all places where tiles may be used to form a finished surface for practical use, sanitary finish or decorative purpose.

**FIRE EXTINGUISHER REPAIRER**

**Effective Date: 08/18/2016**

Last Revision: 09/03/2015

| <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**

**Effective: 10-20-2016**

Last Revision: 10-22-2015

| 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)

**Effective: 10-20-2016**

Last Revision: 10-22-2015

| Classification:       | <u>Base Wage</u> | <u>Fringes</u> |
|-----------------------|------------------|----------------|
| <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**

Last Revision: 7-2-2015

| <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**

**Effective: 10-20-2016**

Last Revision: 10-22-2015

|                                                |                         |                       |
|------------------------------------------------|-------------------------|-----------------------|
| Classification:                                | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b> |
| <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**

**Effective Date: 8-8-2016**

Last Revision: 9-3-2015

|                        |                         |                       |
|------------------------|-------------------------|-----------------------|
| Classification:        | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b> |
| <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**

**Effective Date: 03/02/2017**

Last Revision: This is a new class so there is no prior revision date.

|                                                   |                         |                       |
|---------------------------------------------------|-------------------------|-----------------------|
| Classification:                                   | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b> |
| <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**

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

| Classification:     | <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).

**TRANSIT TECHNICIANS**

**Effective: 12-01-16**  
 Last Revision: 12-18-2015

| <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    |

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.

**TREE TRIMMERS**

**Effective: 10-15-2010**

Last Revision: 10-15-2009

|                     |                         |                       |
|---------------------|-------------------------|-----------------------|
| 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 from 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**

**Effective: 12-01-2016**

Last Revision: 2-18-2016

|                       |                         |                                                                   |
|-----------------------|-------------------------|-------------------------------------------------------------------|
| Classification:       | <b><u>Base Wage</u></b> | <b><u>Fringes</u></b>                                             |
| <b>Window Cleaner</b> | \$24.79/hour            | \$8.39/hr (Single)<br>\$10.47/hr (2-Party)<br>\$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 (1 <sup>1/2</sup> ) 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."





**Timothy M. O'Brien, CPA**  
Auditor

# ***City and County of Denver***

201 West Colfax Avenue, Dept. 705 • Denver, Colorado  
80202 720-913-5000 • Fax 720-913-5253 •

TO: All Users of the City of Denver Living Wage

FROM: Timothy M. O'Brien, Denver Auditor

DATE: January 24, 2017

SUBJECT: Living Wage / D.R.M.C. 20-80

Workers covered under the living wage ordinance (D.R.M.C. 20-80) are persons employed by any contractor or subcontractor to the city, pursuant to a direct service contract with the City, engaged in the work of a parking lot attendant, security guard, or child care worker, at any public building or public parking facility owned by the city or clerical support worker.

Effective Date: January 24, 2017

The current living wage is \$11.83.

Questions call: 720.913.5000 Prevailing Wage Section