

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT FOR PROFESSIONAL SERVICES (“**Agreement**”) is made and entered into as of the date stated on the City’s signature page below (the “**Effective Date**”) by and between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado acting on behalf of its Department of Aviation (the “**City**”), and **WRIGHT CHOICE, INC.** a corporation authorized to do business in the State of Colorado (“**Contractor**”) (collectively the “**Parties**”).

WITNESSETH:

WHEREAS, the City owns, operates, and maintains Denver International Airport (“**DEN**”); and

WHEREAS, the City desires to obtain professional tunnel cleaning services which include but are not limited to cleaning the center core, ramp, baggage areas, floors, and ceilings, lower-level tunnel area cleanup and establishment of on-going program requirements at DEN. Additionally, Contractor shall facilitate removal and disposal of unapproved items through reclamation, recycling, salvage, or scrap disposal at Denver International Airport (DEN) services; and

WHEREAS, the City has undertaken a competitive process to solicit and receive proposals for such services, and has selected the proposal submitted by Contractor; and

WHEREAS, Contractor’s proposal was selected for award of the Professional Tunnel Cleaning Services (the “**Project**”); and

WHEREAS, Contractor is qualified, willing, and able to perform the services, as set forth in this Agreement in a timely, efficient, and economical manner; and

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

1. LINE OF AUTHORITY:

The Chief Executive Officer of the Department of Aviation or their designee or successor in function (the “**CEO**”), authorizes and directs all work performed under this Agreement. Until otherwise notified in writing by the CEO, the CEO has delegated the authority granted herein to DEN Maintenance. The relevant Senior Vice President (the “**SVP**”), or their designee (the “**Director**”), will designate a Project Manager to coordinate professional services under this Agreement. Reports, memoranda, correspondence, and other submittals required of Contractor hereunder shall be processed in accordance with the Project Manager’s directions.

2. SCOPE OF WORK AND CONTRACTOR RESPONSIBILITIES:

A. Scope of Services. Contractor shall provide professional services and deliverables for the City as designated by the CEO, from time to time and as described in the attached ***Exhibit***

A (“**Scope of Work**”), in accordance with the schedules and budgets set by the City. Additionally, the Contractor shall perform their work in accordance with all the terms and conditions found in ***Exhibit A-1 Tunnel Cleaning Maintenance Services Operations and Maintenance Manual*** (“**Operations and Maintenance Manual**”). Without requiring amendment to this Agreement, the City may, through an authorization or similar form issued by the CEO and signed by Contractor, make minor changes, additions, or deletions to the Scope of Work and Operations and Maintenance Manual without change to the Maximum Contract Amount.

B. Standard of Performance. Contractor shall faithfully perform the work required under this Agreement in accordance with the standard of care, skill, efficiency, knowledge, training, and judgment provided by highly competent professionals who perform work of a similar nature to the work described in this Agreement.

C. Time is of the Essence. Contractor acknowledges that time is of the essence in its performance of all work and obligations under this Agreement. Contractor shall perform all work under this Agreement in a timely and diligent manner.

D. Subcontractors.

i. In order to retain, hire, and/or contract with an outside subcontractor that is not identified in this Agreement for work under this Agreement, Contractor must obtain the prior written consent of the CEO. Contractor shall request the CEO’s approval in writing and shall include a description of the nature and extent of the services to be provided; the name, address and professional experience of the proposed subcontractor; and any other information requested by the City.

ii. The CEO shall have the right to reject any proposed outside subcontractor deemed by the CEO to be unqualified or unsuitable for any reason to perform the proposed services. The CEO shall have the right to limit the number of outside subcontractors and/or to limit the percentage of work to be performed by them.

iii. Any final agreement or contract with an approved subcontractor must contain a valid and binding provision whereby the subcontractor waives any and all rights to make any claim of payment against the City or to file or claim any lien or encumbrance against any City property arising out of the performance or non-performance of this Agreement and/or the subcontract.

iv. Contractor is subject to Denver Revised Municipal Code (“**D.R.M.C.**”) § 20-112, wherein Contractor shall pay its subcontractors in a timely fashion. A payment is timely if it is mailed to the subcontractor no later than seven (7) days after receipt of any payment from the City. Any late payments are subject to a late payment penalty as provided in the Denver Prompt Payment Ordinance (**D.R.M.C. §§ 20-107 through 20-118**).

v. This Section, or any other provision of this Agreement, shall not create any contractual relationship between the City and any subcontractor. The City’s approval of a subcontractor shall not create in that subcontractor a right to any subcontract. The City’s

approval of a subcontractor does not relieve Contractor of its responsibilities under this Agreement, including the work to be performed by the subcontractor.

E. Personnel Assignments.

i. Contractor or its subcontractor(s) shall assign all key personnel identified in this Agreement to perform work under this Agreement (“**Key Personnel**”). Key Personnel shall perform work under this Agreement, unless otherwise approved in writing by the Director or their authorized representative. In the event that replacement of Key Personnel is necessary, the City in its sole discretion shall approve or reject the replacement, if any, or shall determine that no replacement is necessary.

ii. It is the intent of the Parties that all Key Personnel perform their specialty for all such services required by this Agreement. Contractor and its subcontractor(s) shall retain Key Personnel for the entire Term of this Agreement to the extent practicable and to the extent that such services maximize the quality of work performed.

iii. If, during the Term of this Agreement, the Project Manager determines that the performance of any Key Personnel or other personnel, whether of Contractor or its subcontractor(s), is not acceptable or that any such personnel is no longer needed for performance of any work under this Agreement, the Project Manager shall notify Contractor and may give Contractor notice of the period of time which the Project Manager considers reasonable to correct such performance or remove the personnel, as applicable.

iv. If Contractor fails to correct such performance, then the City may revoke its approval of the Key Personnel or other personnel in question and notify Contractor that such Key Personnel or other personnel will not be retained on this Project. Within ten (10) days of receiving this notice, Contractor shall use its best efforts to obtain adequate substitute personnel who must be approved in writing by the Project Manager. Contractor’s failure to obtain the Project Manager’s approval shall be grounds for Termination for Cause in accordance with this Agreement.

3. OWNERSHIP AND DELIVERABLES:

Upon payment to Contractor, all records, data, deliverables, and any other work product prepared by Contractor or any custom development work performed by Contractor for the purpose of performing this Agreement on or before the day of the payment, whether a periodic or final payment, shall become the sole property of the City. Upon request by the City, or based on any schedule agreed to by Contractor and the City, Contractor shall provide the City with copies of the data/files that have been uploaded to any database maintained by or on behalf of Contractor or otherwise saved or maintained by Contractor as part of the services provided to the City under this Agreement. All such data/files shall be provided to the City electronically in a format agreed to by the Parties. Contractor also agrees to allow the City to review any of the procedures Contractor uses in performing any work or other obligations under this Agreement, and to make available for inspection any and all notes, documents, materials, and devices used in the preparation for or performance of any of the scope of work, for up to three (3) years after termination of this Agreement. Upon written request from the City, Contractor shall deliver any information requested

pursuant to this Section within ten (10) business days in the event a schedule or otherwise agreed-upon timeframe does not exist.

4. TERM AND TERMINATION:

A. Term. The Term of this Agreement shall commence on the Effective Date and shall expire Three (3) years from the Effective Date, unless terminated in accordance with the terms stated herein (the “**Expiration Date**”). The Term may be extended for a time period of up to two additional years in increments of one year on the same terms and conditions of the existing agreement. Any extension of the Term shall be memorialized in a writing issued to the Contractor by the SVP.

B. If the Term expires prior to Contractor completing the work under this Agreement, subject to the prior written approval of the CEO, this Agreement shall remain in full force and effect until the completion of any services commenced prior to the Expiration Date. Contractor has no right to compensation for services performed after the Expiration Date without such express approval from the CEO.

C. Suspension and Termination.

i. Suspension. The City may suspend performance of this Agreement at any time with or without cause. Upon receipt of notice from the Director, Contractor shall, as directed in the notice, stop work and submit an invoice for any work performed but not yet billed. Any milestones or other deadlines contained in this Agreement shall be extended by the period of suspension unless otherwise agreed to by the City and Contractor. The Expiration Date shall not be extended as a result of a suspension.

ii. Termination for Convenience. The City may terminate this Agreement at any time without cause upon written notice to Contractor.

iii. Termination for Cause. In the event Contractor fails to perform any provision of this Agreement, the City may either:

- a. Terminate this Agreement for cause with ten (10) days prior written notice to Contractor; or
- b. Provide Contractor with written notice of the breach and allow Contractor an Opportunity to Cure.

iv. Opportunity to Cure. Upon receiving the City’s notice of breach pursuant to Section 4(C)(iii)(b), Contractor shall have five (5) days to commence remedying its defective performance. If Contractor diligently cures its defective performance to the City’s satisfaction within a reasonable time as determined by the City, then this Agreement shall not terminate and shall remain in full force and effect. If Contractor fails to cure the breach to the City’s satisfaction, then the City may terminate this Agreement pursuant to Section 4(C)(iii)(a).

v. Compensation for Services Performed Prior to Suspension or Termination Notice. If this Agreement is suspended or terminated, the City shall pay Contractor the reasonable cost of only those services performed to the satisfaction of the CEO prior to the notice of suspension or termination. Contractor shall submit a final invoice for these costs within thirty (30) days of the date of the notice. Contractor has no right to compensation for services performed after the notice unless directed to perform those services by the City as part of the suspension or termination process or as provided in Section 4(C)(vi) below.

vi. Reimbursement for Cost of Orderly Termination. In the event of Termination for Convenience of this Agreement pursuant to Section 4(C)(ii), Contractor may request reimbursement from the City of the reasonable costs of orderly termination associated with the Termination for Convenience as part of its submittal of costs pursuant to Section 4(C)(v). In no event shall the total sums paid by the City pursuant to this Agreement, including Sections 4(C)(v) and (C)(vi), exceed the Maximum Contract Amount.

vii. No Claims. Upon termination of this Agreement, Contractor shall have no claim of any kind against the City by reason of such termination or by reason of any act incidental thereto. Contractor shall not be entitled to loss of anticipated profits or any other consequential damages as a result of termination.

D. Remedies. In the event Contractor breaches this Agreement, Contractor shall be liable to the City for all costs of correcting the work without additional compensation, including but not limited to additional costs incurred by the City, its tenants, or its other contractors arising out of Contractor's defective work. These remedies are in addition to, and do not limit, the remedies available to the City in law or in equity. These remedies do not amend or limit the requirements of Section 8 and Section 9 otherwise provided for in this Agreement.

5. COMPENSATION AND PAYMENT:

A. Maximum Contract Amount. Notwithstanding any other provision of this Agreement, the City shall not be liable under any theory for payment for services rendered and expenses incurred by Contractor under the terms of this Agreement for any amount in excess of the sum of **TEN MILLION DOLLARS AND NO CENTS (\$10,000,000.00)** ("**Maximum Contract Amount**"). Contractor shall perform the services and be paid for those services as provided for in this Agreement up to the Maximum Contract Amount.

B. Limited Obligation of City. The obligations of the City under this Agreement shall extend only to monies appropriated and encumbered for the purposes of this Agreement. Contractor acknowledges and understands the City does not by this Agreement irrevocably pledge present cash reserves for payments in future fiscal years, and this Agreement is not intended to create a multiple-fiscal year direct or indirect debt or financial obligation of the City. The City is not under any obligation to make any future encumbrances or appropriations for this Agreement nor is the City under any obligation to amend this Agreement to increase the Maximum Contract Amount above.

C. Payment Source. For payments required under this Agreement, the City shall make payments to Contractor solely from funds of the Airport System Fund and from no other fund or source. The City has no obligation to make payments from any other source.

D. Basis for Contractor's Fee. Contractor's fee is based on the time required by its professionals to complete the services under this Agreement. Individual hourly rates are set forth in *Exhibit B* ("Rates").

E. Payment Schedule. Subject to the Maximum Contract Amount, for payments required under this Agreement, the City shall pay Contractor's fees and expenses in accordance with this Agreement. Unless otherwise agreed to in writing, Contractor shall invoice the City on a regular basis in arrears and the City shall pay each invoice in accordance with Denver's Prompt Payment Ordinance, D.R.M.C. § 20-107, *et seq.*, subject to the Maximum Contract Amount.

F. Invoices. On or before the fifteenth (15th) day of each month, Contractor shall submit to the City a monthly progress invoice containing reimbursable costs and receipts from the previous month for professional services rendered under this Agreement to be audited and approved by the City ("**Invoice**"). Each Invoice shall provide the basis for payments to Contractor under this Agreement. In submitting an Invoice, Contractor shall comply with all requirements of this Agreement and:

- i. Include an executive summary and status report(s) that describe the progress of the services and summarize the work performed during the period covered by the Invoice;
- ii. Include a statement of recorded hours that are billed at an hourly rate;
- iii. Include the relevant purchase order ("**PO**") number related to the Invoice;
- iv. Ensure that amounts shown on the Invoices comply with and clearly reference the relevant services, indicate the hourly rate and multiplier where applicable, and identify the allowable reimbursable expenses;
- v. For only those reimbursable costs incurred in the previous month, submit itemized business expense logs and, where billing is based upon receipts, include copies of receipts for all allowable reimbursable expenses;
- vi. Include the signature of an authorized officer of Contractor, along with such officer's certification they have examined the Invoice and found it to be correct; and
- vii. Submit each Invoice via email to AccountsPayableContracts@flydenver.com
- viii. Late Fees. Contractor understands and agrees interest and late fees shall be payable by the City only to the extent authorized and provided for in the City's Prompt Payment Ordinance.

G. Travel Expenses. Travel and any other expenses are not reimbursable unless such expenses are related to and in furtherance of the purposes of Contractor's engagement, are in accordance with this Agreement, and Contractor receives prior written approval of the Director or their authorized representative.

H. Timesheets. Contractor shall maintain all timesheets kept or created in relation to the services performed under this Agreement. The City may examine such timesheets and any other related documents upon the City's request.

I. Disputed Invoices. The City reserves the right to reject and not pay any Invoice or part thereof, including any final Invoice resulting from a Termination of this Agreement, where the SVP or their authorized representative determines the amount invoiced exceeds the amount owed based upon the work satisfactorily performed. The City shall pay any undisputed items contained in an Invoice. Disputes concerning payments under this provision shall be resolved in accordance with procedures set forth in Section 9.

J. Carry Over. If Contractor's total fees for any of the services provided under this Agreement are less than the amount budgeted for, the amount remaining in the budget may be used for additional and related services rendered by Contractor if the CEO determines such fees are reasonable and appropriate and provides written approval of the expenditure.

6. MWBE, WAGES AND PROMPT PAYMENT:

A. Minority/Women Business Enterprise.

i. This Agreement is subject to Article V of Chapter 28, Denver Revised Municipal Code ("**D.R.M.C.**"), designated as §§ 28-117 to 28-199 (the "Goods and Services Ordinance"); and any Rules and Regulations promulgated pursuant thereto. The Contractor's Goal Commitment to MWBE participation for this Agreement is 25% as stipulated in the Division of Small Business Opportunity's ("**DSBO**") Commitment to MWBE Participation Form submitted by the Contractor.

ii. Under § 28-132, D.R.M.C., the Contractor has an ongoing, affirmative obligation to maintain for the duration of this Agreement, at a minimum, compliance with the MWBE participation upon which this Agreement was awarded, unless there is a change in the work by the City under § 28-133, D.R.M.C. The Contractor acknowledges that:

- (1) If directed by DSBO, the Contractor is required to develop and comply with an approved Utilization Plan and the requirements therein, in accordance with § 28-129(c), D.R.M.C. Along with the Utilization Plan requirements, the Contractor must establish and maintain records and submit regular reports, as directed by DSBO, which will allow the City to assess progress in complying with the Utilization Plan and achieving the MWBE requirement. The Utilization Plan is subject to modification by DSBO.
- (2) If contract modifications are issued under the Agreement, whether by amendment or otherwise, the Contractor shall have a continuing obligation

to promptly inform DSBO in writing of any agreed upon increase or decrease in the scope of work of such contract, upon any of the bases under § 28-133, D.R.M.C., regardless of whether such increase or decrease in scope of work has been reduced to writing at the time of notification of the change to the City.

- (3) If there are changes in the work that include an increase in scope of work under this Agreement, whether by amendment or otherwise, which increases the dollar value of the contract, whether or not such change is within the scope of work designated for performance by an MWBE at the time of contract award, such change or modification shall be immediately submitted to DSBO for notification purposes.
- (4) Those amendments or other modifications that involve a changed scope of work that cannot be performed by existing subcontractors shall be subject to the original requirement on the contract. The Contractor shall satisfy such requirement with respect to the changed scope of work by soliciting new MWBEs in accordance with §§ 28-133, D.R.M.C. The Contractor must also satisfy the requirements under §§ 28-128 and 28-136, D.R.M.C., with regard to changes in MWBE scope or participation. The Contractor shall supply to DSBO all required documentation under §§ 28-128, 28-133, and 28-136, D.R.M.C., with respect to the modified dollar value or work under the contract.
- (5) If applicable, for contracts of one million dollars (\$1,000,000.00) and over, the Contractor is required to comply with § 28-135, D.R.M.C., regarding prompt payment to MWBEs. Payment to MWBE subcontractors shall be made by no later than thirty-five (35) days after receipt of the MWBE subcontractor's invoice.
- (6) Termination or substitution of an MWBE subcontractor requires compliance with § 28-136, D.R.M.C.
- (7) Failure to comply with these provisions may subject the Contractor to sanctions set forth in § 28-139 of the Goods and Services Ordinance.
- (8) Should any questions arise regarding DSBO requirements, the Contractor should consult the Goods and Services Ordinance or may contact the designated DSBO representative at (720) 913-1999.

B. Prompt Pay of MWBE Subcontractors. For agreements of one million dollars (\$1,000,000.00) and over to which D.R.M.C. § 28-135 applies, Contractor is required to comply with the Prompt Payment provisions under D.R.M.C. § 28-135, with regard to payments by Contractor to MWBE subcontractors. If D.R.M.C. § 28-135 applies, Contractor shall make payment by no later than thirty-five (35) days from receipt by Contractor of the subcontractor's invoice.

C. Prevailing Wage. To the extent required by law, Contractor shall comply with, and agrees to be bound by, all requirements, conditions and City determinations regarding the Payment of Prevailing Wages Ordinance, D.R.M.C. §§ 20-76 through 20-79, including, but not

limited to, the requirement that every covered worker working on a City owned or leased building or on City-owned land shall be paid no less than the prevailing wages and fringe benefits in effect on the date the bid or request for proposal was advertised. In the event a request for bids, or a request for proposal, was not advertised, Contractor shall pay every covered worker no less than the prevailing wages and fringe benefits in effect on the date funds for the Agreement were encumbered. **(See *Exhibit D*)**

Date bid or proposal issuance was advertised: April 25, 2025

i. Prevailing wage and fringe rates will adjust on the yearly anniversary of the actual date of bid or proposal issuance, if applicable, or the date of the written encumbrance if no bid/proposal issuance date is applicable.

ii. Contractor shall provide the Auditor with a list of all subcontractors providing any services under the Agreement.

iii. Contractor shall provide the Auditor with electronically-certified payroll records for all covered workers employed under this Agreement.

iv. Contractor shall prominently post at the work site the current prevailing wage and fringe benefit rates. The posting must inform workers that any complaints regarding the payment of prevailing wages or fringe benefits may be submitted to the Denver Auditor by calling (720) 913-5000 or emailing: auditor@denvergov.org.

v. If Contractor fails to pay workers as required by the Prevailing Wage Ordinance, Contractor will not be paid until documentation of payment satisfactory to the Auditor has been provided. The City may, by written notice, suspend or terminate work if Contractor fails to pay required wages and fringe benefits.

D. Compliance with Denver Wage Laws. To the extent applicable to the Contractor's provision of Services hereunder, the Contractor shall comply with, and agrees to be bound by, all rules, regulations, requirements, conditions, and City determinations regarding the City's Minimum Wage and Civil Wage Theft Ordinances, Sections 58-1 through 58-26 D.R.M.C., including, but not limited to, the requirement that every covered worker shall be paid all earned wages under applicable state, federal, and city law in accordance with the foregoing D.R.M.C. Sections. By executing this Agreement, the Contractor expressly acknowledges that the Contractor is aware of the requirements of the City's Minimum Wage and Civil Wage Theft Ordinances and that any failure by the Contractor, or any other individual or entity acting subject to this Agreement, to strictly comply with the foregoing D.R.M.C. Sections shall result in the penalties and other remedies authorized therein.

E. City Prompt Pay.

i. The City will make monthly progress payments to Contractor for all services performed under this Agreement based upon Contractor's monthly invoices or shall make payments as otherwise provided in this Agreement. The City's Prompt Payment

Ordinance, D.R.M.C. §§ 20-107 to 20-118 applies to invoicing and payment under this Agreement.

ii. Final Payment to Contractor shall not be made until after the Project is accepted, and all certificates of completion, record drawings, reproducible copies, and other deliverables are delivered to the City, and the Agreement is otherwise fully performed by Contractor. The City may, at the discretion of the Director, withhold reasonable amounts from billing and the entirety of the final payment until all such requirements are performed to the satisfaction of the Director.

7. INSURANCE REQUIREMENTS:

A. Contractor shall obtain and keep in force all of the minimum insurance coverage forms and amounts set forth in *Exhibit C* (“Insurance Requirements”) during the entire Term of this Agreement, including any extensions of the Agreement or other extended period stipulations stated in *Exhibit C*. All certificates of insurance must be received and accepted by the City before any airport access or work commences.

B. Contractor shall ensure and document that all subcontractors performing services or providing goods hereunder procure and maintain insurance coverage that is appropriate to the primary business risks for their respective scopes of performance. At minimum, such insurance must conform to all applicable requirements of DEN Rules and Regulations Part 230 and all other applicable laws and regulations.

C. The City in no way warrants or represents the minimum limits contained herein are sufficient to protect Contractor from liabilities arising out of the performance of the terms and conditions of this Agreement by Contractor, its agents, representatives, employees, or subcontractors. Contractor shall assess its own risks and maintain higher limits and/or broader coverage as it deems appropriate and/or prudent. Contractor is not relieved of any liability or other obligations assumed or undertaken pursuant to this Agreement by reason of its failure to obtain or maintain insurance in sufficient amounts, duration, or types.

D. In no event shall the City be liable for any of the following: (i) business interruption or other consequential damages sustained by Contractor; (ii) damage, theft, or destruction of Contractor’s inventory, or property of any kind; or (iii) damage, theft, or destruction of an automobile, whether or not insured.

E. The Parties understand and agree that the City, its elected and appointed officials, employees, agents and volunteers are relying on, and do not waive or intend to waive by any provisions of this Agreement, the monetary limitations and any other rights, immunities and protections provided by the Colorado Governmental Immunity Act, C.R.S. §§ 24-10-101 to 120, or otherwise available to the City, its elected and appointed officials, employees, agents and volunteers.

8. DEFENSE AND INDEMNIFICATION:

A. Contractor hereby agrees to defend, indemnify, reimburse and hold harmless the City, its appointed and elected officials, agents and employees for, from and against all liabilities, claims, judgments, suits or demands for damages to persons or property arising out of, resulting from, or relating to the work performed under this Agreement (“**Claims**”), unless such Claims have been specifically determined by the trier of fact to be the sole negligence or willful misconduct of the City. This indemnity shall be interpreted in the broadest possible manner to indemnify the City for any acts or omissions of Contractor or its subcontractors either passive or active, irrespective of fault, including the City’s concurrent negligence whether active or passive, except for the sole negligence or willful misconduct of the City.

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

C. Contractor will defend any and all Claims which may be brought or threatened against the City and will pay on behalf of the City any expenses incurred by reason of such Claims including, but not limited to, court costs and attorney fees incurred in defending and investigating such Claims or seeking to enforce this indemnity obligation, including but not limited to time expended by the City Attorney Staff, whose costs shall be computed at the rate of two hundred dollars and no cents (\$200.00) per hour of City Attorney time. Such payments on behalf of the City shall be in addition to any other legal remedies available to the City and shall not be considered the City’s exclusive remedy.

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

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

9. DISPUTES:

All disputes arising under or related to this Agreement shall be resolved by administrative hearing under the procedures described in D.R.M.C. § 5-17 and all related rules and procedures. The determination resulting from said administrative hearing shall be final, subject only to the right to appeal the determination under Colorado Rule of Civil Procedure, Rule 106.

10. GENERAL TERMS AND CONDITIONS:

A. Status of Contractor. Parties agree that the status of Contractor shall be an independent contractor retained on a contractual basis to perform professional or technical services for limited periods of time as described in § 9.1.1(E)(x) of the Charter of the City and County of

Denver (the “**City Charter**”). It is not intended, nor shall it be construed, that Contractor or its personnel are employees or officers of the City under D.R.M.C. Chapter 18 for any purpose whatsoever.

B. Assignment. Contractor shall not assign, pledge or transfer its duties, obligations, and rights under this Agreement, in whole or in part, without first obtaining the written consent of the CEO. Any attempt by Contractor to assign or transfer its rights hereunder without such prior written consent shall, at the option of the CEO, automatically terminate this Agreement and all rights of Contractor hereunder.

C. Americans with Disabilities Act (“ADA”). Contractor shall provide the services specified in this Agreement in a manner that complies with the ADA (42 USC § 12101, *et. seq*) and other federal, state, and local accessibility requirements. Contractor shall not discriminate against disabled persons in the provision of services, benefits or activities provided under this Agreement and further agrees that any violation of this provision on the part of Contractor, its employees, agents or assigns may constitute a material breach of this Agreement. If requested by City, Contractor shall engage a qualified disability Contractor to review Contractor’s work for compliance with the ADA (and any subsequent amendments to the statute) and all other related federal, state, and local disability requirements, and Contractor shall remedy any noncompliance found by the qualified disability Contractor as soon as practicable.

D. Compliance with all Laws and Regulations. Contractor and its subcontractor(s) shall perform all work under this Agreement in compliance with all existing and future applicable laws, rules, regulations, and codes of the United States, and the State of Colorado and with the City Charter, ordinances, Executive Orders, and rules and regulations of the City.

E. Compliance with Patent, Trademark and Copyright Laws.

i. Contractor agrees that all work performed under this Agreement shall comply with all applicable patent, trademark and copyright laws, rules, regulations and codes of the United States, as they may be amended from time to time. Contractor will not utilize any protected patent, trademark or copyright in performance of its work unless it has obtained proper permission, all releases, and other necessary documents. If Contractor prepares any documents which specify any material, equipment, process or procedure which is protected, Contractor shall disclose such patents, trademarks and copyrights in such documents.

ii. Pursuant to Section 8, Contractor shall indemnify and defend the City from any and all claims, damages, suits, costs, expenses, liabilities, actions or proceedings resulting from, or arising out of, directly or indirectly, the performance of work under this Agreement which infringes upon any patent, trademark or copyright protected by law.

F. Notices.

i. Notices of Termination. Notices concerning termination of this Agreement, shall be made as follows:

by Contractor to:

Chief Executive Officer
Denver International Airport
Airport Office Building
8500 Peña Boulevard, 9th Floor
Denver, Colorado 80249-6340

And by the City to:

Wright Choice Inc.
114 37th Street
Evans, CO 80620
ATTN: Jeff Wright
jwright@wrightchoice.com

ii. Delivery of Formal Notices. Formal notices of the termination of this Agreement shall be delivered personally during normal business hours to the appropriate office above or by prepaid U.S. certified mail, return receipt requested; express mail (FedEx, UPS, or similar service) or package shipping or courier service; or by electronic delivery directed to the person identified above and copied to the Project Manager through the electronic or software system used at the City's direction for any other official communications and document transmittals. Mailed notices shall be deemed effective upon deposit with the U.S. Postal Service and electronically transmitted notices by pressing "send" or the equivalent on the email or other transmittal method sufficient to irretrievably transmit the document. Either party may from time to time designate substitute addresses or persons where and to whom such notices are to be mailed, delivered or emailed, but such substitutions shall not be effective until actual receipt of written or electronic notification thereof through the method contained in Subsection (E)(ii).

iii. Other Correspondence. Other notices and day-to-day correspondence between the Parties may be done via email directed to the Project Manager or through the electronic or software system used for work-related communications and transmittals at the City's direction.

G. Rights and Remedies Not Waived. In no event shall any payment by the City hereunder constitute or be construed to be a waiver by the City of any breach of covenant or default which may then exist on the part of Contractor. The City making any such payment when any breach or default exists shall not impair or prejudice any right or remedy available to the City with respect to such breach or default. The City's assent, expressed or implied, to any breach of any one or more covenants, provisions or conditions of this Agreement shall not be deemed or taken to be a waiver of any other breach.

H. No Third-Party Beneficiaries. The Parties agree that enforcement of the terms and conditions of this Agreement and all rights of action relating to such enforcement shall be strictly reserved to the City and Contractor, and nothing contained in this Agreement shall give or allow any such claim or right of action by any third party. It is the express intention of the Parties

that any person or entity other than the City or Contractor receiving services or benefits under this Agreement shall be deemed an incidental beneficiary and shall not have any interest or rights under this Agreement.

I. Governing Law. This Agreement is made under and shall be governed by the laws of the State of Colorado. Each and every term, provision and condition herein is subject to the provisions of Colorado law, the City Charter, and the ordinances and regulations enacted pursuant thereto, as may be amended from time to time.

J. Bond Ordinances. This Agreement is in all respects subject and subordinate to any and all the City bond ordinances applicable to the Airport System and to any other bond ordinances which amend, supplement, or replace such bond ordinances.

K. Venue. Venue for any action arising hereunder shall be in the City and County of Denver, Colorado.

L. Cooperation with Other Contractors.

i. The City may award other contracts for additional work, and Contractor shall fully cooperate with such other contractors. The City, in its sole discretion, may direct Contractor to coordinate its work under this Agreement with one or more such contractors.

ii. Contractor shall have no claim against the City for additional payment due to delays or other conditions created by the operation of other contractors. The City will decide the respective rights of the various contractors in order to secure the completion of the work.

M. Inurement. The rights and obligations of the Parties herein set forth shall inure to the benefit of and be binding upon the Parties hereto and their respective successors and assigns permitted under this Agreement.

N. Force Majeure. The Parties shall not be liable for any failure to perform any of its obligations hereunder due to or caused by, in whole or in part, fire, strikes, lockouts, unusual delay by common carriers, unavoidable casualties, war, riots, acts of terrorism, acts of civil or military authority, acts of God, judicial action, or any other causes beyond the control of the Parties. The Parties shall have the duty to take reasonable actions to mitigate or prevent further delays or losses resulting from such causes.

O. Coordination and Liaison. Contractor agrees that during the term of this Agreement it shall fully coordinate all services that it has been directed to proceed upon and shall make every reasonable effort to fully coordinate all such services as directed by the Director or their authorized representative, along with any City agency, or any person or firm under contract with the City doing work which affects Contractor's work.

P. No Authority to Bind City to Contracts. Contractor has no authority to bind the City on any contractual matters. Final approval of all contractual matters which obligate the City must be by the City as required by the City Charter and ordinances.

Q. Information Furnished by the City. The City will furnish to Contractor information concerning matters that may be necessary or useful in connection with the work to be performed by Contractor under this Agreement. The Parties shall make good faith efforts to ensure the accuracy of information provided to the other Party; however, Contractor understands and acknowledges that the information provided by the City to Contractor may contain unintended inaccuracies. Contractor shall be responsible for the verification of the information provided to Contractor.

R. Severability. In case any one or more of the provisions contained in the Agreement shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision hereof, and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

S. Taxes and Costs. Contractor shall promptly pay, when due, all taxes, bills, debts and obligations it incurs performing work under this Agreement and shall allow no lien, mortgage, judgment or execution to be filed against land, facilities or improvements owned by the City.

T. Environmental Requirements. Contractor, in conducting its activities under this Agreement, shall comply with all existing and future applicable local, state and federal environmental rules, regulations, statutes, laws and orders (collectively “**Environmental Requirements**”), including but not limited to Environmental Requirements regarding the storage, use and disposal of Hazardous or Special Materials and Wastes, Clean Water Act legislation, Centralized Waste Treatment Regulations, and DEN Rules and Regulations.

i. For purposes of this Agreement the terms “Hazardous Materials” shall refer to those materials, including without limitation asbestos and asbestos-containing materials, polychlorinated biphenyls (PCBs), per – and polyfluoroalkyl substances (PFAS), oil or any other petroleum products, natural gas, source material, pesticide, and any hazardous waste, toxic substance or related material, including any substance defined or treated as a “hazardous substance,” “hazardous waste” or “toxic substance” (or comparable term) in the Comprehensive Environmental Response, Compensation and Liability Act (42 U.S.C. Sec. 9601 *et seq.* (1990)), the Toxic Substances Control Act (15 U.S.C. Sec. 2601 *et seq.* (1990)), and any rules and regulations promulgated pursuant to such statutes or any other applicable federal or state statute.

ii. Contractor shall acquire all necessary federal, state and local environmental permits and comply with all applicable federal, state and local environmental permit requirements.

iii. Contractor agrees to ensure that its activities under this Agreement are conducted in a manner that minimizes environmental impact through appropriate preventive measures. Contractor agrees to evaluate methods to reduce the generation and disposal of waste materials.

iv. In the case of a release, spill or leak as a result of Contractor’s activities under this Agreement, Contractor shall immediately control and remediate the contaminated media to applicable federal, state and local standards. Contractor shall

reimburse the City for any penalties and all costs and expenses, including without limitation attorney's fees, incurred by the City as a result of the release or disposal by Contractor of any pollutant or hazardous material.

U. Non-Exclusive Rights. This Agreement does not create an exclusive right for Contractor to provide the services described herein at DEN. The City may, at any time, award other agreements to other contractors or consultants for the same or similar services to those described herein. In the event of a dispute between Contractor and any other party at DEN, including DEN itself, as to the privileges of the parties under their respective agreements, CEO shall determine the privileges of each party and Contractor agrees to be bound by CEO's decision.

11. RECORD RETENTION AND OTHER STANDARD CITY PROVISIONS:

A. Diversity and Inclusiveness. The City encourages the use of qualified small businesses doing business within the metropolitan area that are owned and controlled by economically or socially disadvantaged individuals. Contractor is encouraged, with respect to the goods or services to be provided under this Agreement, to use a process that includes small businesses when considering and selecting any subcontractors or suppliers.

B. No Discrimination in Employment. In connection with the performance of work under the Agreement, the Contractor may not refuse to hire, discharge, promote, demote, or discriminate in matters of compensation against any person otherwise qualified, solely because of race, color, religion, national origin, ethnicity, citizenship, immigration status, gender, age, sexual orientation, gender identity, gender expression, marital status, source of income, military status, protective hairstyle, or disability. The Contractor shall insert the foregoing provision in all subcontracts.

C. Advertising and Public Disclosures. Contractor shall not include any reference to this Agreement or to work performed hereunder in any of its advertising or public relations materials without first obtaining the written approval of the SVP or their authorized representative. Any oral presentation or written materials related to DEN shall include only presentation materials, work product, and technical data which have been accepted by the City, and designs and renderings, if any, which have been accepted by the City. Contractor shall notify the SVP in advance of the date and time of any such presentations. Nothing herein, however, shall preclude Contractor's transmittal of any information to officials of the City, including without limitation, the Mayor, the CEO, any member or members of Denver City Council, and the Auditor.

D. Colorado Open Records Act.

i. Contractor acknowledges that the City is subject to the provisions of the Colorado Open Records Act ("**CORA**"), C.R.S. §§ 24-72-201 *et seq.*, and Contractor agrees that it will fully cooperate with the City in the event of a request or lawsuit arising under such act for the disclosure of any materials or information which Contractor asserts is confidential or otherwise exempt from disclosure. Any other provision of this Agreement notwithstanding, all materials, records, and information provided by Contractor to the City shall be considered confidential by the City only to the extent provided in CORA, and

Contractor agrees that any disclosure of information by the City consistent with the provisions of CORA shall result in no liability of the City.

ii. In the event of a request to the City for disclosure of such information, time and circumstances permitting, the City will make a good faith effort to advise Contractor of such request in order to give Contractor the opportunity to object to the disclosure of any material Contractor may consider confidential, proprietary, or otherwise exempt from disclosure. In the event Contractor objects to disclosure, the City, in its sole and absolute discretion, may file an application to the Denver District Court for a determination of whether disclosure is required or exempted. In the event a lawsuit to compel disclosure is filed, the City may tender all such material to the court for judicial determination of the issue of disclosure. In both situations, Contractor agrees it will either waive any claim of privilege or confidentiality or intervene in such legal process to protect materials Contractor does not wish disclosed. Contractor agrees to defend, indemnify, and hold harmless the City, its officers, agents, and employees from any claim, damages, expense, loss, or costs arising out of Contractor's objection to disclosure, including prompt reimbursement to the City of all reasonable attorney's fees, costs, and damages the City may incur directly or may be ordered to pay by such court, including but not limited to time expended by the City Attorney Staff, whose costs shall be computed at the rate of two hundred dollars and no cents (\$200.00) per hour of City Attorney time.

E. Examination of Records and Audits.

i. Any authorized agent of the City, including the City Auditor or his or her representative, has the right to access and the right to examine, copy and retain copies, at City's election in paper or electronic form, any pertinent books, documents, papers and records related to Contractor's performance pursuant to this Agreement, provision of any goods or services to the City, and any other transactions related to this Agreement. Contractor shall cooperate with City representatives and City representatives shall be granted access to the foregoing documents and information during reasonable business hours and until the latter of three (3) years after the final payment under the Agreement or expiration of the applicable statute of limitations. When conducting an audit of this Agreement, the City Auditor shall be subject to government auditing standards issued by the United States Government Accountability Office by the Comptroller General of the United States, including with respect to disclosure of information acquired during the course of an audit. No examination of records and audit pursuant to this paragraph shall require Parties to make disclosures in violation of state or federal privacy laws. Parties shall at all times comply with D.R.M.C. 20-276.

ii. Additionally, Contractor agrees until the expiration of three (3) years after the final payment under the Agreement, any duly authorized representative of the City, including the CEO, shall have the right to examine any pertinent books, documents, papers and records of Contractor related to Contractor's performance of this Agreement, including communications or correspondence related to Contractor's performance, without regard to whether the work was paid for in whole or in part with federal funds or was otherwise related to a federal grant program.

iii. In the event the City receives federal funds to be used toward the services performed under this Agreement, the Federal Aviation Administration (“FAA”), the Comptroller General of the United States and any other duly authorized representatives shall have access to any books, documents, papers and records of Contractor which are directly pertinent to a specific grant program for the purpose of making audit, examination, excerpts and transcriptions. Contractor further agrees that such records will contain information concerning the hours and specific services performed along with the applicable federal project number.

F. Use, Possession or Sale of Alcohol or Drugs. Contractor shall cooperate and comply with the provisions of Denver Executive Order 94 and Attachment A thereto concerning the use, possession or sale of alcohol or drugs. Violation of these provisions or refusal to cooperate with implementation of the policy can result in the City barring Contractor from City facilities or participating in City operations.

G. City Smoking Policy. Contractor and its officers, agents and employees shall cooperate and comply with the provisions of Denver Executive Order No. 99 and the Colorado Indoor Clean Air Act, prohibiting smoking in all City buildings and facilities.

H. Conflict of Interest.

i. Contractor and its subsidiaries, affiliates, subcontractors, principals, or employees shall not engage in any transaction, work, activity or conduct which would result in a conflict of interest. A conflict of interest occurs when, for example, because of the relationship between two individuals, organizations or one organization (including its subsidiaries or related organizations) performing or proposing for multiple scopes of work for the City, there is or could be in the future a lack of impartiality, impaired objectivity, an unfair advantage over one or more firms competing for the work, or a financial or other interest in other scopes of work.

ii. The City, in its sole discretion, shall determine the existence of a conflict of interest and may terminate this Agreement if such a conflict exists, after it has given Contractor written notice which describes such conflict. If, during the course of the Agreement, the City determines that a potential conflict of interest exists or may exist, Contractor shall have thirty (30) days after the notice is received in which to eliminate or cure the conflict of interest in a manner which is acceptable to the City.

iii. Contractor has a continuing duty to disclose, in writing, any actual or potential conflicts of interest including work Contractor is performing or anticipates performing for other entities on the same or interrelated project or tasks. Contractor must disclose, in writing, any corporate transactions involving other companies that Contractor knows or should know also are performing or anticipate performing work at DEN on the same or interrelated projects or tasks. In the event that Contractor fails to disclose in writing actual or potential conflicts, the CEO in their sole discretion, may terminate the Agreement for cause or for its convenience.

12. SENSITIVE SECURITY INFORMATION:

Contractor acknowledges that, in the course of performing its work under this Agreement, Contractor may be given access to Sensitive Security Information (“SSI”), as material is described in the Code of Federal Regulations, 49 C.F.R. Part 1520. Contractor specifically agrees to comply with all requirements of the applicable federal regulations, including but not limited to, 49 C.F.R. Parts 15 and 1520. Contractor understands any questions it may have regarding its obligations with respect to SSI must be referred to DEN’s Security Office.

13. DEN SECURITY:

A. Contractor, its officers, authorized officials, employees, agents, subcontractors, and those under its control, shall comply with safety, operational, or security measures required of Contractor or the City by the FAA or Transportation Safety Administration (“TSA”). If Contractor, its officers, authorized officials, employees, agents, subcontractors or those under its control, fail or refuse to comply with said measures and such non-compliance results in a monetary penalty being assessed against the City, then, in addition to any other remedies available to the City, Contractor shall fully reimburse the City any fines or penalties levied against the City, and any attorney fees or related costs paid by the City as a result of any such violation. Contractor must pay this amount within fifteen (15) days from the date of the invoice or written notice. Any fines and fees assessed by the FAA or TSA against the City due to the actions of Contractor and/or its agents will be deducted directly from the invoice for that billing period.

B. Contractor is responsible for compliance with Airport Security regulations and 49 C.F.R. Parts 1542 (Airport Security) and 14 C.F.R. Parts 139 (Airport Certification and Operations). Any and all violations pertaining to Parts 1542 and 139 resulting in a fine will be passed on to and borne by Contractor. The fee/fine will be deducted from the invoice at time of billing.

14. FEDERAL RIGHTS:

This Agreement is subject and subordinate to the terms, reservations, restrictions and conditions of any existing or future agreements between the City and the United States, the execution of which has been or may be required as a condition precedent to the transfer of federal rights or property to the City for airport purposes and the expenditure of federal funds for the extension, expansion or development of the Airport System. As applicable, Contractor shall comply with the Standard Federal Assurances identified in Appendix.

15. CONTRACT DOCUMENTS; ORDER OF PRECEDENCE:

A. Attachments. This Agreement consists of Section 1 through 16 which precede the signature page, and the following attachments which are incorporated herein and made a part hereof by reference:

Appendix: Standard Federal Assurances

Exhibit A: Scope of Work

Exhibit A-1: Tunnel Cleaning Maintenance Services Operations and Maintenance Manual

Exhibit B: Rates

Exhibit C: Insurance Requirements

Exhibit D: Prevailing Wages

B. Order of Precedence. In the event of an irreconcilable conflict between a provision of Section 1 through 16 and any of the listed attachments or between provisions of any attachments, such that it is impossible to give effect to both, the order of precedence to determine which document shall control to resolve such conflict, is as follows, in descending order:

Appendix

Section 1 through Section 16 hereof

Exhibit A

Exhibit A-1

Exhibit B

Exhibit C

Exhibit D

16. CITY EXECUTION OF AGREEMENT:

A. City Execution. This Agreement is expressly subject to, and shall become effective upon, the execution of all signatories of the City and, if required, the approval of Denver City Council. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same.

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

[SIGNATURE PAGES FOLLOW]

Contract Control Number: PLANE-202476755-00
Contractor Name: WRIGHT CHOICE, INC.

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

SEAL **CITY AND COUNTY OF DENVER:**

ATTEST: By: _____

APPROVED AS TO FORM: **REGISTERED AND COUNTERSIGNED:**
Attorney for the City and County of Denver
By: _____ By: _____

By: _____

Contract Control Number:
Contractor Name:

PLANE-202476755-00
WRIGHT CHOICE, INC.

By: _____

Signed by:


221AC56A3FD9412...

Name: _____
(please print)

Title: _____
(please print)

ATTEST: [if required]

By: _____

Name: _____
(please print)

Title: _____
(please print)

Appendix

Standard Federal Provisions – (Non-AIP Funded)

GENERAL CIVIL RIGHTS PROVISIONS

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

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

COMPLIANCE WITH NONDISCRIMINATION REQUIREMENTS:

During the performance of this contract, the Contractor or Consultant, for itself, its assignees, and successors in interest (hereinafter collectively referred to as the "Contractor"), agrees as follows:

1. **Compliance with Regulations:** The Contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.
3. **Solicitations for Subcontracts, including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the Contractor of the contractor's obligations under this contract and the Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.
4. **Information and Reports:** The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the Contractor will so certify to the sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

5. **Sanctions for Noncompliance:** In the event of a Contractor's noncompliance with the non-discrimination provisions of this contract, the sponsor will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:
 - a. Withholding payments to the Contractor under the contract until the Contractor complies; and/or
 - b. Cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The Contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The Contractor will take action with respect to any subcontract or procurement as the sponsor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Contractor may request the sponsor to enter into any litigation to protect the interests of the sponsor. In addition, the Contractor may request the United States to enter into the litigation to protect the interests of the United States.

TITLE VI LIST OF PERTINENT NONDISCRIMINATION ACTS AND AUTHORITIES

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

- Title VI of the Civil Rights Act of 1964 (42 USC § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR part 21 (Non-discrimination in Federally-assisted programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964);
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 USC § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Section 504 of the Rehabilitation Act of 1973 (29 USC § 794 et seq.), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27;
- The Age Discrimination Act of 1975, as amended (42 USC § 6101 et seq.) (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982 (49 USC § 471, Section 47123), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);

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

FEDERAL FAIR LABOR STANDARDS ACT (FEDERAL MINIMUM WAGE)

Contractor is responsible for complying with the Federal Fair Labor Standards Act and for monitoring compliance by its subcontractors. Contractor must address any claims or disputes that arise from this requirement directly with the U.S. Department of Labor – Wage and Hour Division.

OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970

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

claims or disputes that pertain to a referenced requirement directly with the U.S. Department of Labor – Occupational Safety and Health Administration.



EXHIBIT A – SCOPE OF WORK

Project Name:	Tunnel Cleaning
----------------------	-----------------

1.0 Overview:

Contractor to provide management, supervision and training for all personnel required to perform the routine cleaning and maintenance at the minimum standard defined in the Contract and monitored through the Key Performance Indicators (KPI). All materials, equipment, and services required to achieve and maintain the KPIs shall be included and provided by the Contractor. The Contractor shall schedule, maintain, monitor and operate in accordance with the terms and provisions of the Contract.

2.0 Level of Service:

Clean dust, debris, soot, graffiti, and other objectionable materials of any kind from tunnel ceilings, concrete walls, barriers, guard rails, elevator entry-exits, break areas, VSRs, baggage belts/areas, international baggage area, MODS, T1 location, train emergency exits, stairwells, and ramps from apron down into the tunnels. Pick up trash, empty all trash cans and replace liners, remove large items from all areas, remove water from roadways and spill response cleanup.

3.0 General Cleaning Standards:

- 3.1 All areas under this Contract require a high-pressure hot water washing with the use of a surface cleaning unit. Use of soap, detergent, or chemicals utilized for cleaning will be approved at the discretion of the Contract Administrator. Any alternative method must also be approved by the Contract Administrator.
- 3.2 If an alternate method of cleaning is required to maintain the integrity of the area, walls shall be cleansed with a compound that contain a blend of mild citric acid and surfactants which performs by breaking the bond of oily substance without emulsifying. The compound shall be environmentally acceptable for disposal into the tunnel drainage system. Water pressure capability of up to three thousand (3000) p.s.i. shall be heated to not less than one hundred eighty (180) degrees Fahrenheit. Surface cleaning units shall have two thousand (2000) rpm capability, variable rotary bar adjustment, pneumatic tires and a leading swivel caster, side mounted trigger



arm and wand. Use of any cleaning compound shall be in accordance with the manufacturer's recommendations.

4.0 Safety:

- 4.1 All areas should be free from slip hazards and obstacles. Contractor must direct any excessive amounts of water to drainage systems in order to minimize pooling. Contractor may accomplish this by using squeegee, wet vacuum, or backpack blower.
- 4.2 Caution signage for employee traffic control devices shall be placed as needed during cleaning operations in order to ensure employee safety.
- 4.3 Personal protection equipment shall be in continuous use which includes but not limited to safety vest, eye protection, gloves and other items as needed.
- 4.4 Contractor shall provide a written safety plan and method for controlling vehicle traffic in the tunnels while performing their duties. In addition, all contractor personnel shall wear the same shirts identifying your company name.
- 4.5 ONLY Compressed Natural Gas (CNG) and electric vehicles are allowed in the tunnel with no exceptions. NO GAS-POWERED VEHICLES SHALL ENTER THE TUNNELS UNDER ANY CONDITIONS.

5.0 Environmental

- 5.1 All tunnel cleaning activities must be environmentally acceptable for disposal into tunnel drain system. Water and debris must be collected and properly disposed of in accordance with DEN Facility Maintenance and the Colorado Department of Health regulations.
- 5.2 Contractor shall furnish with their proposals, copies of Material Safety Data Sheets (MSDS) for all chemicals and detergents used for pressure washing and cleaning. The detergent/chemical must be capable of clearing the concrete surfaces of oil, gum, liquid food items, and anti-icing agents. The Contractor shall provide on an ongoing basis updated MSDS sheets for new chemicals, as such, information is updated and as new chemicals or detergents become proposed for use, as applicable.
- 5.3 During below freezing temperatures, inclement or inhospitable weather, no pressure washing services shall be performed when surface temperatures are at or below thirty-four (34) degrees Fahrenheit. **Pressure washing may only occur when the weather conditions and temperatures permit.**



6.0 Quality Control and Performance Evaluations

- 6.1 Regular performance evaluations will be conducted by DEN Facilities Maintenance to ensure that the level of service meets contractual requirements.
- 6.2 Feedback and improvement suggestions will be communicated to the Contractor.
- 6.3 Contractor should actively seek feedback from DEN Facilities Maintenance and address any concerns or requests promptly.

EXHIBIT A-1

DENVER INTERNATIONAL AIRPORT

Tunnel Cleaning Maintenance Services
Scope of Work

TABLE OF CONTENTS

	Page
<hr/>	
TABLE OF FIGURES	
OPERATION AND MAINTENANCE REQUIREMENTS	
TS-1. INTRODUCTION	3
TS-2. ACRONYMS AND DEFINITIONS.....	3
TS-3. AIRPORT OPERATIONS	4
TS-4. SCOPE OF WORK.....	4
4.1. General.....	4
4.1.1 Janitorial Services.....	5
4.1.2 Power Washing Services.....	5
4.1.3 Pressure Washing Services.....	5
4.1.3.1 Traffic Control.....	5
4.1.4 Scrubb Services.....	6
4.2. Tunnel locations for cleaning service.....	6
TS-5. QUALITY ASSURANCE.....	6
5.1. General.....	6
5.2. Quality Control.....	7
TS-6. STAFFING/PERSONNEL REQUIREMENTS	7
6.1. General.....	8
6.2. Onsite Key Personnel.....	8
6.3. Uniforms.....	8
6.4. Minimum Staffing Levels.....	8
6.5. Staff Deficiencies.....	9
6.6. On-Site Administration Staff.....	9
6.6.1 Site Manager.....	9
6.6.2 Assistant Site Manager.....	11
6.7. On-Site Personnel.....	11
6.7.1 Supervision.....	11
6.8. Adjustments to Staffing Plan due to Construction.....	12

cont.	Page
6.9 Holidays.....	13
TS-7. TRAINING.....	13
7.1 General.....	13
7.2 Minimum Required Training.....	13
7.3 Minimum Training Records.....	13
7.4 Blood-borne Pathogen Safety Program.....	14
7.4.1 Contractor Responsibilities.....	14
TS-8. SAFETY	14
8.1 Safety and Cleanliness	15
8.2 Safety Work Practices and Procedures (SWPP)	15
8.3 Contractor Emergency Evacuation Plan (EEP)	15
TS-9. INSPECTIONS.....	16
9.1 Site Inspections.....	16
TS-10. ENVIROMENTAL.....	16
10.1 Environmental Requirements.....	16
10.2 Green Cleaning Standard Operating Procedure.....	16
10.3 Packaging and Product Requirements.....	17
10.4 Recycling and Composting Support.....	19
10.5 Waste Disposal.....	20
10.6 Emergency Spill and Release Response Procedures.....	21
10.6.1 Procedures and Protocol for Hazmat Sanitary Spill/Release Response.....	21
10.6.2 Daily Operations.....	21
10.6.3 Off Hours Operations (Nights/Weekends).....	21

TABLE OF FIGURES

	Page
Figure 1, Acronyms and Definitions.....	2
Figure 2, Minimum Staffing Levels.....	8
Figure 3, Prohibited Chemical and Compounds.....	19
Figure 4, Contact Information for Sustainability Management.....	21
Figure 5, Contact Information for Emergency Spill Response.....	21

Operations & Maintenance Requirements

TS-1. INTRODUCTION

- A. This document provides the Contractor with the performance specifications/criteria, the minimal functional requirements to be maintained, and the minimum standards of quality for the cleaning and maintenance of the Basement Tunnels at Denver International Airport (the Airport).

TS-2. ACRONYMS AND DEFINITIONS

Figure 1, Acronyms and Definitions

The following acronyms and definitions are used throughout the document.

Definition	Explanation of Definition of Abbreviation
Airport	Denver International Airport located in the City and County of Denver, Colorado.
Business Day	Monday through Friday excluding any day that is a recognized City and County of Denver Holiday. https://www.denvergov.org/content/denvergov/en/office-of-human-resources/employee-resources/holiday-schedule.html
CCD	The City and County of Denver
CCC	Contract Compliance Coordinator: The Contract Compliance Supervisor may appoint representatives as CCC(s) to monitor and inspect the performance of the work.
CEO	Chief Executive Officer of the City and County of Denver, Department of Aviation
City	The City and County of Denver, Department of Aviation, or any governmental agency succeeding such entity in its role as operator of the Airport.
Contract Administrator	“Contract Administrator” means the person designated by the Director of O&M Contractor Administrator to perform day-to-day administration of this contract for the City. The Director of O&M Contract Administration may from time to time designate a substitute or successor Contract Administrator by written notice to the Contractor.
Contractor	Means a qualified and duly licensed independent Contractor, who is contracted by the City and awarded a contract as a result of RFB.
Contract Employee	“Contractor employee” or “Contractor personnel” shall include employees and personnel of the Contractor and sub-contractors, if any.
Days	Unless otherwise specifically identified, ‘days’ shall mean consecutive calendar days.
DEN	IATA airport code for Denver International Airport (the Airport)
DT	Down time. Time during which equipment/components becomes unavailable for use to when it becomes available for use.
EEP	Emergency Evacuation plan, a plan detailing how the Contractors personnel safely evacuate from the site.
EOB	End of Business, the time when normal business on a working day concludes, assumed to be 17:00hrs Monday to Friday excluding City published holidays unless otherwise stated.

Fiscal Year	Means January 1 through December 31 of any year or such other fiscal year as the City may adopt for the Airport.
Fall back	Methods and procedures to be implemented during events which affect operations.
KPI	Key Performance Indicators. Methods used to determine benchmarks for performance.
MCC	DEN Maintenance Control Center receives calls, issues work orders and disseminates information to maintenance personnel and contractors to address issues in a efficient manner.
NTP	Notice to Proceed
PM	Preventive Maintenance. A regularly scheduled task or set of tasks to inspect equipment, adjust, repair, maintain and/or replace so as to ensure no unexpected failures.
PO	Purchase Order
PPE	Personal Protective Equipment
RFID	Radio Frequency Identification
SDS	Safety data sheets
SOP	Standard Operating Procedure. Written documents detailing the correct methods and procedures to complete a task.
Start Date	Means commencement date of this Contract.
Sub-contract	Means all sub-contracts entered into by the Contractor with any supplier or sub-supplier of materials, furnisher of services, or any organization that may perform any labor or service in connection with this Contract.
SWPP	Safe Work Practices and Procedures
Tampering	Unauthorized work performed by any person or persons under the control of the contractor or whom should be under the control of the contractor, including any work which effects the operation in the Concourse Basement level tunnels.
TS	Technical Specification (this document).

TS-3. AIRPORT OPERATIONS

- A. The Airport operates 24 hours per day, seven days per week and 365 days per year (24/7/365) with the capability to process flights, passengers and baggage at any time of day through all weather conditions.

TS-4. SCOPE OF WORK

4.1. General

- 1. The Contractor shall provide management, supervision and training for all personnel required to perform the routine cleaning and maintenance at the minimum standard defined in the Contract and monitored through the Key Performance Indicators (KPI). All materials, equipment, consumables, and services required to achieve and maintain the KPIs shall be included and

provided by the Contractor. The Contractor shall schedule, maintain, monitor and operate in accordance with the terms and provisions of the Contract.

2. The Contractor shall ensure that all personnel working in the sterile or secured area comply with the Airport and TSA security and safety requirements, additionally the Contractor shall abide by all Airport rules and regulations.

4.1.1 Janitorial Services

- A. The Contractor shall clean dust, debris, soot, graffiti, and other objectionable materials of any kind from tunnel ceilings, concrete walls, barriers, guard rails, elevator entry-exits, break areas, VSRs, baggage belts/areas, international baggage area, MODS, T1 location, train emergency exits, stairwells, and ramps from apron down into the tunnels. Pick up trash, empty all trash cans and replace liners, remove large items from all areas, remove water from roadways and spill response cleanup.

4.1.2 Power Washing Services

- A. The Contractor shall maintain predictive maintenance in a safe and efficient manner such that equipment is inspected regularly and changed/repaired prior to actual failure so that equipment operates continuously without unexpected failure.
- B. Power wash all barriers, walls and ceiling. The contractor shall use a hot waterpower washer with a minimum of 3000 psi., 5 GPM, at a minimum of 180-degree Fahrenheit. Floors shall be free of loose trash before power washing.

4.1.3 Pressure Washing Services

- A. The contractor shall use a hot waterpower washer that does not exceed 160-degree Fahrenheit, between 500 to 1000 psi. and 3.5 to 5 GPM.
 1. Hot water is most effective when use in conjunction with alkaline cleaning compounds and is best used for removing paint, grease and oil.
 2. During winter operations, avoid pressure washing when temperatures are below 40-degrees Fahrenheit.
- B. A fan type nozzle of 15–40-degree fan is preferred. Laser-tip, O-Tips, or any fan spray narrower than 15 degrees should NOT be used on masonry as it will cause damage to the surface.

4.1.3.1 Traffic Control

- A. All work must be in conformance with the “Manual of Uniform Control Devices for Streets and Highways” (MUTCD)
- B. Maintain traffic within the limits of the work area for the duration of the entire time work is being performed. Provide and maintain adequate accommodations for intersecting and crossing traffic.

- C. Provide flagger(s) to control traffic when traffic is in both directions and must use a single lane.

4.1.4 Scrubbing Services

- A. Scrub and clean grease spills on the ramps as directed by DEN Maintenance.
- B. Machine scrubbing of floors is defined as applying a germicidal detergent solution to all areas of the floor. You are required to manually scrub areas that are inaccessible to the floor machine, removing the solution from the floor and rinsing area as needed. There shall be no dirt, mop swirls, or shadowing, and all floors shall be scrubbed to a clean appearance.

4.2. Tunnel Locations for Cleaning Services

- A. Concourse A tunnel location identifier:
 - 1. CCA_00_1C_016 through,
 - 2. CCA_00_2C_014 through,
 - 3. CCA_00_3C_004 through,
 - 4. CCA_00_4C_014
- B. Concourse B AGTS tunnel location identifier:
 - 1. CCB_00_1C_020 through,
 - 2. CCB_00_2C_020 through,
 - 3. CCB_00_3C_004 through,
 - 4. CCB_00_4C_004
- C. Concourse C tunnel location:
 - 1. CCC_00_1C_020 through,
 - 2. CCC_00_2C_016 through,
 - 3. CCC_00_3C_002 through,
 - 4. CCC_00_3C_008, through,
 - 5. CCC_00_4C_008
- D. Various assets in the tunnel locations (information only – may or may not be part of scope.)
 - 1. ACS Stations
 - 2. Baggage tunnels
 - 3. HVAC plenum
 - 4. Janitor closets
 - 5. Stairwells
 - 6. Trash Compactors
 - 7. Triturator

TS-5 QUALITY ASSURANCE

5.1. General

- A. The Contractor shall ensure that a Quality Assurance plan is in place throughout the term of the Contract.
- B. The Contractor shall submit complete details of the Contractor's Quality Assurance plan to the City for review and approval by the City no later than thirty (30) days after commencement of operations and/or maintenance.
- C. The Contractor shall submit an updated plan to the City within seven (7) days of any changes being made to the Contractor's Quality Assurance plan. Any changes to this plan before being put into effect must be approved by the City.
- D. The Contractor shall ensure that its employees and sub-contractors are in compliance with the Contractor's Quality Assurance plan at all times.

5.2. Quality Control

- A. The Contractor shall put in place an audit system to be performed by Supervisors to periodically verify that inspections and maintenance tasks are being performed properly. Such audits shall be fully documented and attached to the required monthly performance reports.
- B. Any work found to not meet the QC standards shall be reworked with urgency and reported to the City.
- C. Procedures shall ensure that persistent poor performance is detected and addressed.
- D. Provide a quality inspection audit report.

TS-6. STAFFING/PERSONNEL REQUIREMENTS

6.1. General

- A. The Contractor shall at all times perform its services under this Contract by means of providing adequately trained and competent technical labor and supervisory personnel in sufficient numbers and classifications necessary to perform such services efficiently and in accordance with the Contract Documents.
- B. The City reserves the right to approve the Contractor's appointment of any person performing work at the Airport under this Contract.
- C. The Contractor shall remove any person from the Airport at the City's request. The Contractor is responsible for returning all Airport property of the removed person in accordance with Airport rules.
- D. The Contractor shall provide the following to the City;
 - 1. A detailed staffing schedule at the commencement of each calendar year, or as requested, detailing the staffing levels provided by the Contractor to properly operate and maintain tunnel cleanliness and meet the KPI's detailed in the Contract.

- E. General staffing schedules shall be updated and resubmitted to the City as changes are made or upon request.
- F. The Contractor shall comply with all Local, City, State and/or Federal requirements relating to work rules, including but not limited to;
 - 1. Shift-work
 - 2. Breaks, quantity, duration, and intervals
 - 3. Over-time
 - 4. Minimum rest periods
 - 5. Multiple and consecutive shifts
 - 6. Prevailing wage
- G. The Contractor shall provide a time keeping mechanism to provide an auditable electronic record of shift start and shift finish times. The Contractor shall be required to ensure that all staff properly report all working hours.

6.2. Onsite Key Personnel

- A. For the purposes of this Technical Specification, the following persons shall be regarded as Key personnel.
 - 1. Site Manager
 - 2. Assistant Site Manager
 - 3. Janitor
 - 4. Pressure washer equipment operator

6.3. Uniforms

- A. The Contractor shall furnish their employees with a uniform to standards approved by the City. The Contractor shall submit information pertaining to uniforms to the City for approval no later than 30 days after NTP and whenever the Contractor intends to materially alter uniforms.
- B. The Contractor shall enforce a reasonable level of dress code ensuring that all employees will present a neat, clean, and orderly appearance at all times while at the Airport.

6.4 Minimum Staffing Levels

- A. The Contractor shall as an absolute minimum provide the following staffing levels at all times. It is the Contractor's responsibility to staff accordingly to meet the performance requirements of the Contract specifications.

Figure 2, Minimum Staffing Levels

Staff Positions/Title	Number of People	Minimum Staff per Shift
Site Manager	1	1/0
Assistant Site Manager	1	0/1
Janitor	6	6
Supervisor	1	1
Safety Officer	1	TBD
QA/QC Officer	1	TBD

- B. Shifts shall cover 24/7 unless the position specifically identifies less than 24/7. It shall be acceptable to DEN for the Contractor to substitute higher levels of personnel due to skills/promotions at the Contractor's expense.
- C. Officers are not dedicated positions provided the person who is assigned this task is sufficiently competent and trained to perform the task as required.
- D. The Contractor's accepted staffing plan shall become the minimum staffing level.
- E. The Contractor may choose to include additional staffing levels above the accepted staffing plan to ensure all KPI's are met.

6.5. Staff Deficiencies

- A. Whenever the Contractor is unable to provide the minimum staffing levels, the Contractor shall decrease the monthly operations and maintenance accordingly based on the agreed rates between the Contractor and the City.
- B. Personnel deductions shall be in quarter hour increments.
- C. The Contractor shall make all efforts to address deficiencies in staffing.
- D. Staff deficiencies shall be covered by personnel with the same qualification/classification.
- E. The Contractor shall issue monthly to the City and on-demand a staff allocation report detailing all hours provided under this contract by staff position. Deficient hours in the past month based on minimum staffing levels shall be clearly detailed.
- F. Should the Contractor fail to address such staffing deficiencies within thirty (30) calendar days, the City may at its sole discretion deduct from the monthly fee. Penalties shall be based on deficient calendar days.
- G. The Contractor shall carefully schedule employee time off so that critical employees do not have scheduled time off at the same time (e.g. Site Manager and Assistant Site Manager).
 - 1. This requirement shall apply across the entire workforce based on different skill levels (e.g. allowing all supervisors time off at the same time shall not be allowed).
 - 2. Exceptions shall be considered by the City based on special circumstances (e.g. family bereavements, etc.). In these circumstances, the Contractor shall make all efforts to ensure continuity of services and notify the City in writing detailing the circumstances and the duration.

6.6. On-Site Administration Staff

- A. The Contractor shall at a minimum, but not limited to, provide the following staff for administration and management of the Contract.

6.6.1. Site Manager

- A. Working Hours

1. The Contractor personnel shall operate from the site for a minimum period of forty (40) hours per week, usually during normal business hours (8/5).
2. The Contractor shall provide a Site Manager or Assistant Site Manager on-site at DEN for 52 weeks of the year.

B. Responsibilities

1. The Site Manager shall be responsible for all day-to-day operations at the Airport and shall have the overall responsibility and authority to assure the Contractor's compliance with this Contract.
2. The Site Manager shall serve as the Contractor's representative and point of contact with the City for all matters concerning the Contract and representing the Contractor in all communications.
3. The Site Manager shall be on-call to address and/or coordinate activities on site should an incident occur, that cannot be addressed by on-site personnel. The Contractor shall ensure that the Site Manager or their designated fill-in has the necessary tools that ensure the minimum availability as outlined in this document.
4. The Site Manager shall have the Contractor's full authorization to empower any employee, sub-supplier and/or resource of the Contractor to perform all of the requirements detailed in this document.
5. The Site manager shall attend regularly scheduled and as requested meetings with the City and/or Stakeholders to discuss the ICS.
6. Ensure timely submittal to the City of all invoices, reports, staffing plans and other documents required by the Contract.
7. The Site Manager is responsible for hiring, training, assigning, scheduling, promoting, disciplining and discharging employees to work for the Contractor under the Contract.
8. Review and revision as necessary of Contractor policies and procedures relating to the Contractor's performance of the Contract, including personnel, safety, security, and operational matters.
9. All other matters required for the Contractor's compliance with the Contract.
10. The Site Manager shall be responsible for the overall Quality Control systems. QC personnel shall report to the Site Manager.
11. Responsible for ensuring all maintenance/ operational literature (technical manuals, safety literature, schematics, etc.) is on-site, current/ up-to-date and available for review by all operations personnel.
12. Other duties as required.

6.6.2. Assistant Site Manager

- A. Working Hours
 - 1. The Assistant Site Manager shall operate from the site for a minimum period of forty (40) hours per week in lieu of Site Manager.
- B. Responsibilities
 - 1. Back-up to the Site Manager. Immediate fill-in for the Site manager during scheduled time off.
 - 2. Implementation and verification of training/training materials.
 - 3. Responsible for scheduling and prioritizing of work duties/maintenance activities.
 - 4. Selection of equipment substitutions based on end-of-life and/or purchasing availability.
 - 5. Responsible for ensuring QC targets are achieved.
 - 6. Updating of maintenance procedures.
- C. Qualifications
 - 1. High School diploma or equivalent.
 - 2. The Assistant Site Manager shall have a minimum of five (5) years' experience in related work.
- D. Replacement
 - 1. Interim Assistant Site Managers shall be appointed by the Contractor for periods of no more than five (5) consecutive calendar days without approval from the City to address absences through sickness, leave, training etc.
 - 2. Any interim Assistant Site Manager appointments exceeding seven (7) consecutive calendar days due to absence for any reason shall have credentials submitted to the City for approval fourteen (14) calendar days prior to such absences being planned and/or within twenty-four (24) hours of an unexpected absence. The City strongly encourages the Contractor to have on record an approved person to fill-in during an unexpected absence.
 - 3. Any planned absences exceeding seven (7) consecutive calendar days (vacation, etc.) shall be reported to the City at least fourteen (14) days prior to the absence occurring.

6.7. On-Site Support Personnel

6.7.1. Supervisor

- A. Working Hours
 - 1. At least one Supervisor visit the site at minimum of once per week.
 - 2. The Contractor shall provide a Supervisor on-site at DEN for 52 weeks of the year for all shifts.
- B. Responsibilities include but are not limited to:

1. Supervisors shall coordinate work schedules for the day and be responsible for assignment of daily/nightly duties, Quality Control, Security and Safety.
 2. Coordination of Maintenance tasks, review of work performed to ensure work is being done to the proper quality standard.
 3. Schedule and Training of technicians.
 4. Supervisors shall be hands-on workers when other duties are complete.
 5. Other duties as required
- C. Qualifications
1. High School diploma or equivalent.
 2. Supervisors shall have a minimum of three (3) years' experience in equivalent industry.
 3. Supervisors shall undertake a Contractor provided training course, defined in the training plan approved by the City, to ensure that they are proficient with implementation of fallback procedures.
- D. Replacement
1. Minimum qualification of replacement shall be CST.
 2. Interim Supervisors shall be appointed by the Contractor for periods of no more than five (5) consecutive calendar days without approval from the City to address absences through sickness, leave, training etc.
 3. Any interim Supervisor appointments exceeding five (5) consecutive calendar days due to absence for any reason shall have credentials submitted to the City for approval fourteen (14) calendar days prior to such absences being planned and/or within twenty-four (24) hours of an unexpected absence. The City strongly encourages the Contractor to have on record an approved person to fill-in during an unexpected absence.
 4. Any planned absences exceeding five (5) consecutive calendar days (vacation, etc.) shall be reported to the City at least fourteen (14) calendar days.

6.8 Adjustments to Staffing due to Construction

1. DEN currently has several ongoing construction projects that may affect janitorial staffing levels through the term of this contract. Currently, DEN has ongoing construction in the Main Terminal, A Concourse, B Concourse, and C Concourse among other areas. During these construction projects, areas may be added or removed from the Scope of Work.

6.9 Holidays

1. The Contractor shall be aware that DEN operates 24 hours a day, all days of the year. The Contractor shall staff all areas during holidays at no additional cost to DEN. DEN staff observe the following holidays:
 - a. New Year's Day;
 - b. Martin Luther King Day;
 - c. President's Day;
 - d. Cesar Chavez Day;
 - e. Memorial Day;
 - f. Independence Day;
 - g. Labor Day;
 - h. Veterans Day;
 - i. Thanksgiving Day; and
 - j. Christmas Day.

TS-7. TRAINING

7.1. General

- A. The Contractor shall submit a detailed training plan to the City for approval fifteen (15) days prior to commencement of operations. The Contractor shall resubmit the training plan whenever the plan is materially altered.
- B. The Contractor shall perform all regulatory training required by Federal, State, City and local requirements (including OSHA) as part of this contract.
- C. The Contractor shall provide each employee assigned to perform work under this Contract with training in the duties assigned to perform the work competently.
- D. The Contractor shall provide supervisory and management level training for all supervisors and managers performing work under this Contract.
- E. The Contractor shall maintain a training record for each employee. The training record shall show, at a minimum, the employee's name, date of employment, and the type and date of each training completed.

7.2. Minimum Required Training

- A. Safe Work Practices and Procedures (SWPP).
- B. Approved Standard Operating Procedures (SOP).
- C. Methods to inspect equipment and report possible/actual problems.
- D. OSHA required training, if applicable.
- E. Compliance with all legally required or prudent safety practices.

7.3. Minimum Training Records

- A. Detailed records of all training shall be maintained by the Contractor including, but not limited to, the following and shall be submitted to City.
 1. Training being performed
 2. Each person being trained

3. When training was completed
4. Type for training (new, refresher, updated procedure, compliance, etc.)

7.4 Blood-borne Pathogen Safety Program

7.4.1 Contractor Responsibilities

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

At a minimum, the following items must be included in the training:

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

TS-8. SAFETY

8.1. Safety And Cleanliness

- A. The Contractor is responsible for the health and safety of its employees, agents, suppliers, and other persons, who perform work under this Contract. The Contractor shall take all necessary and reasonable precautions and actions to protect all such persons and property. Such actions shall include, but are not limited to the following:
 1. Compliance with all the applicable laws, regulations, ordinances, rules or orders of any public authority having jurisdiction relating to safety of persons or property.

2. Implementation of all practices, procedures and programs customarily implemented by contractors performing work of a similar nature.
 3. The Contractor shall ensure that staff are provided with the proper safety equipment, are properly trained in the use of safety equipment and shall enforce the proper use of safety equipment when required by OSHA or the City, for example:
 - a. Eye protection (safety glasses)
 - b. Safety shoes
 - c. Head protection (hard hats/bump caps)
 - d. Noise protection (ear muffs)
 - f. Unintended use (lock-out tags/locks)
 4. The Contractor shall ensure that all employees wear the correct PPE including footwear appropriate for the task being performed.
 5. The City shall have the right to require removal of any employee who fails to wear the proper uniform and PPE in a reasonable condition and the exercise of this right shall not limit the obligation of the Contractor to perform the services defined by this specification.
- B. The Contractor shall immediately render assistance and take all practical steps to protect and seek assistance for any and all persons injured in an accident.
 - C. The Contractor shall ensure that areas for use by the Contractor are properly maintained, regularly cleaned and free from hazards.
 - D. Maintain all records, make all reports and post all documents required by Federal, State and Local laws and regulations on employee worker safety and protection from hazardous conditions and materials.

8.2. Safe Work Practices and Procedures (SWPP)

- A. The Contractor shall perform regular audits of safe work practices and procedure to ensure compliance by all its employees and sub-contractors.
- B. The Contractor is solely responsible for ensuring that all personnel and sub-contractors working at the Airport are fully conversant with all safe working practices and procedures and enforcement of those SWPP.
- C. The Contractor shall put in place a procedure to allow SWPP to be updated and/or corrected. The Contractor shall submit all changed SWPP to City by EOB on the next business day once SWPP have been reviewed, updated and put into place.

8.3. Contractor Emergency Evacuation Plan (EEP)

- A. The Contractor shall submit an emergency evacuation plan to address the safe evacuation of personnel under the control of the Contractor no later than commencement of operations, and within five days of the plan being updated, or as requested by the City.
- B. The Contractor's emergency plan shall be properly coordinated with the City's emergency plan. The plan shall at a minimum include the following:
 1. Natural disasters
 2. Injuries to employees or persons under the control of the Contractor

3. Fires
4. Emergency evacuation of offices and workspaces, identifying primary and alternative exit points
5. Bomb threat procedures
6. Automobile accidents
7. The Contractor will ensure that its employees are trained and responsive in accordance with the Contractor Emergency Plan and Airport Policies and Procedures. In the event of an emergency, employees are instructed to call the Airport Emergency number at 303-342-4211.

TS-09. INSPECTIONS

9.1 Site Inspections

- A. Inspectors, either employees of the City or their representatives, may be assigned to inspect or observe the work. These inspectors will observe the Contractor's work to determine whether work performed satisfies the requirements of this Contract.
- B. At any time, the City can request the Contractor's presence during inspections conducted by the City. The Contractor shall not unreasonably delay attendance at such inspections.

TS-10. ENVIRONMENTAL

10.1 Environmental Requirements

1. The Contractor and any subcontractors must comply with all environmental requirements. These requirements include all applicable airport, city, state, and federal rules and regulations.
2. Airport environmental requirements are located in Part 180 of the Denver Municipal Airport System Rules and Regulations available at <http://www.flydenver.com/about/administration/rulesregulations>.
3. DEN is interested in "greening" the products used in all aspects of its activities. Some of the motivations and potential benefits include reduced operating costs, increased worker safety in handling hazardous chemicals, improved air quality, and enhanced public image. Contractors should use "green" products whenever available.

10.2 Green Cleaning Standard Operating Procedure

1. The Contractor must create and follow set of guidelines or a "Green Cleaning Standard Operating Procedure" (GCSOP) that governs the overall provision of janitorial services. The GCSOP must address cleaning tasks, the selection and stocking of chemical products, safe chemical use and handling, waste disposal, equipment operation and maintenance, communications protocols, worker safety, training and awareness, public and customer safety, inspections, reporting, and recordkeeping.

2. The format and content of these procedures should follow the proposed Green Seal Environmental Standard for Cleaning Services (<http://www.greenseal.org/GreenBusiness/Standards.aspx?sid=30&cid=3&vid=ViewStandardDetail>) and meet Leadership in Energy & Environmental Design (LEED).

10.3 Packaging and Product Requirements

1. Products should be provided in reusable, refillable, and/or recyclable containers to minimize waste generation and disposal.
2. Product containers should be comprised of the highest post-consumer recycled content possible that is cost-effective.
3. Product should be available in concentrated form (less than 20% water by weight).
4. The Contractor remains the owner of all the chemical products it specifies, procures, uses, and stores at the work site. Upon the completion of service or termination for any reason, the Contractor must remove and take possession of all remaining stock of chemicals including partial packages.
5. Products and services with the following characteristics are discouraged from procurement under this contract due to the negative impact their continued broad use may have on worker and public health:
 - a. Combination cleaner-disinfectants;
 - b. Products which liberate ammonia (CAS 7664-41-7);
 - c. Products containing 2-butoxyethanol or 2-butoxyethanol acetate (CAS 111-76-2 and CAS 112-07-2);
 - d. Products containing ethanolamine (CAS 141-43-5);
 - e. Products containing phosphates or phosphates in excess of 0.5% phosphorous by weight;
 - f. Products which at their least dilute working strength have a pH of less than 2.0 or greater or than 12.5;
 - g. Products containing more than 20% VOCs by weight; and
 - h. Products meeting the definition of a RCRA Hazardous in their least dilute working strength.
6. The following products are prohibited for use at DEN under this contract:
 - a. Products containing persistent bio-accumulative toxic compounds;
 - b. Aerosol products;
 - c. Products containing asbestos;
 - d. Products containing known carcinogens, mutagens, and teratogens;
 - e. Products containing more than 0.1% of: alkylphenol ethoxylates, paradichlorobenzene, 1,4-dioxane, nitrilotriacetic acid, or sodium ethylenediamine tetra acetic acid;

- f. Halogenated compounds with an Ozone Depletion Potential of greater than 0.01;
- g. Products with a flashpoint of less than 100°F;
- h. Products which have a high risk of causing spontaneous combustion;
- i. Products which are strong chemical oxidizers;
- j. Products containing chemical compounds deemed by the Denver Department of Environmental Health to present and undue risk to human health or the environment in their use or disposal; and
- k. Products listed in Figure 3:

Figure 3: Prohibited Chemical and Compounds			
	Chemical Name	CAS Number	Comments
1	Arsenic	7440-38-2	
2	Arsenic, compounds of	various	
3	Barium, compounds of	various	not including alloys
4	Cadmium, compounds of	various	not including alloys
5	Carbon tetrachloride	56-23-5	
6	Chlorobenzene	108-90-7	
7	Chloroform	67-66-3	
8	Chromium, compounds of	various	not including alloys
9	1,2-Dichlorobenzene	95-50-1	
10	1,4-Dichlorobenzene	106-46-7	
11	1,2-Dichloroethane	107-06-2	
12	1, 1-Dichloroethylene	75-35-4	
13	Hexachlorobenzene	118-74-11	
14	Hexachloroethane	67-72-1	
15	Hydrofluoric Acid	7664-39-3	
16	Lead, compounds of	various	not including alloys
17	Mercury, elemental	7439-97-6	not including amalgams
18	Mercury, compounds of	various	
19	Methylene chloride	75-09-2	
20	Nitrobenzene	98-95-3	
21	Pentachlorophenol	87-86-5	
22	Per- and Poly-fluoroalkyl compounds	various	
23	Selenium, compounds of	various	
24	Silver, compounds of	various	not including alloys
25	Tetrachloroethylene	127-18-4	
26	1,1,1-Trichloroethane	71-55-6	
27	1,1,2-Trichloroethane	79-00-5	
28	Trichloroethylene	79-01-6	

29	2,4,5-Trichlorophenol	95-95-4	
30	2,4,6-Trichlorophenol	88-06-2	
31	Vinyl chloride	75-01-4	

7. The Contractor must submit documentation, within 30 days of contract notice to proceed, that all procured products and services do not contain any of the prohibited items listed above.
8. All chemical containers shall retain the original label that must define the instructions for use of the chemicals and any pertinent warnings and safety instructions. All chemicals used must have the manufacturer's quality control batch numbers included on cases or containers.
9. Chemical solutions may be issued to janitorial workers in clearly labeled secondary containers. These containers shall be labeled with the container contents such as "Germicide Detergent." The PA may require additional secondary container label criteria during the term of this contract.

10.4 Recycling and Composting Support

1. DEN has established waste diversion goals in order to minimize the amount of trash that the airport sends to the landfill. Recycling and composting are critical components of our waste diversion efforts, but the success of the program depends greatly upon the Contractor's support.
2. All janitorial support staff must be trained on and comply with the DEN Recycling and Composting Program. DEN Environmental will provide training for Contractor supervisors and managers upon request.
3. The Contractor is responsible for the collection of recycling and compostable organic material ramps and tunnels. DEN may add recycling and compost collection locations to this list through the term of the contract at no charge to DEN. Plastic bags, disposable gloves, and other contaminants are not allowed in recycling or compost containers. The Contractor will empty the contents of recycling bags into the appropriate containers and then throw the plastic bags into the trash containers. Compostable bags may be thrown directly into compost containers. The Contractor will be responsible for the purchase of the following bags for the three primary waste streams:
 - a. Small Clear plastic bags for trash;
 - b. Blue plastic bags for recycle; and
 - c. Light green or green compostable bags for compost (must be certified "Compostable in Industrial Facilities" by BPI, Biodegradable Products Institute).
4. Compost staging areas-DEN will designate specific areas for concessionaires to dispose of their compost. The Contractor shall be responsible for moving the compost from these staging areas to designated compost pick-up areas on the loading dock, or ramp levels. Although the frequency of service to these locations may vary, the compost totes should be moved to the pick-up area at least daily.
5. The Contractor shall be responsible for transporting empty abandoned luggage from the basement tunnels to the AOB loading dock staging area.

6. DEN recycles plastic film (shrink wrap) on the loading dock and concourses. The Contractor shall be responsible for transporting plastic film from receptacles on the loading dock and concourses to the Joint-use Cargo plastic film compactor. The Contractor will only be responsible for placing material into the plastic film compactor. Upon request from DEN, the Contractor shall provide trash, recycling, and composting containers/bins for special events.
7. DEN Environmental with the PA and the Contractor will continually evaluate and discuss ideas, in weekly meetings, on how to improve the recycling and composting programs at DEN.

10.5 Waste Disposal

1. The Contractor shall obtain appropriate disposal transport containers and will be solely responsible for the coordination of all disposal activities. The number, size, location, replacement, etc. of transport containers may be determined by the Contractor as long as there is a timely and appropriate disposal of waste and recycled material.
2. Contractor personnel should avoid the use public elevators for the transportation of large transport containers. These types of containers shall only be transported in designated freight elevators.
3. The Contractor will be responsible for all costs associated with the disposal of all wastes generated at DEN as a result of the Contractor's environmental noncompliant activities.
4. No materials will be allowed to enter Denver's storm water sewer system.
5. Only those products suitable for discharge via the sanitary system will be considered allowable discharges. All sanitary sewer discharges must comply with the Denver Revised Municipal Code Section 56-102, Part 180 of the Denver Municipal Airport System Rules and Regulations, Metro Wastewater Rules and Regulations, along with any other applicable federal, state, or local regulations.
6. The disposal of any hazardous wastes on City property is prohibited. All hazardous waste must be disposed off-site at an appropriately permitted facility. It shall be the Contractor's responsibility to determine any associated or potential cost of for hazardous waste disposal compliance.
7. Solid wastes that exhibit no hazardous characteristics or no contamination by regulated substances may be disposed responsibly in available on-site City trash receptacles or dumpsters.
8. The Contractor shall notify DEN's Maintenance Control Center, and the Contract Compliance Group of any observed issues with recycling and trash receptacle such as non-functional equipment or leakage. When calling DEN's Maintenance Control to report a defective compactor, the Contractor will give the name of calling employee, date, time, location (nearest BIM location) nature of the problem and efforts made to correct the problems. The Contractor shall notify the Contract Compliance Group of their observations. The Contractor shall also assist the Environmental Group in identifying responsible parties (Alexia Rosenstein, Waste Diversion Specialist) for non-compliance with the proper handling and disposal of wastes at DEN.
9. The Contractor will not be held responsible for removing from compactor or compactor chutes large sized items or electronic waste, i.e. couches, desks, file cabinets, batteries, computers, computer monitors, etc. Contractor shall report

issues with large size items and “E-waste” immediately to on shift CCG personnel or directly to the MCC.

10.6. Emergency Spill and Release Response Procedures

10.6.1 Procedures and Protocol for All Hazmat, Sanitary Spill and Release Incidents.

1. These methods are established to prevent unauthorized contractors from performing emergency response cleanups and provides a cross-division consistency to increase the response time and eliminate any discrepancies during emergency spill/release events.

10.6.2 Daily Operations (Normal Operating Hours)

1. Regardless of the size of the spill a needs professional cleanup is required. The supervisor or reporting party will contact MCC and inform them of the spill/release.
2. The communication will need to contain the location and approximate dimension, and/or quantity of the spill/release.
3. The Superintendent or Manager will contact MCC to start the process of getting a cleaning contractor to the site.
4. The communication with MCC will contain the vendor needed for the cleanup. The approved vendors are as follows:
 - a. BELFOR. Only used for interior cleanups, no ramp or roadway cleanups
 - b. CLEANING GUYS. Used for internal and external cleanups

10.6.3 Off-hour Operations (Nights / Weekends)

1. Regardless of the size of the spill a needs professional cleanup is required. The supervisor or reporting party will contact MCC and inform them of the spill/release.
2. The communication will need to contain the location (Inside buildings or Ramp/Roadway)
3. MCC will start the process of getting a cleaning contractor to the site, and email the Superintendent or Manager of the Plumbing dept.

Figure 4: Sustainability Management

Figure 4 - Sustainability Management			
Name	Department	Title	Phone Number
Alexa Rosenstein	DEN Sustainability	Waste Diversion Supervision	303-342-2689
David Fridland	DEN Environmental	Environmental Public Health Manager	303-342-2630

Figure 5: Contact Information for Emergency Spill and Release Response

Figure 5 – Emergency Spill and Release Response		
Department	Purpose	Phone Number
MCC	Contact vendor for immediate cleanup	303-342-2800
DEN Plumbing	Spill and Release control	303-342-2987

EXHIBIT B SCHEDULE OF RATES AND MARKUPS FORM TUNNEL CLEANING										
Refer to the rate sheet description sheet for a statement of criteria to be evaluated with respect to this section.										
Contractor Name: Wright Choice, Inc. Date Submitted: May 12, 2025 DEN Contract No: 202476755 Contract Name Tunnel Cleaning										
Project Description										
Contractor to provide management, supervision and training for all personnel required to perform the routine cleaning and maintenance at the minimum standard defined in the Contract and monitored through the Key Performance Indicators (KPI). All materials, equipment, and services required to achieve and maintain the KPIs shall be included and provided by the Contractor. The Contractor shall schedule, maintain, monitor and operate in accordance with the terms and provisions of the Contract. Scope of work includes but is not limited to cleaning dust, debris, soot, graffiti, and other objectionable materials of any kind from tunnel ceilings, concrete walls, barriers, guard rails, elevator entry-exits, break areas, VSRs, baggage belts/areas, international baggage area, MODS, T1 location, train emergency exits, stairwells, and ramps from apron down into the tunnels. Pick up trash, empty all trash cans and replace liners, remove large items from all areas, remove water from roadways and spill response cleanup.										
A. Core Staff Rates		Hourly Rate			Year 1	Year 2 (3% increase)	Year 3 (3% increase)	Year 4 (3% increase)	Year 5 (3% increase)	
OCC Code	Job Title									
13-1082	Project Manager	\$	85.00		\$ 85.00	\$ 87.55	\$ 90.18	\$ 92.88	\$ 95.67	
11.9021.00	Project Superintendent	\$	75.00		\$ 75.00	\$ 77.25	\$ 79.57	\$ 81.95	\$ 84.41	
13-1082	Project Coordinator	\$	40.00		\$ 40.00	\$ 41.20	\$ 42.44	\$ 43.71	\$ 45.02	
43-3051	Project Administration/Timekeeper	\$	35.00		\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39	
B. Direct Labor Rate and Markup		Hourly Labor Rate	Direct Labor Markup Percentage (NTE 15%)	Hourly Rate x Markup	Year 1	Year 2 (3% increase)	Year 3 (3% increase)	Year 4 (3% increase)	Year 5 (3% increase)	
	Job Tile		10%							
	Site Manager	\$	75.00	\$ 82.50	\$ 82.50	\$ 84.98	\$ 87.52	\$ 90.15	\$ 92.85	
	Assistant Site Manager	\$	70.00	\$ 77.00	\$ 77.00	\$ 79.31	\$ 81.69	\$ 84.14	\$ 86.66	
	Janitor/Custodian I	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	Janitor/Custodian II	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	General Laborer	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	Floor Scrubber Operator	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	Floor Sweeper & Vacuum Operator	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	Forklift Driver	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	Handheld Blower Operator	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
	QC Coordinator	\$	50.00	\$ 55.00	\$ 55.00	\$ 56.65	\$ 58.35	\$ 60.10	\$ 61.90	
	Power/Pressure Washer	\$	44.73	\$ 49.20	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	
C. Materials Rates and Mark Ups		Materials Markup Percentage (NTE 10%)								
	Description									
	1. TBD		10%							
Equipment Rates Markup		Provide Weekly Rate	Equipment Markups Percentage (NTE 10%)	Weekly Rate * Markup	Year 1	Year 2 (3.5% increase)	Year 3 (3.5% increase)	Year 4 (3.5% increase)	Year 5 (3.5% increase)	
	Description		5%							
	1. Pressure/Power Washer	\$	750.00	\$ 787.50	\$ 787.50	\$ 815.06	\$ 815.06	\$ 843.59	\$ 843.59	
	2. Floor Scrubber	\$	750.00	\$ 787.50	\$ 787.50	\$ 815.06	\$ 815.06	\$ 843.59	\$ 843.59	
	3. Floor Sweeper & Vacuum Operator	\$	800.00	\$ 840.00	\$ 840.00	\$ 869.40	\$ 869.40	\$ 899.83	\$ 899.83	
	4. Handheld Blower	\$	50.00	\$ 52.50	\$ 52.50	\$ 54.34	\$ 54.34	\$ 56.24	\$ 56.24	
	5. Golf cart	TBD			\$ -	\$ -	\$ -	\$ -	\$ -	
	6. Industrial cart	TBD			\$ -	\$ -	\$ -	\$ -	\$ -	
	7. CNG or Electric Pickup Truck	TBD			\$ -	\$ -	\$ -	\$ -	\$ -	
	7. Lift Truck	TBD			\$ -	\$ -	\$ -	\$ -	\$ -	
F. Subcontractor Markup		Subcontractor Mark up (NTE 10%)								
	Subcontractor Markup Percentage		10%							

EXHIBIT B
SCHEDULE OF RATE AND MARKUPS DESCRIPTION
TUNNEL CLEANING

Refer to the Schedule of Rates and Markups form for a statement of criteria to be evaluated with respect to this section.

Contractor Name: **Wright Choice, Inc.**
Date Submitted: **5/12/2025**
DEN Contract No. **202476755**
Contract Name: **Tunnel Cleaning**

Project Bid Rate Description		
<p>The cost basis for this contract will include either 1.) Lump sum pricing or 2.) Time and materials cost basis, as requested by the DEN Project Manager. Exhibit B has the following sections to include such as, materials cost basis and markup, prime labor rates, subcontractor labor rates, etc.</p> <p>The following fees and items are assumed to be included in overhead cost, and will not be allowed under this contract:</p> <ul style="list-style-type: none">•Vehicle Cost, Fuel, and Parking•Trip charges•Mobilization•Subsistence•Per Diem•Travel expenses•Insurance Premiums•Performance and Payment Bonds <p>Permit fees and cost are direct cost only, markup is not allowed.</p> <p>The rates above are inclusive of all fringe benefits and are considered fully burdened. These fringe benefits include, but are not limited to, Employers FICA, FUI/SUI, Holiday/Vacation, Sick Leave, Health Insurance, Workers Compensation, Denver Occupational Tax, Retirement Plan, etc.</p> <p>As directed by the CCD DEN PM will request either contractor to provide either 1.) Lump Sum Pricing, or 2.) Time and Material pricing when requesting proposal.</p> <p>Rates and markups should be inclusive of craft wages, fringe benefits and burdens.</p> <p>Exhibit B Excel document lists options for submitting hourly labor rates and/or markups for core staffing, direct field labor, materials, equipment and subcontractors and testing (use the tabs at the bottom to switch between sheets). Provide rates for core staff, direct field labor and equipment only. The contract markups are only applicable to direct labor, materials, equipment, and subcontractor. Core staffing, any contractually required permit fees, sales taxes and insurance costs are not applicable to markups.</p>		
A. Core Staffing Rates		
<p>•Fully encumbered for job titles hourly services rates .</p> <p>•We want to give the contractor flexibility to switch out personnel as need to, as long as job titles and hourly cost are in accordance with this exhibit section.</p> <p>Refer to RFP exhibit B, Section A - Provide Hourly Rate fully encumbered for services.</p> <p>Feel free to add positions to the spreadsheet, if the proposer believes other work will be needed.</p>		
OCC Code	Title	Description
13-1082	Project Manager	The Project Manager will oversee the planning, implementation, and tracking of specific projects which have a beginning, an end, and specified deliverables. He/she manages all aspects of complex projects from inception to conclusion Provide hourly rate.
11-9021.00	Project Superintendent	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing. Provide hourly rate.
13-1082	Project Coordinator	Supports project managers by handling administrative tasks, coordinating schedules, budgets, and resources, ensuring projects run smoothly and on time, and acting as a liaison between the project team and stakeholders. Provide hourly Rate.
43-3051	Administration/Timekeeper	Managing administrative tasks supporting the agency's operations, including functions like facility management, record keeping, procurement, budgeting, personnel support, and overall office coordination, ensuring smooth day-to-day operations across various departments. Provide hourly rate.
B. Direct Labor Rates and Markup		
<p>The estimated direct labor costs as negotiated shall be multiplied by this Direct Labor Markup Percentage. Estimated direct labor cost will be the estimated actual direct labor costs submitted by the contractor and verified by the City and County of Denver. Estimated direct labor cost will include workers who actually perform the Work and shall include all craft wages, fringe benefits, and burdens. The cost of supervision and field and office management should not be considered as labor cost. Markup will include overhead, home office overhead, safety, and other training, profit, small tools, and consumables.</p> <p>Small tools are defined as any tool with a replacement value of \$500 or less. Consumables are any materials that may be consumed by the work and are not part of the permanent installation (e.g., rags, drill bits, hard hats, safety glasses, gloves, saw blades, reciprocating saw blades, tape, welding rod, etc.). The total labor burden for small tools and consumables shall not exceed two percent (2%) of the Direct Labor cost.</p>		
	B.1 Direct Labor Rate Description	Not to Exceed 15%
OCC Code	Title	Description
11-9021.00	Site Manager	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the maintenance of structures, facilities, and systems. Provide hourly rate.
11-9021.00	Assistant Site Manager	You help site managers in developing practical work schedules and procuring supplies. You also assist crews with preparing the site before the project starts. Provide hourly rate.
37-2011.00	Janitor/Custodian I	Any employee that performs 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. Provide hourly rate.
37-2011.10	Janitor/Custodian II	Any employee that performs 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. Provide hourly rate.
53-7062	General Laborer	Responsible for various manual tasks such as unloading building materials and preparing job sites. They use hand tools like shovels or picks while operating machinery to help them with their work and assist crews with other necessary tasks. Provide hourly rate.
37-2011	Floor Scrubber Operator	Encompasses duties like cleaning floors with machines and performing heavy cleaning tasks. Provide hourly rate.
37-2011	Floor Sweeper Operator	Operating and maintaining floor sweeping equipment to clean and maintain floors in various facilities, ensuring a safe and clean environment. Provide hourly rate.
53-7051	Forklift Driver	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Provide hourly rate.
37-3011.00	Handheld Blower Operator	Typically involves operating handheld blowers to clear debris, dust, and other materials from various surfaces, often in outdoor settings like construction sites, landscaping areas, or roadways, while adhering to safety protocols. Provide hourly rate.
11-3051.01	QC Coordinator	Ensures products or services meet quality standards by developing and implementing quality control procedures, conducting audits, and collaborating with teams to address issues, ultimately aiming for continuous improvement and compliance.
51-9192.00	Power/Pressure Washer	Uses power or pressure washing equipment to clean surfaces, ensuring proper water pressure and chemical application, and maintaining equipment and safety protocols. Provide hourly rate.

	<div><div>B.2 Direct Labor Markup Description</div><div>Not to Exceed 15%</div></div> <div>Markup to be multiplied by estimated labor cost. Estimated labor cost or actual labor costs submitted by contractor will be verified by CCD. Estimated labor cost will include all craft wages, fringe benefits and burdens. Markup will include overhead, home office, overhead safety and other training, profit, small tools, and consumables. Small tools are defined as any tool with a replacement value of \$500 or less. Consumables are defined as any materials that may be consumed by the work and are not part of the permanent installation (e.g. rags, drill bits, hard hats, safety glasses, gloves, saw blades, reciprocating saw blades, tape, welding rod, etc.). Provide mark up percentage.</div>
	<div><div>C. Material Markup Percentage</div><div>Not to Exceed 10%</div></div> <div><div>Markup Description</div><div>Markup to be multiplied by actual material quotes if available or estimated cost if not available. Markup will include overhead, home office overhead and profit. Markup may not be applied to sales taxes. Provide mark up percentage only.</div></div>
	<div><div>D. Equipment Markup Percentage</div><div>Not to Exceed 10%</div></div> <div><div>Rate Description</div><div>Provide weekly rate for known equipment required for cleaning services. Equipment taxes are not applicable for mark ups.</div></div> <div><div>Markup Description</div><div>Markup to be multiplied by estimated equipment costs as negotiated. Estimated equipment costs, as negotiated, will be multiplied by this Rental Equipment Markup. Estimated equipment utilization rates will be derived from the Rental Rate Blue Book for Construction Equipment as modified by CDOT Standard Specifications for Road and Bridge Construction, Section 109.04 (c). Markup to include overhead, home office overhead, and profit. Provide mark up percentage.</div></div>
	<div><div>F. Subcontractor Markup (Not to exceed 10%)</div></div> <div><div>Subcontractor Markup</div><div>The agreed-to allowable costs (excluding bond, insurance, permit, and tax costs) from the subcontractor proposal to the prime contractor will be multiplied by this Subcontractor Markup. Markups will include all prime contractor overhead, home office overhead, and profit. Provide mark up percentage only.</div></div> <div><div>Subcontractors</div><div>Subcontractors will be required to use the same markups as the prime contractor. Reimbursement and mark-up percentage for subcontractor staff, when required, will be as described in section Labor Mark-up above.</div></div> <div><div>Sub Tier Subcontractors</div><div>Subcontractors will be required to use the same markups as the prime contractor. Reimbursement and mark-up percentage for subcontractor staff, when required, will be as described in section Labor Mark-up above.</div></div>
	<div><div>Additional Bid Information</div></div> <div><div>Permits</div><div>Permits will be obtained by the contractor. Permit costs will be the agreed to as actual cost of the permit without markup. Costs to acquire the permit will be included in the other rates.</div></div> <div><div>Sales Tax, Bond and Insurance</div><div>Sales tax, bonding and insurance costs will be the agreed to as actual cost without markup.</div></div> <div><div>Additional or Extra Work Performed</div><div>Extra work will be performed utilizing the same rates and markups as the original Contract.</div></div> <div><div>Cancellations</div><div>When work is authorized, scheduled and mobilized, in which DEN PM cancels work prior to work commencing, this daily rate applies.</div></div>

EXHIBIT C

CITY AND COUNTY OF DENVER INSURANCE REQUIREMENTS FOR DEPARTMENT OF AVIATION GOODS AND SERVICES AGREEMENT

A. Certificate Holder and Submission Instructions

Contractor must provide a Certificate of Insurance as follows:

Certificate Holder: CITY AND COUNTY OF DENVER
Denver International Airport
8500 Peña Boulevard
Denver CO 80249
Attn/Submit to: DENCOI@flydenver.com

- ACORD Form (or equivalent) certificate is required.
- Contractor must be evidenced as a Named Insured party.
- Electronic submission only, hard copy documents will not be accepted.
- Reference on the certificate must include the City-assigned Contract Number, if applicable.

The City may at any time modify submission requirements, including the use of third-party software and/or services, which may include an additional fee to the Contractor.

B. Defined Terms

1. “Agreement” as used in this exhibit refers to the contractual agreement to which this exhibit is attached, irrespective of any other title or name it may otherwise have.
2. “Contractor” as used in this exhibit refers to the party contracting with the City and County of Denver pursuant to the attached Agreement.

C. Coverages and Limits

1. Commercial General Liability

Contractor shall maintain insurance coverage including bodily injury, property damage, personal injury, advertising injury, independent contractors, and products and completed operations in minimum limits of \$1,000,000 each occurrence, \$2,000,000 products and completed operations aggregate; if policy contains a general aggregate, a minimum limit of \$2,000,000 annual per location aggregate must be maintained.

- a. Coverage shall include Contractual Liability covering liability assumed under this Agreement (including defense costs assumed under contract) within the scope of coverages provided.
- b. Coverage shall include Mobile Equipment Liability, if used to perform services under this Agreement.
- c. If a “per location” policy aggregate is required, “location” shall mean the entire airport premises.

2. Business Automobile Liability

Contractor shall maintain a minimum limit of \$1,000,000 combined single limit each occurrence for bodily injury and property damage for all owned, leased, hired and/or non-owned vehicles used in performing services under this Agreement.

- a. If operating vehicles unescorted airside at DEN, a \$10,000,000 combined single limit each occurrence for bodily injury and property damage is required.
- b. If Contractor does not have blanket coverage on all owned and operated vehicles and will require unescorted airside driving privileges, then a schedule of insured vehicles (including year, make, model and VIN number) must be submitted with the Certificate of Insurance.
- c. If transporting waste, hazardous material, or regulated substances, Contractor shall carry a Broadened

Pollution Endorsement and an MCS 90 endorsement on its policy.

- d. If Contractor does not own any fleet vehicles and Contractor's owners, officers, directors, and/or employees use their personal vehicles to perform services under this Agreement, Contractor shall ensure that Personal Automobile Liability including a Business Use Endorsement is maintained by the vehicle owner, and if appropriate, Non-Owned Auto Liability by the Contractor. This provision does not apply to persons solely commuting to and from the airport.
 - e. If Contractor will be completing all services to DEN under this Agreement remotely and not be driving to locations under direction of the City to perform services this requirement is waived.
3. **Workers' Compensation and Employer's Liability Insurance**
Contractor shall maintain the coverage as required by statute for each work location and shall maintain Employer's Liability insurance with limits no less than \$100,000 per occurrence for each bodily injury claim, \$100,000 per occurrence for each bodily injury caused by disease claim, and \$500,000 aggregate for all bodily injuries caused by disease claims.
- a. Colorado Workers' Compensation Act allows for certain, limited exemptions from Worker's Compensation insurance coverage requirements. It is the sole responsibility of the Contractor to determine their eligibility for providing this coverage, executing all required documentation with the State of Colorado, and obtaining all necessary approvals. Verification document(s) evidencing exemption status must be submitted with the Certificate of Insurance.
4. **Property Insurance**
Contractor is solely responsible for any loss or damage to its real or business personal property located on DEN premises including, but not limited to, materials, tools, equipment, vehicles, furnishings, structures and personal property of its employees and subcontractors unless caused by the sole, gross negligence of the City. If Contractor carries property insurance on its property located on DEN premises, a waiver of subrogation as outlined in Section F will be required from its insurer.
5. **Professional Liability (Errors and Omissions) Insurance**
Contractor shall maintain a minimum limit of \$1,000,000 each claim and annual policy aggregate, providing coverage for all applicable professional services outlined in this Agreement.
6. **Unmanned Aerial Vehicle (UAV) Liability:**
If Contractor desires to use drones in any aspect of its work or presence on DEN premises, the following requirements must be met prior to commencing any drone operations:
- a. Express written permission must be granted by DEN.
 - b. Express written permission must be granted by the Federal Aviation Administration (FAA).
 - c. Drone equipment must be properly registered with the FAA.
 - d. Drone operator(s) must be properly licensed by the FAA.
 - e. Contractor must maintain UAV Liability including flight coverage, personal and advertising injury liability, and hired/non-owned UAV liability for its commercial drone operations with a limit no less than \$1,000,000 combined single limit each occurrence for bodily injury and property damage.
7. **Excess/Umbrella Liability**
Combination of primary and excess coverage may be used to achieve minimum required coverage limits. Excess/Umbrella policy(ies) must follow form of the primary policies with which they are related to provide the minimum limits and be verified as such on any submitted Certificate of Insurance.

D. Reference to Project and/or Contract

The City Project Name, Title of Agreement and/or Contract Number and description shall be noted on the Certificate of Insurance, if applicable.

E. Additional Insured

For all coverages required under this Agreement (excluding Workers' Compensation, Employer's Liability and Professional Liability, if required), Contractor's insurer(s) shall include the City and County of Denver, its elected and appointed officials, successors, agents, employees, and volunteers as Additional Insureds by policy endorsement.

F. Waiver of Subrogation

For all coverages required under this Agreement (excluding Professional Liability, if required), Contractor's insurer(s) shall waive subrogation rights against the City and County of Denver, its elected and appointed officials, successors, agents, employees, and volunteers by policy endorsement.

If Contractor will be completing all services to the City under this Agreement remotely and not be traveling to locations under direction of the City to perform services, this requirement is waived specific to Workers' Compensation coverage.

If Contractor and its employees performing services under this Agreement are domiciled in a monopolistic state this requirement shall not apply to Workers' Compensation policy(ies) issued by a state fund. However, Contractor understands any subrogation against the City from its state-funded Workers' Compensation insurer arising from a claim related to this Agreement shall become the responsibility of the Contractor under Section 14.01 Defense and Indemnification of this Agreement subject to the terms, conditions and limitations therein.

G. Notice of Material Change, Cancellation or Nonrenewal

Each certificate and related policy shall contain a valid provision requiring notification to the Certificate Holder in the event any of the required policies be canceled or non-renewed or reduction in required coverage before the expiration date thereof.

1. Such notice shall reference the DEN assigned contract number related to this Agreement.
2. Such notice shall be sent thirty (30) calendar days prior to such cancellation or non-renewal or reduction in required coverage unless due to non-payment of premiums for which notice shall be sent ten (10) calendar days prior.
3. If such written notice is unavailable from the insurer or afforded as outlined above, Contractor shall provide written notice of cancellation, non-renewal and any reduction in required coverage to the Certificate Holder within three (3) business days of receiving such notice by its insurer(s) and include documentation of the formal notice received from its insurer(s) as verification. Contractor shall replace cancelled or nonrenewed policies with no lapse in coverage and provide an updated Certificate of Insurance to DEN.
4. In the event any general aggregate or other aggregate limits are reduced below the required minimum per occurrence limits, Contractor will procure, at its own expense, coverage at the requirement minimum per occurrence limits. If Contractor cannot replenish coverage within ten (10) calendar days, it must notify the City immediately.

H. Cooperation

Contractor agrees to fully cooperate in connection with any investigation or inquiry and accept any formally tendered claim related to this Agreement, whether received from the City or its representative. Contractor's failure to fully cooperate may, as determined in the City's sole discretion, provide cause for default under the Agreement. The City understands acceptance of a tendered claim does not constitute acceptance of liability.

I. Additional Provisions

1. Deductibles or any type of retention are the sole responsibility of the Contractor.
2. Defense costs shall be in addition to the limits of liability. If this provision is unavailable that limitation must be evidenced on the Certificate of Insurance.
3. Coverage required may not contain an exclusion related to operations on airport premises.
4. A severability of interests or separation of insureds provision (no insured vs. insured exclusion) is included under all policies where Additional Insured status is required.
5. A provision that coverage is primary and non-contributory with other coverage or self-insurance maintained by the City under all policies where Additional Insured status is required.

6. If the Contractor procures or maintains insurance policies with coverages or limits beyond those stated herein, such greater policies will apply to their full effect and not be reduced or limited by the minimum requirements stated herein.
7. All policies shall be written on an occurrence form. If an occurrence form is unavailable or not industry norm for a given policy type, claims-made coverage will be accepted by the City provided the retroactive date is on or before the Agreement Effective Date or the first date when any goods or services were provided to the City, whichever is earlier, and continuous coverage will be maintained or an extended reporting period placed for three years (eight years for construction-related agreements) beginning at the time work under this Agreement is completed or the Agreement is terminated, whichever is later.
8. Certificates of Insurance must specify the issuing companies, policy numbers and policy periods for each required form of coverage. The certificates for each insurance policy are to be signed by an authorized representative and must be submitted to the City at the time Contractor signed this Agreement.
9. The insurance shall be underwritten by an insurer licensed or authorized to do business in the State of Colorado and rated by A.M. Best Company as A- VIII or better.
10. Certificate of Insurance and Related Endorsements: The City's acceptance of a certificate of insurance or other proof of insurance that does not comply with all insurance requirements shall not act as a waiver of Contractor's breach of this Agreement or of any of the City's rights or remedies under this Agreement. All coverage requirements shall be enforced unless waived or otherwise modified in writing by DEN Risk Management. Contractor is solely responsible for ensuring all formal policy endorsements are issued by their insurers to support the requirements.
11. The City shall have the right to verify, at any time, all coverage, information, or representations, and the insured and its insurance representatives shall promptly and fully cooperate in any such audit the City may elect to undertake including provision of copies of insurance policies upon request. In the case of such audit, the City may be subject to a non-disclosure agreement and/or redactions of policy information unrelated to verification of required coverage.
12. No material changes, modifications, or interlineations to required insurance coverage shall be allowed without the review and written approval of DEN Risk Management.
13. Contractor shall be responsible for ensuring the City is provided updated Certificate(s) of Insurance prior to each policy renewal.
14. Contractor's failure to maintain required insurance shall be the basis for immediate suspension and cause for termination of this Agreement, at the City's sole discretion and without penalty to the City.

J. Part 230 and the DEN Airport Rules and Regulations

If the minimum insurance requirements set forth herein differ from the equivalent types of insurance requirements in Part 230 of the DEN Airport Rules and Regulations, the greater and broader insurance requirements shall supersede those lesser requirements, unless expressly excepted in writing by DEN Risk Management. Part 230 applies to Contractor and its subcontractors of any tier.

K. Applicability of ROCIP Requirements

The City and County of Denver and Denver International Airport (hereinafter referred to collectively as "DEN") has arranged for certain construction activities at DEN to be insured under an Owner Controlled Insurance Program (OCIP) or a Rolling Owner Controlled Insurance Program (ROCIP) (hereinafter collectively referred to as "ROCIP"). A ROCIP is a single insurance program that insures DEN, the Contractor and subcontractors of any tier, and other designated parties (Enrolled Parties), for work performed at the Project Site. **Work contemplated under this Agreement by Contractor is NOT included under a ROCIP program. Contractor must provide its own insurance as specified in this Agreement. If Contractor is assigned work to be conducted within a ROCIP Project Site it must comply with the provisions of the DEN ROCIP Safety Manual, which is part of the Contract Documents and which is linked below to the most recent manual.**

[DEN ROCIP Safety Manual](#)

DEN is additionally providing links to the DEN ROCIP Insurance Manual and the DEN ROCIP Claims Guide solely for Contractor's information.

[DEN ROCIP Insurance Manual](#)

[DEN ROCIP Claims Guide](#)

Notice of Change to ROCIP: DEN reserves the right to assign work per task order to a specific ROCIP program, if more than one is active, as well as terminate or modify a DEN ROCIP or any portion thereof. Further, dependent on factors including, but not limited to, the official timing and duration of the ROCIP project for which services are provided or related to under this Agreement, DEN may need to transition from one ROCIP program to another and introduce corresponding requirements for contractors. DEN will provide Contractor notice of changes regarding a ROCIP program as applicable to Contractor's work or responsibilities under the ROCIP Safety Manual.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

08/12/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Flood and Peterson PO Box 578 Greeley CO 80632	CONTACT NAME: Stacey Busciglio PHONE (A/C, No, Ext): (970) 356-0123 FAX (A/C, No): (970) 330-1867 E-MAIL ADDRESS: SBusciglio@floodpeterson.com																					
INSURED Wright Choice, Inc. P.O. Box 200046 Evans CO 80620-0046	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: center;">NAIC #</th> </tr> </thead> <tbody> <tr> <td colspan="2">INSURER A: National American Insurance Company Writing Co</td> <td style="text-align: center;">23663</td> </tr> <tr> <td colspan="2">INSURER B: Pinnacol Assurance</td> <td style="text-align: center;">41190</td> </tr> <tr> <td colspan="2">INSURER C: Great West Casualty Company</td> <td style="text-align: center;">11371</td> </tr> <tr> <td colspan="2">INSURER D: Everspan Indemnity Insurance Company</td> <td style="text-align: center;">16882</td> </tr> <tr> <td colspan="2">INSURER E: Upland Specialty Insurance Company</td> <td style="text-align: center;">16988</td> </tr> <tr> <td colspan="2">INSURER F: General Star Indemnity Company</td> <td style="text-align: center;">37362</td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A: National American Insurance Company Writing Co		23663	INSURER B: Pinnacol Assurance		41190	INSURER C: Great West Casualty Company		11371	INSURER D: Everspan Indemnity Insurance Company		16882	INSURER E: Upland Specialty Insurance Company		16988	INSURER F: General Star Indemnity Company		37362
INSURER(S) AFFORDING COVERAGE		NAIC #																				
INSURER A: National American Insurance Company Writing Co		23663																				
INSURER B: Pinnacol Assurance		41190																				
INSURER C: Great West Casualty Company		11371																				
INSURER D: Everspan Indemnity Insurance Company		16882																				
INSURER E: Upland Specialty Insurance Company		16988																				
INSURER F: General Star Indemnity Company		37362																				

COVERAGES**CERTIFICATE NUMBER:** GL,AU,WC,(5)XS,LR -**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS		
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY			OP18410105	08/01/2025	08/01/2026	EACH OCCURRENCE	\$ 1,000,000	
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000	
	GEN'L AGGREGATE LIMIT APPLIES PER:							MED EXP (Any one person)	\$ 5,000
	<input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						PERSONAL & ADV INJURY	\$ 1,000,000	
	OTHER:						GENERAL AGGREGATE	\$ 2,000,000	
							PRODUCTS - COMP/OP AGG	\$ 2,000,000	
								\$	
A	AUTOMOBILE LIABILITY			OP18410105	08/01/2025	08/01/2026	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000	
	<input type="checkbox"/> ANY AUTO						BODILY INJURY (Per person)	\$	
	<input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS						BODILY INJURY (Per accident)	\$	
	<input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	\$	
							Uninsured motorist	\$ 1,000,000	
A	<input checked="" type="checkbox"/> UMBRELLA LIAB			OU87400105	08/01/2025	08/01/2026	COMBINED SINGLE LIMIT (Ea accident)	\$ 5,000,000	
	<input type="checkbox"/> EXCESS LIAB						EACH OCCURRENCE	\$ 5,000,000	
	<input type="checkbox"/> CLAIMS-MADE						AGGREGATE	\$ 5,000,000	
	<input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0							\$	
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			4192731	08/01/2025	08/01/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER		
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N					E.L. EACH ACCIDENT	\$ 1,000,000	
	If yes, describe under DESCRIPTION OF OPERATIONS below	<input checked="" type="checkbox"/> Y	N/A				E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000	
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000	
C	Automobile Liability - Trucking			MCP61813F	08/01/2025	08/01/2026	Combined Single Limit	\$1,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Contract #202476755-Tunnel Cleaning. This certificate is issued as a matter of INFORMATION ONLY and coverages reflected are as of the date of issuance.

CERTIFICATE HOLDER**CANCELLATION**

Denver International Airport 8500 Peña Blvd Denver CO 80249	<p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE</p> <p style="text-align: center;"><i>Stacey Busciglio</i></p>
---	---

© 1988-2015 ACORD CORPORATION. All rights reserved.

ADDITIONAL COVERAGES

Ref # D	Description Excess Liability-2xP - Policy #PX1EI-000024-02 - 8/1/2025-8/1/2026				Coverage Code	Form No.	Edition Date
Limit 1 2,000,000	Limit 2 2,000,000	Limit 3	Deductible Amount 0	Deductible Type		Premium	
Ref # E	Description Excess Liability-2x2 - Policy #USXTL1050125 - 8/1/2025-8/1/2026				Coverage Code	Form No.	Edition Date
Limit 1 2,000,000	Limit 2 2,000,000	Limit 3	Deductible Amount 0	Deductible Type		Premium	
Ref # F	Description Excess Liability-1x4 - Policy #IXG683382 - 8/1/2025-8/1/2026				Coverage Code	Form No.	Edition Date
Limit 1 1,000,000	Limit 2 1,000,000	Limit 3	Deductible Amount 0	Deductible Type		Premium	
Ref # A	Description Leased/Rented Equipment - Policy #OR282910105 - 8/1/2025-2026				Coverage Code	Form No.	Edition Date
Limit 1 25,000	Limit 2	Limit 3	Deductible Amount 1,000	Deductible Type		Premium	
Ref # G	Description Excess Liability-5x5 - Policy #LHA608257 - 8/1/2025-8/1/2026				Coverage Code	Form No.	Edition Date
Limit 1 5,000,000	Limit 2 5,000,000	Limit 3	Deductible Amount 0	Deductible Type		Premium	
Ref #	Description				Coverage Code	Form No.	Edition Date
Limit 1	Limit 2	Limit 3	Deductible Amount	Deductible Type		Premium	
Ref #	Description				Coverage Code	Form No.	Edition Date
Limit 1	Limit 2	Limit 3	Deductible Amount	Deductible Type		Premium	
Ref #	Description				Coverage Code	Form No.	Edition Date
Limit 1	Limit 2	Limit 3	Deductible Amount	Deductible Type		Premium	
Ref #	Description				Coverage Code	Form No.	Edition Date
Limit 1	Limit 2	Limit 3	Deductible Amount	Deductible Type		Premium	

AGENCY CUSTOMER ID: 00010016

LOC #:



ADDITIONAL REMARKS SCHEDULE

Page of

AGENCY Flood and Peterson		NAMED INSURED Wright Choice, Inc.
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance: Notes

Insurer G: Landmark American Insurance - NAIC #33138

EXHIBIT D



TIMOTHY M. O'BRIEN, CPA
AUDITOR

201 West Colfax Avenue, #705 • Denver, Colorado 80202
(720) 913-5000 • Fax (720) 913-5253 • denvergov.org/auditor

City and County of Denver

TO: All Users of the City and County of Denver Prevailing Wage Schedules
FROM: Luis Osorio Jimenez, Prevailing Wage Administrator
DATE: September 20, 2024
SUBJECT: Latest Change to Prevailing Wage Schedules

The effective date for this publication will be, **Monday Sept 23, 2024**, and applies to the City and County of Denver for **HEAVY 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 20-76(c).

General Wage Decision No. CO 20240002
Superseded General Decision No. CO 20230002
Modification No. 6
Publication Date: 9/20/2024
(10 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.

Attachments as listed above.

In accordance to the amendment of Section 20-76, Division 3, Article IV, Chapter 20 of the Denver Revised Municipal Code enacted on Aug 21st, 2023, the Prevailing Wage Administrator is authorized to approve and adjust all Davis Bacon classifications under \$18.29 to comply with the city's minimum wage.

"General Decision Number: CO20240002 09/20/2024

Superseded General Decision Number: CO20230002

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: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

If the contract is entered	. Executive Order 14026
into on or after January 30,	generally applies to the
2022, or the contract is	contract.
renewed or extended (e.g., an	. The contractor must pay
option is exercised) on or	all covered workers at
after January 30, 2022:	least \$18.29 per hour (or
	the applicable wage rate

	listed on this wage
	determination, if it is
	higher) for all hours
	spent performing on the
	contract in 2024.
<hr/>	
If the contract was awarded on	. Executive Order 13658
or between January 1, 2015 and	generally applies to the
January 29, 2022, and the	contract.
contract is not renewed or	. The contractor must pay
all	covered workers at least
extended on or after January	\$18.29 per hour (or the
30, 2022:	applicable wage rate
listed	on this wage
determination,	if it is higher) for all
	hours spent performing on
	that contract in 2024.
<hr/>	

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/05/2024
1	02/23/2024
2	07/05/2024
3	07/19/2024
4	08/02/2024
5	09/06/2024
6	09/20/2024

ASBE0028-001 07/01/2024

	Rates	Fringes
Asbestos Workers/Insulator (Includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems).....	\$ 34.98	16.47

BRCO0007-004 01/01/2024

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

	Rates	Fringes
BRICKLAYER.....	\$ 42.37	12.86

BRCO0007-006 05/01/2024

EL PASO AND PUEBLO COUNTIES

Rates	Fringes
-------	---------

BRICKLAYER.....\$ 32.93 14.29

* ELEC0012-011 09/01/2024

PUEBLO COUNTY

Rates Fringes

ELECTRICIAN.....\$ 33.55 15.71

ELEC0068-001 06/01/2024

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

Rates Fringes

ELECTRICIAN.....\$ 44.95 19.08

ELEC0111-001 09/01/2023

Rates Fringes

Line Construction:

Groundman.....\$ 24.61 21.25%+7.40

Line Equipment Operator.....\$ 39.77 21.25%+7.40

Lineman and Welder.....\$ 55.22 24.25%+7.40

* ELEC0111-007 01/01/2024

MESA COUNTY

Rates Fringes

ELECTRICIAN.....\$ 30.00 12.70

ELEC0113-002 06/01/2024

EL PASO COUNTY

	Rates	Fringes
ELECTRICIAN.....	\$ 38.20	18.10

ENGI0009-001 05/01/2024

	Rates	Fringes
Power equipment operators:		
Blade: Finish.....	\$ 34.58	15.20
Blade: Rough.....	\$ 34.05	15.20
Bulldozer.....	\$ 34.05	15.20
Cranes: 50 tons and under..	\$ 34.77	15.20
Cranes: 51 to 90 tons.....	\$ 35.07	15.20
Cranes: 91 to 140 tons.....	\$ 36.27	15.20
Cranes: 141 tons and over...	\$ 38.63	15.20
Forklift.....	\$ 34.58	15.20
Mechanic.....	\$ 35.58	15.20
Oiler.....	\$ 34.14	15.20
Scraper: Single bowl under 40 cubic yards.....	\$ 35.20	15.20
Scraper: Single bowl, including pups 40 cubic yards and over and tandem bowls.....	\$ 35.41	15.20
Trackhoe.....	\$ 35.20	15.20

IRON 0024-009 11/01/2023

	Rates	Fringes
IRONWORKER, STRUCTURAL/ORNAMENTAL..	\$ 37.23	22.76

IRON 00847 - 7/01/2023

IRONWORKER, REINFORCING ..	\$ 55.25	3.65
----------------------------	----------	------

LABO0086-001 05/01/2009

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

PLUM0003-005 06/01/2024

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

	Rates	Fringes
PLUMBER.....	\$ 50.68	20.15

PLUM0058-002 07/01/2024

EL PASO COUNTY

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 45.90	17.17

PLUM0058-008 07/01/2024

PUEBLO COUNTY

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 45.90	17.17

* PLUM0145-002 07/01/2024

MESA COUNTY

Rates	Fringes
-------	---------

Plumbers and Pipefitters.....	\$ 38.67	15.08
-------------------------------	----------	-------

PLUM0208-004 06/01/2024

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

	Rates	Fringes
PIPEFITTER.....	\$ 46.01	22.43

SHEE0009-002 07/01/2024

	Rates	Fringes
Sheet metal worker.....	\$ 39.47	21.83

TEAM0455-002 05/01/2024

	Rates	Fringes
Truck drivers:		
Pickup.....	\$ 26.21	4.82
Tandem/Semi and Water.....	\$ 26.84	4.82

* SUCO2001-006 12/20/2001

	Rates	Fringes
BOILERMAKER.....	\$ 18.29	

Carpenters:		
Form Building and Setting...	\$ 18.92 **	2.74
All Other Work.....	\$ 18.29 **	3.37

Cement Mason/Concrete Finisher...	\$ 18.29	2.85
-----------------------------------	----------	------

Painters:

Brush, Roller & Spray.....	\$ 18.29 **	3.26
----------------------------	-------------	------

Power equipment operators:

Backhoe.....	\$ 18.29 **	2.48
Front End Loader.....	\$ 18.29	3.23
Skid Loader.....	\$ 18.29 **	4.41

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

**Office of the Prevailing Wage
Administrator for Supplemental Rates
(Specific to Denver projects)
Revision Date 01-01-2024**

Classification		Base	Fringe
Laborer	Group 1	\$18.29	\$8.27
	Group 2	\$21.59	\$8.61
Laborer (Common)		\$18.29	\$2.92
Laborer (Flagger)		\$18.29	\$3.80
Laborer (Landscape)		\$18.29	\$3.21
Laborer (Janitor)	Janitor/Yardmen	\$18.29	\$8.22
Laborer (Asbestos)	Removal of Asbestos	\$21.03	\$8.55
Laborer (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
Line Construction	Lineman, Gas Fitter/Welder	\$36.88	\$9.55
	Line Eq Operator/Line Truck Crew	\$25.74	\$8.09
Millwright		\$28.00	\$10.00
Power Equipment Operator	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
Power Equipment Operator (Tunnels above and below 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
Truck Driver	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

Go to <http://www.denvergov.org/Auditor> to view the Prevailing Wage Clarification Document for a list of complete classifications use



TIMOTHY M. O'BRIEN, CPA
AUDITOR

201 West Colfax Avenue, #705 • Denver, Colorado 80202
(720) 913-5000 • Fax (720) 913-5253 • denvergov.org/auditor

City and County of Denver

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

FROM: Luis B Osorio Jimenez, Prevailing Wage Administrator

DATE: April 11, 2024

SUBJECT: Latest Update to Prevailing Wage Schedules

Please find an attachment to this memorandum of all the current Prevailing Wage Schedules issued in accordance with the City and County of Denver's Revised Municipal Code, Section 20-76(c) and it's recent amendment for the creation of the Prevailing Wage Administrator. This schedule does not include the Davis-Bacon rates. The Davis-Bacon wage rates will continue to be published separately as they are announced. The new updated Wages will now be named Prevailing Wage Administrator Wages (PWA) as per the amendment of the Ordinance.

Modification No. 172

Publication Date: April 11, 2024

(13 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.

Attachments as listed above.

APPLIANCE MECHANIC

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification Base Wage</u>	<u>Hour</u>	<u>Fringes/Hour</u>
Appliance Mechanic	\$24.44	\$7.62

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. The position also is responsible for the maintenance of tunnel carwash systems but not the install, that belongs to the Millwright position. 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.

BUILDING ENGINEER

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification Base Wage</u>	<u>Hour</u>	<u>Fringes</u>
Building Engineer	\$35.04	\$8.65

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.

CONVEYANCE SYSTEM MAINTENANCE SERIES

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification Base Wage</u>	<u>Hour Fringes</u>	<u>Hour</u>
Entry-Support Mechanic	\$26.52	\$7.86
Machinery Maintenance Mechanic	\$29.39	\$8.19
Controls System Technician	\$35.77	\$8.93

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

This classification was previously listed as Baggage Handling System Maintenance. The title of the series has been changed to be inclusive of other types of similar work.

Entry Support Mechanic

The Entry Support Mechanic (ESM) applies basic mechanical knowledge to perform maintenance and operational tasks on a conveyance system. Under supervision of a Machinery Maintenance Mechanic (MMM) or Control Systems Technician (CRO), the ESM performs cleaning, routine inspections, preventive, corrective and emergency maintenance based on an established maintenance program. The ESM clears jams and faults and may physically move items during failures.

Machinery Maintenance Mechanic

The Machinery Maintenance Mechanic (MMM) applies advanced mechanical knowledge to perform maintenance and operational tasks on a conveyance system. Performs cleaning of all parts of the system, routine inspections, preventive maintenance, corrective maintenance, and emergency maintenance within the system based on an established maintenance program. The MMM shall inspect all equipment for proper operation and performance including but not limited to conveyors, lifts, diverters and automatic tag readers. The MMM troubleshoots, repairs, replaces, and rebuilds conveyor components including but not limited to; motors, gearboxes, bearings, rollers, sheaves, hydraulic systems, conveyor belting, clutch brakes, tools, independent carrier systems, and other complex devices using basic hand tools, power tools, welders and specialized tools. The MMM may assist the Control Systems Technician (CST) with clearing electrical faults and electrical repairs. The MMM reads and interprets manufacturers’ maintenance manuals, service bulletins, technical data, engineering data, and other specifications to determine feasibility and method of repairing or replacing malfunctioning or damaged components. The MMM clears jams and faults in the system and may physically move items during failures. The MMM will operate a Central Monitoring Facility/Control Room, these duties include; using multiple computer systems for monitoring the system and running reports, communicating faults

in the system using a radio and telephone, and communicating with stakeholders. The MMM performs on-site training of ESM.

Controls System Technician

The Control Systems Technician (CST) applies advanced technical knowledge to perform maintenance and operational tasks on a conveyance system. Performs all duties assigned to an MMM in addition to the following routine inspections, preventive maintenance, corrective maintenance, and emergency maintenance of complex components within the system based on an established maintenance program. The CST is responsible for resolving difficult controls, electrical and mechanical problems. The CST troubleshoots, repairs, replaces, and rebuilds complex electro-mechanical systems and conveyor components including but not limited to; programmable logic controllers, input and output modules, electrical switches, variable frequency drives, 110V AC and 24V DC controls devices, automatic tag readers, electrical control panels, 110V - 480V AC components and motors, gearboxes, bearings, rollers, sheaves, hydraulic systems, conveyor belting, clutch brakes, tools, independent carrier systems, and other complex devices using basic hand tools, power tools, welders and specialized mechanical and electrical tools. The CST reads and interprets manufacturers’ maintenance manuals, service bulletins, technical data, engineering data, and other specifications to determine feasibility and method of repairing or replacing malfunctioning or damaged components. The CST clears mechanical, electrical and controls faults, jams and may physically move items during failures. The CST performs on-site training and competency evaluations of MMM and ESM.

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

CUSTODIANS

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Custodian I	\$21.03	\$8.27 (Single)
		\$10.72 (Plus One)
		\$12.86 (Family)
Custodian II	\$21.38	\$8.34 (Single)
		\$10.69 (Plus One)
		\$12.93 (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 (\$0.32) per hour for travel differential.

Shift Differential 2nd shift (2:30 p.m.-10:30 p.m.): \$.50/hour

3rd shift (10:31 p.m.-6:30 a.m.): \$1.00/hour

Overtime Time worked in excess of seven and one-half (7 ½) hours in one (1) day or in excess of thirty-seven and one-half (37 ½) hours in one week shall constitute overtime and shall be paid for at the rate of time and one-half (1 ½) at the employee's basic straight time hourly rate of pay.

Lunch Any employee working seven and a half (7 ½) 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."

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

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Derrick Hand/Roustabout	\$18.38	\$6.92
Electrician	\$29.02	\$8.15
Mechanic	\$29.18	\$8.17

Pipefitter	\$30.93	\$8.37
Rig/Drill Operator	\$24.71	\$7.65
Truck Driver	\$25.53	\$7.75

Heavy Equipment Mechanic (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

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 (Rig/Drill Operator)

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 (Derrick Hand/Roustabout)

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

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 MECHANIC

Effective 1-18-2018, the Elevator Mechanic classification will utilize the base pay and fringe benefits for the Elevator Mechanic classification under the **Davis Bacon Building Wage Determination**.

FINISHER & JOURNEYMAN

TILE, MARBLE, AND TERRAZZO

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Tile Finisher	\$26.13	\$8.91
Tile Setter	\$32.08	\$8.91

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: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Fire Extinguisher Repairer	\$21.14	\$7.24

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 tubing, 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 Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Fuel Facility Operator	\$23.41	\$7.50
Lead Fuel Facility Operator	\$24.48	\$7.62
Fuel Distribution System Mechanic	\$30.74	\$8.35
Lead Fuel Distribution System Mechanic	\$32.14	\$8.51

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

Fuel Facility 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 equipment 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 Facility Operator

Under the supervision of Facility Manager, or Operations Manager, maintains the purity of the fuel to be dispensed for all airline customers. Assist the Operations Manager with daily schedules, delegation of work duties, special projects, training, and performance of Fuel Facility Operators.

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.

FURNITURE MOVERS

Moving, Storage and Cartage Workers

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Laborer/Helper	\$18.38	\$6.92
Furniture Driver/Packer	\$19.16	\$7.01
Lead Furniture Mover	\$20.03	\$7.11

GLYCOL FACILITY

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
De-icing Facility Operator	\$29.12	\$8.16
Maintenance Mechanic	\$29.33	\$8.18
Glycol Plant Specialist	\$18.36	\$6.92

De-icing 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 deicing 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, adjust 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.

Glycol Plant Specialist/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.

PARKING ELECTRONICS TECHNICIAN

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Parking Electronics Technician	\$26.84	\$7.90

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 to minimize repair problems and meet manufacturers' specifications.

PEST CONTROLLER

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Pest Controller	\$22.45	\$7.39

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: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Quality Control & Assurance Technician	\$25.35	\$7.47

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.

*OHR reviewed data in June of 2023 and rate is not increasing so no changes will be made.

SIGN ERECTOR

Effective Date: 4-11-2024

Last Revision: 2-1-2024

<u>Classification</u>	<u>Base Wage/Hour</u>	<u>Fringes/Hour</u>
Sign Erector	\$21.09	\$6.31

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).

*OHR pulled the wages in December of 2022 and data has remained the same so there is no recommendation to change the base wage or fringes.

TREE TRIMMERS

Effective Date: 4-11-2024

Last Revision: 2-1-2024

Classification	Base Wage/Hour	Fringes/Hour
Tree Trimmer	\$23.57	\$7.52

*OHR pulled the wages in October of 2021 and data has remained the same so there is no recommendation to change the base wage or fringes.

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 equipment.

WINDOW CLEANER

Effective Date: 4-11-2024

Last Revision: 2-1-2024

Classification	Base Wage/Hour	Fringes/Hour
Window Cleaner	\$29.14	\$9.53 (Employee) \$11.37 (Children) \$11.09 (2-party) \$13.50 (Family)

Benefits/Overtime

Parking The Company shall reimburse the cost of parking (per month) to employees furnishing a monthly parking receipt from the approved parking lot. 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 Employees working on the night shift shall be awarded a shift differential of \$0.85 per hour worked. *Note: All wage increases become effective on the first day of the first full pay period following the above dates.*

Overtime One and one-half (1½) times the basic rate of pay in excess of 7.5 hours worked per day or 37.5 hours worked per week.

Lunch Any employee working seven and a half (7.5) hours in a day is entitled to a thirty

(30) minute paid lunch.

Lead Work	\$1.75 per hour above highest paid employee under supervision
High Work	\$1.85 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."