

**CITY AND COUNTY OF DENVER  
DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE**

**CONTRACT NO. 202580921-00**

**On-Call Civil Construction Services**

**AGREEMENT**

**THIS CONTRACT AND AGREEMENT**, made between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado, (hereinafter referred to as the "City," party of the first part,) and **IRON WOMAN CONSTRUCTORS & ENVIRONMENTAL SERVICES, LLC.**, a Colorado limited liability company, whose business is located at 5680 Emerson Street, Denver, Colorado 80216 (hereinafter referred to as the "Contractor," party of the second part.).

**WITNESSETH**, commencing on May 29, 2025, and for at least three (3) days the Department of Transportation and Infrastructure ("DOTI") advertised a solicitation for qualifications and proposals from qualified general contractors to perform services for furnishing all labor, tools, supplies, equipment, materials, and everything necessary and required for the following:

**2025 On-Call Civil Construction Services**

**WHEREAS**, proposals pursuant to said advertisement have been reviewed, evaluated and ranked by a selection committee and a recommendation was made to the Executive Director of the Department of Transportation and Infrastructure, who has recommended that a Contract for said work be made and entered into with the above-named Contractor, and

**WHEREAS**, said Contractor is now willing, able and has the present capacity to perform all of said work in accordance with this Construction Contract, said advertisement and the referenced selection documents.

**NOW THEREFORE**, in consideration of the compensation to be paid the Contractor, the mutual agreements hereinafter contained, and subject to the terms hereinafter stated, it is mutually agreed as follows:

**1. CONTRACT DOCUMENTS.**

It is agreed by the parties hereto that the following list of documents, instruments, technical specifications, plans, drawings and other materials which are attached hereto and bound herewith, incorporated herein by reference or otherwise referenced in these documents constitute and shall be referred to either as the "Contract Documents" or the "Contract," and all of said documents, instruments, technical specifications, Plans, Drawings and other materials taken together as a whole constitute the Contract between the parties hereto, and they are as fully a part of this agreement as if they were set out verbatim and in full herein. In the event of a conflict between the contract documents:

This CM/GC Construction Contract  
General Contract Conditions (incorporated herein by reference; table of contents attached as **Exhibit A**) as

modified by the Special Contract Conditions (attached as **Exhibit B**)  
Proposal Requests (incorporated by reference)  
Technical Specifications referenced in Special Condition 1 as supplemented by Work Order (incorporated by reference)  
Executed Work Orders including (as applicable) Work Order Contract Drawings Work Order Scope of Work, and Work Order Accepted Shop Drawings (incorporated by reference)  
Performance and Payment Bond as amended by bond rider (attached as **Exhibit C**)  
Certificate of Insurance (attached as **Exhibit D**)  
Minority/Women Owned Business Enterprise Program - Commitment to MWBE Participation, signed DSBO Program Requirements Handbook, and MWBE Utilization Plan Form (attached as **Exhibit E**)  
Contractor's Workforce Commitment Form (attached as **Exhibit F**)  
Equal Employment Opportunity Provisions (attached as **Exhibit G**)  
Prevailing Wage Rate Schedule(s) (attached as **Exhibit H**)  
The City's Request for Qualification, dated May 29, 2025 (RFQ) and Addendum 1, dated June 16, 2025, and Addendum 2, dated July 2, 2025 (incorporated by reference)  
Contractor's Response to RFQ dated July 15, 2025 (incorporated by reference)

In the event of a conflict between Contract Documents the order of precedence shall be the order listed above.

## **2. SCOPE OF WORK.**

This Contract contemplates performance of construction services by the Contractor on a variety of yet to be identified, City construction Projects on an "as needed" or "on call" basis. Work on any assigned Project may require completion within a short time duration or may be of an emergency or time sensitive nature and prompt turnaround of Projects will be required. As such the Contractor shall have all necessary resources available, on an as-needed basis, to complete each such Project when directed by the City during the Term of the Contract, in accordance with the terms and conditions of this Contract. The Contractor agrees to price all Work described in any Proposal Pricing Request issued hereunder, in accordance with the prices for covered items and terms and conditions contained herein and further agrees to and shall furnish all labor, tools, supplies, equipment, materials and everything necessary for and required to perform and complete all of the Work described in any Work Order issued by the City in accordance with the terms and conditions set forth herein.

## **3. TERMS OF PERFORMANCE.**

The City will solicit proposals from multiple contractors in a mini-bid process. For any proposal Pricing Request submitted to the Contractor by the City for pricing, the Contractor agrees to review and, in good faith, submit comprehensive prices for each such Request within fourteen (14) consecutive calendar days of the issuance of such Request or as further detailed in the Proposal Request. In the event the City elects, at its sole discretion, to issue a Work Order pursuant to such a Request, the Contractor agrees to undertake the performance of all work described or referenced in the Pricing Request and Work Order and all other work necessary to complete the project in accordance with all plans and specifications within ten (10) consecutive calendar days of the issuance of a Notice to Proceed for the referenced Work Order. The Contractor agrees to satisfactorily perform and complete all Work or effort required to complete the scope of work or project described in each issued Work Order within the period of performance specified in the Work Order and Notice to Proceed, plus such extensions of time as may be granted by the Executive Director in accordance with the provision of the General Contract Conditions and Special Contract Conditions incorporated herein.

## **4. TERMS OF PAYMENT.**

The City agrees to pay the Contractor for the performance of all Work required under each authorized Work Order, an amount not to exceed the amount set out in the Work Order as modified by executed Work Order Change. Payment will be made in accordance with the provisions of the General Contract Conditions as modified by the Special Contract Conditions. In no event, however, shall the total compensation paid to the Contractor by the City for all work performed pursuant to this Contract exceed the Maximum Contract Amount.

**5. NO DISCRIMINATION IN EMPLOYMENT.**

In connection with the performance of the Work under this Contract, the Contractor agrees not to refuse to hire, discharge, promote or demote, or to discriminate in matters of compensation against any person otherwise qualified, solely because of race, color, religion, national origin, ethnicity, citizenship, immigration status, gender, age, military status, sexual orientation, gender identity, gender expression, marital status, source of income, protective hairstyle, or disability; and the Contractor further agrees to insert the foregoing provision in all subcontracts hereunder.

**6. COMPLIANCE WITH MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISE REQUIREMENTS.**

(a) This Agreement is subject to Article III, Divisions 1 and 3 of Chapter 28, Denver Revised Municipal Code (“D.R.M.C.”), designated as §§ 28-31 to 28-40 and 28-51 to 28-90 (the “MWBE Ordinance”); and any Rules and Regulations promulgated pursuant thereto. The Contractor’s Goal Commitment to MWBE participation for this Agreement is **12%** as stipulated in the Division of Small Business Opportunity’s (“DSBO”) Commitment to MWBE Participation Form submitted by the Contractor.

(b) Under § 28-68, D.R.M.C., the Contractor/Consultant 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 the City initiates a material modification to the scope of work affecting MWBEs performing on this Agreement through change order, contract amendment, force account, or other modification under § 28-70, D.R.M.C. The Contractor/Consultant acknowledges that:

(1) If directed by DSBO, the Contractor/Consultant is required to develop and comply with a Utilization Plan in accordance with § 28-62(b), D.R.M.C. Along with the Utilization Plan requirements, the Contractor/Consultant 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 change orders or any other contract modifications are issued under the Agreement, the Contractor/Consultant 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 § 28-70, 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 by the City.

(3) If change orders or other amendments or modifications are issued under the contract that include an increase in the scope of work of this Agreement, whether by amendment, change order, force account 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 orders or contract modification shall be promptly submitted to DSBO for notification purposes.

(4) Those amendments, change orders, force accounts or other contract modifications that involve a changed scope of work that cannot be performed by existing project subcontractors/subconsultants are subject to the original overall contract requirement. The Contractor/Consultant shall satisfy the requirement with respect to such changed scope of work by soliciting new MWBEs in accordance with § 28-70, D.R.M.C. The Contractor/Consultant must also satisfy the requirements under §§ 28-60 and 28-73, D.R.M.C., with regard to changes in scope or participation. The Contractor/Consultant shall supply to the DSBO Director all required documentation under §§ 28-60, 28-70, and 28-73, 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/Consultant is required to comply with § 28-72, D.R.M.C. regarding prompt payment to MWBEs. Payment to MWBE subcontractors/subconsultants shall be made by no later than thirty-five (35) days after receipt of the MWBE subcontractor/subconsultant's invoice.

(6) Termination or substitution of an MWBE subcontractor requires compliance with § 28-73, D.R.M.C.

(7) Failure to comply with these provisions may subject the Contractor/Consultant to sanctions set forth in § 28-76 of the MWBE Ordinance.

(8) Should any questions arise regarding specific circumstances, the Contractor/Consultant should consult the MWBE Ordinance or may contact the Project's designated DSBO representative at (720) 913-1999.

## **7. APPLICABILITY OF LAWS.**

The Agreement between the Contractor and the City shall be deemed to have been made in the City and County of Denver, State of Colorado and shall be subject to, governed by, and interpreted and construed by or in accordance with the laws of the State of Colorado and the Charter, Revised Municipal Code, Rules, Regulations, Executive Orders and fiscal rules of the City. As such, the Contractor shall at all times comply with the provisions of the Charter, Revised Municipal Code, Rules, Regulations, Executive Orders and fiscal rules of the City, and those State of Colorado and Federal Laws, Rules and Regulations, which in any manner limit, control or apply to the actions or operations of the Contractor, any subcontractors, employees, agents or servants of the Contractor engaged in the Work or affecting the materials and equipment used in the performance of the Work, as the same may be, from time to time, promulgated, revised or amended. The Charter and Revised Municipal Code of the City and County of Denver, as the same may be amended from time to time, are hereby expressly incorporated into this Agreement as if fully set out herein by this reference.

## **8. APPROPRIATION AND ENCUMBRANCE.**

Notwithstanding any other term, provision, or condition herein, all payment obligations under this Contract shall be limited to the funds duly and lawfully appropriated and encumbered, or otherwise made available by the Denver City Council and paid into the Treasury of the City. As of the date of this Contract, Zero Dollars (\$0,000.00) has been appropriated and encumbered for this Contract. The Contractor is hereby notified pursuant to Section 24-91-103.6(7)(a) of the Colorado Revised Statutes that the City intends to encumber funds on a Work Order by Work Order basis. Receipt of a fully executed Work Order is the written notice that funds have been appropriated and encumbered. The issuance of any form of order or directive by the City which would cause the aggregate amount payable to the Contractor to exceed the amount appropriated and encumbered for the Work to be performed in accordance with the Contract

Documents is expressly prohibited. In no event shall the issuance of any change order or other form of order or directive by the City be considered valid or binding if it requires additional compensable Work to be performed, which Work will cause the aggregate amount payable for such Work to exceed the amount appropriated and encumbered for the Work, unless and until such time as the Contractor has been advised in writing by the Project Manager that a lawful appropriation and encumbrance sufficient to cover the entire cost of such additional Work has been made. It shall be the responsibility of the Contractor to verify that the amounts already appropriated and encumbered for the Work are sufficient to cover the entire cost of such Work, and any Work undertaken or performed in excess of the amount appropriated and encumbered is undertaken or performed in violation of the terms of this Contract, without the proper authorization for such Work, and at the Contractor's own risk and sole expense.

**9. APPROVALS.**

In the event this Contract calls for the payment by the City of five hundred thousand dollars (\$500,000.00) or more, approval by the City Council of the City and County of Denver, acting by ordinance, in accordance with Section 3.2.6 of the Charter of the City and County of Denver, is and shall be an express condition precedent to the lawful and binding execution and effect and performance of this contract.

**10. ASSIGNMENT.**

The Contractor shall not assign any of its rights, benefits, obligations or duties under this Contract except upon the prior written consent and approval of the Executive Director to such assignment.

**11. DISPUTES RESOLUTION PROCESS.**

It is the express intention of the parties to this Contract that all disputes of any nature whatsoever regarding the Contract including, but not limited to, any claims for compensation or damages arising out of breach or default under this Contract, shall be resolved by administrative hearing pursuant to the provisions of Section 56-106, D.R.M.C., or, as applicable, Section 28-33 D.R.M.C. for Small Business Enterprise disputes. The Contractor expressly agrees that this dispute resolution process is the only dispute resolution mechanism that will be recognized by the parties for any claims put forward by the Contractor, notwithstanding any other claimed theory of entitlement on the part of the Contractor or its subcontractors or suppliers.

**12. CONTRACT BINDING.**

It is agreed that this Contract shall be binding on and inure to the benefit of the parties hereto, their heirs, executors, administrators, assigns and successors.

**13. PARAGRAPH HEADINGS.**

The captions and headings set forth herein are for convenience of reference only and shall not be construed so as to define or limit the terms and provisions hereof.

**14. SEVERABILITY.**

It is understood and agreed by the parties hereto that, if any part, term, or provision of this Contract, except for the provisions of this Contract requiring prior appropriation and limiting the total amount to be paid by the City, is by the courts held to be illegal or in conflict with any law of the State of Colorado, the validity of the remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term or provision held to be invalid.

**15. CONFLICT OF INTEREST.**

- (a) No employee of the City shall have any personal or beneficial interest in the services or property described in the Agreement; and the Contractor shall not hire, or contract for services with, any employee or officer of the City in violation of the City's Code of Ethics, D.R.M.C. §§ 2-51, *et seq.*, or the Charter §§ 1.2.8, 1.2.9, and 1.2.12.
- (b) The Contractor shall not engage in any transaction, activity or conduct that would result in a conflict of interest under the Agreement. The Contractor represents that it has disclosed any and all current or potential conflicts of interest which shall include transactions, activities or conduct that would affect the judgment, actions or work of the Contractor by placing the Contractor's own interests, or the interests of any party with whom the Contractor has a contractual arrangement or other relationship, in conflict with those of the City. During the Term, the Contractor shall disclose promptly any potential conflicts of interest that arise from its activities and relationships with training or other service providers. The City, in its sole discretion, will determine the existence of a conflict of interest and may terminate the Agreement in the event it determines a conflict exists, after it has given the Contractor written notice describing the conflict. The Contractor will have thirty (30) days after the notice is received to eliminate or cure the conflict of interest in a manner which is acceptable to the City.

**16. NO CONSTRUCTION AGAINST DRAFTING PARTY.**

The Parties have participated jointly in the negotiation and drafting of this Agreement and the Parties and their respective counsel have had the opportunity to review the Agreement. In the event of any ambiguity or question of intent or interpretation regarding the terms of this Agreement, the Agreement shall be construed as if drafted jointly by the Parties and no presumption or burden of proof shall arise favoring or disfavoring any Party by virtue of the authorship of any of the provisions of this Agreement.

**17. MAXIMUM CONTRACT AMOUNT.**

The maximum amount to be paid by the City to the Contractor for satisfactory completion of all Work Orders authorized by the City and performed by the Contractor under this Contract shall in no event exceed the sum of **FIFTY MILLION DOLLARS AND NO CENTS (\$50,000,000.00)**, unless this Contract is modified to increase said amount by a duly authorized, written contract amendment mutually agreeable to and executed by the parties hereto.

**18. TERM.**

The term of this agreement shall be three years from the date of execution unless extended by mutually agreeable contract amendment initiated at the sole discretion of the City. Nothing contained herein shall obligate the City to extend the Agreement beyond the initial term. The term of this agreement shall extend to include the term of any Work Order executed before the expiration of the three-year term of this agreement and any associated Work Order changes.

**19. LEGAL AUTHORITY.**

Contractor represents and warrants that it possesses the legal authority, pursuant to any proper, appropriate and official motion, resolution or action passed or taken, to enter into the Agreement. Each person signing and executing the Agreement on behalf of Contractor represents and warrants that he, she or they has/have been fully authorized by Contractor to execute the Agreement on behalf of Contractor and to validly and legally bind Contractor to all the terms, performances and provisions of the Agreement. The City shall have the right, in its sole discretion, to either temporarily suspend or permanently terminate the Agreement if there is a dispute as to the legal authority of either Contractor or the person signing the Agreement to enter into the Agreement.

**20. NOTICES.** All notices required by the terms of the Agreement must be hand delivered, sent by overnight courier service, mailed by certified mail, return receipt requested, or mailed via United States mail, postage prepaid, if to Consultant at the address first above written, and

If to the City at:

Executive Director of the Department of Transportation and Infrastructure or Designee  
201 W. Colfax Avenue, Suite 608  
Denver, Colorado 80202

With a copy of any such notice to:

Denver City Attorney's Office  
1437 Bannock St., Room 353  
Denver, Colorado 80202

Notices hand delivered or sent by overnight courier are effective upon delivery. Notices sent by certified mail are effective upon receipt. Notices sent by mail are effective upon deposit with the U.S. Postal Service. The Parties may designate substitute addresses where or persons to whom notices are to be mailed or delivered. However, these substitutions will not become effective until actual receipt of written notification.

**21. COMPLIANCE WITH WORKFORCE REQUIREMENTS.**

- (a) The City is committed to increasing the availability of a skilled construction workforce by increasing the availability of apprenticeships and other approved training programs and requiring the utilization of workers living in economically disadvantaged areas and workers experiencing economic disadvantage on large city construction projects. In furtherance of these commitments, the City adopted Article XI, of Chapter 28 D.R.M.C., the "Workforce Ordinance."
- (b) If the City estimates that a work order issued pursuant to this contract will be for ten million dollars or more the work order will be subject to the requirements of Article XI, of Chapter 28 of the Denver Revised Municipal Code (the "Workforce Ordinance") and its implementing rules and regulations. The Workforce Ordinance and its implementing rules and regulations will also apply to a work order if Contractor's proposal/bid is for ten million dollars or more. Work orders that meet the statutory thresholds are covered work orders.
- (c) Covered work orders are subject to the requirements of the Workforce Ordinance, rules and regulations promulgated by the Denver Construction Careers Program (DCCP) of the Denver Economic Development and Opportunity agency ("DEDO") and Contractor's approved Workforce Plan (collectively "Workforce Requirements").
- (d) All costs arising out of or related to compliance with Workforce Requirements are included in contractors bid/proposal. Contractor is not entitled to a change order or Owner's contingency for complying with Workforce Requirements.
- (e) Contractor's Workforce Commitment Form is attached as **Exhibit F**.

**22. 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.

**23. ELECTRONIC SIGNATURES AND ELECTRONIC RECORDS.**

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

**[THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK.]**



**Contract Control Number:**  
**Contractor Name:**

DOTI-202580921-00  
Iron Woman Construction & Environmental Services, LLC

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: \_\_\_\_\_  
  
\_\_\_\_\_

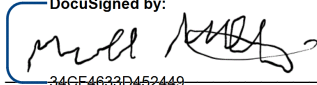
**APPROVED AS TO FORM:**  
  
Attorney for the City and County of Denver  
  
By: \_\_\_\_\_

**REGISTERED AND COUNTERSIGNED:**  
  
By: \_\_\_\_\_

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

**Contract Control Number:**  
**Contractor Name:**

DOTI-202580921-00  
Iron Woman Construction & Environmental Services, LLC

By:  346F4633D452449...

Name: Michael Metheney  
(please print)

Title: Vice President of Civil Infrastructure  
(please print)

ATTEST: [if required]

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

Name: \_\_\_\_\_  
(please print)

Title: \_\_\_\_\_  
(please print)

# EXHIBIT A

## CITY AND COUNTY OF DENVER DEPARTMENT OF PUBLIC WORKS

### General Contract Conditions

#### INDEX

##### TITLE 1

|                                  |          |
|----------------------------------|----------|
| <b>DEFINITIONS .....</b>         | <b>1</b> |
| 101 CITY.....                    | 1        |
| 102 CONTRACT .....               | 1        |
| 103 CONTRACT AMOUNT .....        | 1        |
| 104 CONTRACT DOCUMENTS.....      | 1        |
| 105 CONTRACT TIME.....           | 1        |
| 106 CONTRACTOR .....             | 2        |
| 107 CONTRACTOR PERSONNEL .....   | 2        |
| 108 DAYS .....                   | 2        |
| 109 DEPUTY MANAGER .....         | 2        |
| 110 DESIGNER .....               | 2        |
| 111 FINAL COMPLETION.....        | 2        |
| 112 MANAGER.....                 | 3        |
| 113 PRODUCT DATA .....           | 3        |
| 114 PROJECT .....                | 3        |
| 115 PROJECT MANAGER .....        | 3        |
| 116 SAMPLES .....                | 3        |
| 117 SHOP DRAWINGS .....          | 3        |
| 118 SUBCONTRACTOR .....          | 3        |
| 119 SUBSTANTIAL COMPLETION ..... | 3        |
| 120 SUPPLIER.....                | 4        |
| 121 WORK.....                    | 4        |

##### TITLE 2

|                                                                   |          |
|-------------------------------------------------------------------|----------|
| <b>CITY ADMINISTRATIVE ORGANIZATIONS; LINE OF AUTHORITY .....</b> | <b>5</b> |
| 201 DEPARTMENT OF AVIATION .....                                  | 5        |
| 202 MANAGER OF AVIATION.....                                      | 5        |
| 203 DEPARTMENT OF PUBLIC WORKS .....                              | 5        |
| 204 MANAGER OF PUBLIC WORKS.....                                  | 5        |
| 205 BUILDING INSPECTION .....                                     | 5        |
| 206 ZONING .....                                                  | 5        |
| 207 DIVISION OF SMALL BUSINESS OPPORTUNITY .....                  | 6        |
| 208 CITY AUDITOR .....                                            | 6        |
| 209 MANAGER OF FINANCE .....                                      | 6        |
| 210 CITY ATTORNEY.....                                            | 6        |
| 211 OFFICE OF RISK MANAGEMENT .....                               | 6        |
| 212 CITY'S CONTRACT ADMINISTRATION LINE OF AUTHORITY .....        | 6        |
| 213 CITY'S COMMUNICATION WITH THE CONTRACTOR.....                 | 7        |

##### TITLE 3

|                                                  |          |
|--------------------------------------------------|----------|
| <b>CONTRACTOR PERFORMANCE AND SERVICES .....</b> | <b>8</b> |
| 301 CONSIDERATION .....                          |          |

|     |                                                                                         |           |
|-----|-----------------------------------------------------------------------------------------|-----------|
|     | (CONTRACTOR'S PROMISE OF PERFORMANCE).....                                              | 8         |
| 302 | NOTICE TO PROCEED AND COMPLETION OF THE WORK .....                                      | 8         |
| 303 | EXACT CONTRACTOR PERFORMANCE.....                                                       | 8         |
| 304 | SUBSTITUTED PERFORMANCE .....                                                           | 8         |
|     | 305 WORK PERFORMED UNDER ADVERSE<br>WEATHER CONDITIONS.....                             | 9         |
| 306 | WORKING HOURS AND SCHEDULE .....                                                        | 9         |
| 307 | CONTRACTOR'S SUPERINTENDENT .....                                                       | 10        |
| 308 | COMMUNICATIONS .....                                                                    | 10        |
|     | 309 CONTRACTOR SUBMITTALS<br>AND OTHER WRITTEN COMMUNICATIONS TO THE CITY.....          | 10        |
| 310 | COMPETENCE OF CONTRACTOR'S WORK FORCE .....                                             | 11        |
| 311 | NO EMP OF ILLEGAL ALIENS TO PERFORM WORK .....                                          | 11        |
| 312 | CONDUCT OF CONTRACTOR'S PERSONNEL.....                                                  | 12        |
| 313 | SUGGESTIONS TO CONTRACTOR.....                                                          | 12        |
| 314 | WORK FORCE .....                                                                        | 12        |
| 315 | CONSTRUCTION MACHINES AND STANDBY EQUIPMENT .....                                       | 13        |
| 316 | CUTTING AND PATCHING THE WORK .....                                                     | 13        |
| 317 | PERMITS AND LICENSES .....                                                              | 13        |
| 318 | CONSTRUCTION SURVEYS.....                                                               | 14        |
|     | 319 PRESERVATION OF PERMANENT<br>LAND SURVEY CONTROL MARKERS.....                       | 14        |
|     | 320 TRADEMARKS, COPYRIGHTS AND PATENTED DEVICES,<br>MATERIALS, AND PROCESSES .....      | 15        |
| 321 | PROJECT SIGNS .....                                                                     | 15        |
| 322 | PUBLICITY AND ADVERTISING .....                                                         | 16        |
| 323 | TAXES.....                                                                              | 16        |
| 324 | DOCUMENTS AND SAMPLES AT THE SITE.....                                                  | 17        |
| 325 | CLEANUP DURING CONSTRUCTION.....                                                        | 17        |
| 326 | SANITARY FACILITIES .....                                                               | 18        |
|     | 327 POWER, LIGHTING, HEATING, VENTILATING,<br>AIR CONDITIONING AND WATER SERVICES ..... | 18        |
|     | <b>TITLE 4</b>                                                                          |           |
|     | <b>CONTRACT DOCUMENTS (DRAWINGS AND TECHNICAL SPECIFICATIONS).....</b>                  | <b>19</b> |
| 401 | CONTRACT DOCUMENTS - REVIEW AND INTERPRETATION .....                                    | 19        |
|     | 402 OWNERSHIP OF CONTRACT DRAWINGS<br>AND TECHNICAL SPECIFICATIONS.....                 | 20        |
|     | 403 CONTRACT DRAWINGS AND TECHNICAL SPECIFICATIONS<br>ISSUED TO THE CONTRACTOR.....     | 20        |
| 404 | REQUESTS FOR INFORMATION OR CLARIFICATION.....                                          | 21        |
| 405 | SHOP DRAWINGS, PRODUCT DATA AND SAMPLES.....                                            | 21        |
| 406 | SUBSTITUTION OF MATERIALS AND EQUIPMENT .....                                           | 22        |
|     | <b>TITLE 5</b>                                                                          |           |
|     | <b>SUBCONTRACTS .....</b>                                                               | <b>24</b> |
| 501 | SUBCONTRACTS .....                                                                      | 24        |
| 502 | SUBCONTRACTOR ACCEPTANCE.....                                                           | 24        |
|     | <b>TITLE 6</b>                                                                          |           |

|                                                                      |           |
|----------------------------------------------------------------------|-----------|
| <b>TIME OF COMMENCEMENT AND COMPLETION .....</b>                     | <b>27</b> |
| 601 BEGINNING, PROGRESS AND TIME OF COMPLETION .....                 | 27        |
| 602 LIQUIDATED DAMAGES; ADMINISTRATIVE COSTS;<br>ACTUAL DAMAGES..... | 27        |
| 603 DELAY DAMAGES .....                                              | 28        |

#### **TITLE 7**

|                                                             |           |
|-------------------------------------------------------------|-----------|
| <b>COOPERATION, COORDINATION AND RATE OF PROGRESS .....</b> | <b>29</b> |
| 701 COOPERATION WITH OTHER WORK FORCES .....                | 29        |
| 702 COORDINATION OF THE WORK.....                           | 30        |
| 703 COORDINATION OF PUBLIC CONTACT.....                     | 30        |
| 704 RATE OF PROGRESS.....                                   | 30        |

#### **TITLE 8**

|                                                                                |           |
|--------------------------------------------------------------------------------|-----------|
| <b>PROTECTION OF PERSONS AND PROPERTY .....</b>                                | <b>32</b> |
| 801 SAFETY OF PERSONS .....                                                    | 32        |
| 802 PROTECTIVE DEVICES AND SAFETY PRECAUTIONS .....                            | 33        |
| 803 PROTECTION OF PROPERTY AND WORK IN PROGRESS .....                          | 33        |
| 804 PROTECTION OF MUNICIPAL, PUBLIC SERVICE<br>OR PUBLIC UTILITY SYSTEMS ..... | 34        |
| 805 PROTECTION OF STREET AND ROAD SYSTEM .....                                 | 35        |
| 806 PROTECTION OF DRAINAGE WAYS.....                                           | 36        |
| 807 PROTECTION OF THE ENVIRONMENT.....                                         | 36        |
| 808 HAZARDOUS AND EXPLOSIVE MATERIALS OR SUBSTANCES.....                       | 37        |
| 809 ARCHAEOLOGICAL AND HISTORICAL DISCOVERIES .....                            | 37        |

#### **TITLE 9**

|                                                                 |           |
|-----------------------------------------------------------------|-----------|
| <b>COMPENSATION.....</b>                                        | <b>38</b> |
| 901 CONSIDERATION (CITY'S PROMISE TO PAY) .....                 | 38        |
| 902 PAYMENT PROCEDURE .....                                     | 38        |
| 903 SCHEDULE OF VALUES IN LUMP SUM CONTRACTS .....              | 39        |
| 904 UNIT PRICE CONTRACTS.....                                   | 39        |
| 905 PROGRESS PERIOD .....                                       | 39        |
| 906 APPLICATIONS FOR PAYMENT .....                              | 40        |
| 907 RELEASES AND CONTRACTORS<br>CERTIFICATIONS OF PAYMENT ..... | 41        |
| 908 RETAINAGE.....                                              | 41        |
| 909 ADDITIONAL WITHHOLDING OF PROGRESS PAYMENTS .....           | 42        |
| 910 FINAL ESTIMATE AND PAYMENT .....                            | 43        |
| 911 ACCOUNTING OF COSTS AND AUDIT.....                          | 43        |

#### **TITLE 10**

|                                                 |           |
|-------------------------------------------------|-----------|
| <b>WAGE .....</b>                               | <b>45</b> |
| 1001 PREVAILING WAGE ORDINANCE .....            | 45        |
| 1002 POSTING OF THE APPLICABLE WAGE RATES ..... | 45        |
| 1003 RATE AND FREQUENCY OF WAGES PAID .....     | 45        |
| 1004 REPORTING WAGES PAID.....                  | 45        |
| 1005 FAILURE TO PAY PREVAILING WAGES .....      | 46        |

#### **TITLE 11**

|                                                             |           |
|-------------------------------------------------------------|-----------|
| <b>CHANGES IN THE WORK, CONTRACT PRICE OR CONTRACT TIME</b> | <b>47</b> |
| 1101 CHANGE ORDER                                           | 47        |
| 1102 CITY INITIATED CHANGES                                 | 47        |
| 1103 CONTRACTOR CHANGE REQUEST                              | 48        |
| 1104 ADJUSTMENT TO CONTRACT AMOUNT                          | 51        |
| 1105 TIME EXTENSIONS                                        | 54        |

|                                                           |           |
|-----------------------------------------------------------|-----------|
| <b>TITLE 12</b>                                           |           |
| <b>CONTRACTOR CLAIMS FOR ADJUSTMENT AND DISPUTES.....</b> | <b>56</b> |
| 1201 NOTICE OF INTENT TO CLAIM .....                      | 56        |
| 1202 SUBMITTAL OF CLAIMS .....                            | 56        |
| 1203 WAIVER OF CLAIMS .....                               | 58        |

|                       |           |
|-----------------------|-----------|
| <b>TITLE 13</b>       |           |
| <b>DISPUTES .....</b> | <b>59</b> |
| 1301 DISPUTES.....    | 59        |

|                                                |           |
|------------------------------------------------|-----------|
| <b>TITLE 14</b>                                |           |
| <b>SITE CONDITIONS.....</b>                    | <b>60</b> |
| 1401 DIFFERING SITE CONDITIONS.....            | 60        |
| 1402 SITE INSPECTIONS AND INVESTIGATIONS ..... | 60        |

|                                            |           |
|--------------------------------------------|-----------|
| <b>TITLE 15</b>                            |           |
| <b>PERFORMANCE AND PAYMENT BONDS .....</b> | <b>62</b> |
| 1501 SURETY BONDS .....                    | 62        |
| 1502 PERFORMANCE BOND.....                 | 62        |
| 1503 PAYMENT BOND.....                     | 62        |

|                                            |           |
|--------------------------------------------|-----------|
| <b>TITLE 16</b>                            |           |
| <b>INSURANCE AND INDEMNIFICATION .....</b> | <b>63</b> |
| 1601 INSURANCE.....                        | 63        |
| 1602 DEFENSE AND INDEMNIFICATION .....     | 63        |

|                                                    |           |
|----------------------------------------------------|-----------|
| <b>TITLE 17</b>                                    |           |
| <b>INSPECTION AND DEFECTS .....</b>                | <b>64</b> |
| 1701 CONSTRUCTION INSPECTION BY THE CITY .....     | 64        |
| 1702 AUTHORITY OF INSPECTORS .....                 | 64        |
| 1703 OBSERVABLE DEFECTS .....                      | 64        |
| 1704 DEFECTS - UNCOVERING WORK .....               | 64        |
| 1705 LATENT DEFECTS.....                           | 65        |
| 1706 REMOVAL OF DEFECTIVE MATERIALS AND WORK ..... | 65        |

|                                                                          |           |
|--------------------------------------------------------------------------|-----------|
| <b>TITLE 18</b>                                                          |           |
| <b>WARRANTIES, GUARANTEES AND CORRECTIVE WORK .....</b>                  | <b>66</b> |
| 1801 CONTRACTOR'S WARRANTIES, GUARANTEES<br>AND CORRECTION OF WORK ..... | 66        |
| 1802 PERFORMANCE DURING WARRANTY PERIOD .....                            | 67        |

|                                                                                    |           |
|------------------------------------------------------------------------------------|-----------|
| <b>TITLE 19</b>                                                                    |           |
| <b>SUBSTANTIAL COMPLETION OF THE WORK .....</b>                                    | <b>69</b> |
| 1901 CONTRACTOR'S NOTICE OF SUBSTANTIAL COMPLETION .....                           | 69        |
| 1902 INSPECTION AND PUNCH LIST .....                                               | 69        |
| 1903 CERTIFICATE OF SUBSTANTIAL COMPLETION .....                                   | 69        |
| 1904 RIGHT OF EARLY OCCUPANCY OR USE .....                                         | 69        |
| <b>TITLE 20</b>                                                                    |           |
| <b>FINAL COMPLETION AND ACCEPTANCE OF THE WORK .....</b>                           | <b>71</b> |
| 2001 CLEAN-UP UPON COMPLETION .....                                                | 71        |
| 2002 FINAL COMPLETION AND ACCEPTANCE OF THE WORK .....                             | 71        |
| 2003 FINAL SETTLEMENT .....                                                        | 71        |
| <b>TITLE 21</b>                                                                    |           |
| <b>SUSPENSION OF WORK.....</b>                                                     | <b>74</b> |
| 2101 SUSPENSION OF WORK .....                                                      | 74        |
| 2102 SUSPENSION OF THE WORK FOR THE<br>CITY'S CONVENIENCE .....                    | 74        |
| 2103 SUSPENSION BECAUSE OF ORDER OF CITY, STATE<br>OR FEDERAL COURT OR AGENCY..... | 75        |
| 2104 SUSPENSION RESULTING FROM CONTRACTOR'S<br>FAILURE TO PERFORM.....             | 75        |
| <b>TITLE 22</b>                                                                    |           |
| <b>CITY'S RIGHT TO TERMINATE THE CONTRACT .....</b>                                | <b>76</b> |
| 2201 TERMINATION OF CONTRACT FOR CAUSE .....                                       | 76        |
| 2202 TERMINATION OF CONTRACT<br>FOR CONVENIENCE OF THE CITY .....                  | 77        |
| <b>TITLE 23</b>                                                                    |           |
| <b>MISCELLANEOUS PROVISIONS .....</b>                                              | <b>80</b> |
| 2301 PARTIES TO THE CONTRACT .....                                                 | 80        |
| 2302 FEDERAL AID PROVISIONS .....                                                  | 80        |
| 2303 NO WAIVER OF RIGHTS .....                                                     | 80        |
| 2304 NO THIRD PARTY BENEFICIARY .....                                              | 80        |
| 2305 GOVERNING LAW; VENUE .....                                                    | 81        |
| 2306 ABBREVIATIONS .....                                                           | 81        |
| 2307 STATUTE OF LIMITATIONS IN C.R.S. § 13-80-102(1)(h) .....                      | 81        |

## **EXHIBIT B**

### **CITY AND COUNTY OF DENVER**

#### **DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE**

#### **SPECIAL CONTRACT CONDITIONS**

##### **SC-1 CONSTRUCTION SPECIFICATIONS**

All Work performed under the terms of this Contract shall be governed by the latest applicable editions of the following:

City and County of Denver:

*Standard Specifications for Construction, GENERAL CONTRACT CONDITIONS,*  
2011 Edition.

*Transportation Standards and Details for the Engineering Division*

*City and County of Denver Traffic Standard Drawings*

*Wastewater Management Division, Detail and Technical Specifications*

*Public Works Wastewater Capital Projects Management Standard Construction Specifications*

Colorado Department of Transportation:

*Standard Specifications for Road and Bridge Construction*  
(Sections 200 through 700 of the 2023 Edition)

Federal Highway Administration:

*Manual on Uniform Traffic Control Devices for Streets & Highways (MUTCD)*

Building & Fire Codes:

Building Code of the City and County of Denver

National Fire Protection Association Standards (As referenced in the Building Code of the City and County of Denver)

##### **SC-2 DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE (REPLACES GENERAL CONTRACT CONDITION 203)**

As of January 1, 2020, the functions of Public Works are housed in the new Department of Transportation and Infrastructure. For purposes of this Contract all references (including, but not limited to, references appearing in the body of the contract, General Conditions, Special Conditions, Exhibits, Contract Documents or Policies and Procedures) to the Department of Public Works will have the same meaning as the Department of Transportation and Infrastructure.

Vested exclusively in the Department of Transportation and Infrastructure is the management and control of the design and construction of general and local public improvements undertaken by the City and County of Denver, except for: (i) work which is under the management and control of the Department of Aviation; (ii) that work performed by the Denver Board of Water Commissioners; (iii) any such work that the Mayor has specifically assigned to another department or agency; and (iv) work under the authority of the Department of Transportation and Infrastructure that is performed with the permission of the Manager of Transportation and Infrastructure by private entities at their own expense.



## **EXHIBIT B**

### **SC-3 MANAGER/EXECUTIVE DIRECTOR**

General Condition 112 Manager is hereby deleted in its entirety and replaced with the following:

#### **112 EXECUTIVE DIRECTOR**

“Executive Director” means the Executive Director of Aviation, if the Contract is entered into under the authority of the Department of Aviation; or it means the Executive Director of Transportation and Infrastructure, if the Contract is entered into under the authority of the Department of Transportation and Infrastructure. The department is identified in the Contract Documents. Whenever the term “Executive Director” is used in the Contract Documents, such term refers only to the Executive Director of Aviation or Executive Director of the Department of Transportation and Infrastructure, as appropriate, and not to any individual to whom the Executive Director has delegated authority.

### **SC-4 CITY DELEGATION OF AUTHORITY**

With reference to General Contract Condition 109, DEPUTY MANAGER, General Contract Condition 203 DEPARTMENT OF PUBLIC WORKS, and General Contract Condition 212, CITY’S CONTRACT ADMINISTRATION LINE OF AUTHORITY, the Executive Director hereby designates the City Engineer as the City official responsible for those certain actions and decisions designated as the responsibility of the Deputy Manager under the General Conditions and delegates to the City Engineer the authority necessary to undertake those responsibilities under this Contract. The City Engineer shall have supervisory responsibility over the Project Manager.

### **SC-5 DEPUTY MANAGER / CITY ENGINEER**

General condition 109 DEPUTY MANAGER is hereby deleted in its entirety and replaced with the following:

The “Deputy Manager” means the official who reports directly to the Executive Director and exercises supervisory responsibility in the City agency defined in Title 2 herein that is responsible for the Project. The Executive Director hereby designates the City Engineer as the Deputy Manager for purposes of this Contract. The City Engineer shall have responsibility for this Project and shall undertake all duties, responsibilities, rights and authority, including specific actions and decisions, delegated to the Deputy Manager under the various terms and conditions of this Contract.

### **SC-6 LIQUIDATED DAMAGES**

Should the Contractor fail to complete any Work Order within the Contract Time allocated in that Work Order, the Contractor shall become liable to the City and County of Denver for liquidated damages, and not as a penalty, **at the liquidated damages rate specified in that Work Order**, for each consecutive calendar day that the Contractor exceeds the period of performance specified in the Work Order, all in accordance with the provisions of General Contract Condition 602.

If the Contract fails to commence work within ten (10) consecutive calendar days of the date of issuance of a Notice to Proceed for a referenced Work Order, the Contractor shall become liable to the City and County of Denver for liquidated damages, and not as a penalty, at the liquidated damages rate specified in the fully executed Work Order, for each consecutive calendar day after the expiration of the initial ten (10) day period after issuance of a Notice to Proceed that the

**EXHIBIT B**

contractor fails to commence Work on a fully executed Work Order issued by the City, all in accordance with provisions of General Contract Condition 602.

Representative hourly rates for the City administrative costs described in General Contract Condition 602.2 shall be as follows for this Project:

|                         |                |
|-------------------------|----------------|
| Project Manager         | \$69 per hour  |
| Project Engineer        | \$63 per hour  |
| Inspector               | \$49 per hour  |
| Surveying, if necessary | \$100 per hour |

**SC-7 SUBCONTRACTS**

In accordance with General Contract Condition 501, SUBCONTRACTS, no limit shall apply to that percentage of the Work which may be sublet providing that the subcontractors receive prior approval in accordance with General Contract Condition 502, SUBCONTRACTOR ACCEPTANCE.

**SC-8 BUILDING INSPECTION DIVISION PLAN REVIEW FEES**

GC-317 of the General Contract Conditions shall apply to this Contract as supplemental by the following:

In addition to all permit and license fees required by GC-317, the Contractor is required to pay to the Building Inspection Division all plan review fees which may come due as a percentage of the Building Permit Fee in accordance with Chapter 1, Section 138.1 of the Denver Amendments to the Uniform Building Code (2009). For additional plan review fees that may be due as a result of the requirements of Denver Amendments Table 1-C footnote 4, the Contractor shall be entitled to compensation for the actual cost of all such fees paid, without any additional mark up, by execution of a change order in accordance with General Condition 1101.

**SC-9 PREVAILING WAGE RATE SCHEDULE**

General Contract Title 10 shall be amended by adding the following:

**10.3 *Compliance with Wage Rate Requirements.***

**10.3.1** Contractor shall comply with, and agrees to be bound by, all requirements, conditions and City determinations regarding the Payment of Prevailing Wages Ordinance, Sections 20-76 through 20-79, D.R.M.C. 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 contract were encumbered. A copy of the applicable prevailing wage rate schedule is attached as **Exhibit H** and incorporated herein by reference.

Date bid or request for qualifications/proposals was advertised: **May 29, 2025.**

## **EXHIBIT B**

Increases in prevailing wages subsequent to the date of the contract for a period not to exceed one (1) year shall not be mandatory on either the contractor or subcontractors. Future changes in prevailing wages on contracts whose period of performance exceeds one (1) year shall be mandatory for the contractor and subcontractors only 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.

**10.3.2** Contractor shall provide the Auditor with a list of all subcontractors providing any services under the contract.

**10.3.3** Contractor shall provide the Auditor with electronically certified payroll records for all covered workers employed under the contract.

**10.3.4** Contractor shall prominently post at the Project 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](mailto:auditor@denvergov.org).

**10.3.5** 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.

### **SC-10 GENERAL CONDITION**

General Condition 1301, DISPUTES, is deleted in its entirety and replaced by:

**1301.1** It is the express intention of the parties that all disputes of any nature whatsoever regarding this Construction Contract including, but not limited to, any claims for compensation or damages arising out of breach or default under this Construction Contract, shall be resolved by administrative hearing pursuant to the provisions of Section 56-106, DRMC for Public Works Department Contracts, pursuant to the provisions of DRMC §5-17 for Department of Aviation contracts, or an alternative process that is established for a specific issue by the DRMC or associated rules and regulations.

**1301.2** When the DRMC, or rules and regulations promulgated pursuant to the DRMC, provide an alternative review or resolution process for specific disputes that may arise out of this Construction Contract the more specific process set forth in the DRMC and associated rules and regulations controls.

**1301.3** The Contractor expressly agrees that these dispute resolution processes are the sole and only dispute resolution mechanisms that will be recognized and employed by the parties for any claims put forward by the Contractor, notwithstanding any other claimed theory of entitlement on the part of the Contractor or its Subcontractors or Suppliers.

### **SC-11 CONSTRUCTION INSPECTION BY THE CITY**

## **EXHIBIT B**

General Condition 1701, CONSTRUCTION INSPECTION BY THE CITY, is modified as follows:

**1701.1** Persons who are employees of the City or who are under contract to the City or the City as lessee will be assigned to inspect and test the Work. These persons may perform any tests and observe the Work to determine whether or not designs, materials used, manufacturing and construction processes and methods applied, and equipment installed satisfy the requirements of the drawings and specifications, accepted Shop Drawings, Product Data and Samples, and the General Contractor's warranties and guarantees. The General Contractor shall permit these inspectors unlimited access to the Work and provide means of safe access to the Work, which cost shall be included as a Cost of the Work without any increase to the Maximum Contract Amount. In addition, General Contractor shall provide whatever access and means of access are needed to off-site facilities used to store or manufacture materials and equipment to be incorporated into the Work and shall respond to any other reasonable request to further the inspector's ability to observe or complete any tests. Such inspections shall not relieve the General Contractor of any of its quality control responsibilities or any other obligations under the Contract. All inspections and all tests conducted by the City are for the convenience and benefit of the City. These inspections and tests do not constitute acceptance of the materials or Work tested or inspected, and the City may reject or accept any Work or materials at any time prior to the inspections pursuant to G.C. 2002, whether or not previous inspections or tests were conducted by the inspector or a City representative.

**1701.2** Building Inspections will perform building code compliance inspections for structures designed for human occupancy. It is the General Contractor's responsibility to schedule and obtain these inspections. If a code compliance inspection results in identification of a condition which will be at variance to the Contract Documents, the General Contractor shall immediately notify the Project Manager and confirm such notification with formal correspondence no later than forty-eight (48) hours after the occurrence.

**1701.3** When any unit of government or political subdivision, utility or railroad corporation is to pay a portion of the cost of the Work, its respective representatives shall have the right to inspect the Work. This inspection shall not make any unit of government or political subdivision, utility or railroad corporation a party to the Contract, and shall not interfere with the rights of either party.

### **SC-12 DISPOSAL OF NON-HAZARDOUS WASTE AT DADS**

In accordance with the Landfill Agreement made between the City and Waste Management of Colorado, Inc., bidders will be required to haul dedicated loads (non-hazardous entire loads of waste) to the Denver-Arapahoe Disposal Site ("DADS") for disposal. DADS is located at Highway 30 and Hampden Avenue in Arapahoe County, Colorado. The City will pay all fees associated with such disposal but the bidder shall be responsible for the costs of transporting the loads. Non-hazardous waste is defined as those substances and materials not defined or classified as hazardous by the Colorado Hazardous Waste Commission pursuant to C.R.S. §25-15-207, as amended from time to time, and includes construction debris, soil and asbestos. Bidders shall not use Gun Club Road between I-70 and Mississippi Avenue as a means of access to DADS.

### **SC-13 PROHIBITION ON USE OF CCA-TREATED WOOD PRODUCTS**

## **EXHIBIT B**

The use of any wood products pressure-treated with chromated copper arsenate (CCA) is prohibited. Examples of CCA-treated wood products include wood used in play structures, decks, picnic tables, landscaping timbers, fencing, patios, walkways and boardwalks.

### **SC-14 WAIVER OF: PART 8 OF ARTICLE 20 OF TITLE 13, COLORADO REVISED STATUTES**

As to the City only, the Contractor waives all the provisions of Chapter 8 of Article 20 of Title 13, Colorado Revised Statutes regarding defects in the Work under this Construction Contract.

### **SC-15 PERIOD OF PERFORMANCE**

The term or duration of this Agreement shall be three (3) years from the date of execution of this Agreement, unless extended by Contract amendment in accordance with the provisions of these Special Contract Conditions. With respect to any Work that is authorized by a Work Order issued prior to the contract completion date, but not completed by that date, the City shall have the option to terminate the Work in progress and pay only for that portion of the Work satisfactorily completed within the period of performance specified herein or to provide for, in writing, a limited extension of the contract completion date to complete the remaining Work at the prices agreed upon in the previously issued Work Order(s).

For each Proposal Pricing Request submitted to the Contractor for pricing, the Contractor agrees to review and price the Proposal Request within fourteen (14) consecutive calendar days of the date of such Proposal Request. In the event a Work Order is issued pursuant to a priced Proposal Request, the Contractor agrees to undertake the performance of the specified Work within ten (10) consecutive calendar days of the date of issuance of a Notice to Proceed for the referenced Work Order. The Contractor agrees to satisfactorily complete all work referenced in each Work Order within the agreed upon period of performance set forth in such Work Order or Notice to Proceed, plus such extension or extensions granted by the Executive Director in accordance with the provisions for Work Order Changes. For purposes of this Contract, "Contract Time", as used in the General Contract Conditions, shall mean the period of performance specified in each issued Work Order and shall run from the date of issuance of a Work Order Notice to Proceed to the date of Work Order Final Completion. Work Order Substantial Completion shall occur prior to Final Completion of any Work Order.

### **SC-16 PERFORMANCE OF WORK, AS DIRECTED BY THE CITY**

The General Contract Conditions shall generally apply to this Contract as supplemental by the following:

.1 As described elsewhere in the Contract Documents, this Contract contemplates performance of construction services Work by the Contractor on a variety of, as yet to be identified, City construction Projects on an "as needed" or "on call" basis. Under the terms of this Contract, the City, in its sole discretion, will determine both the extent and nature of each scope of work or project it requires the Contractor to perform or complete and the specific terms and conditions under which it requires the Contractor to perform or complete this scope or project. Nothing contained herein, however, shall be construed by the Contractor as promise or guarantee of any minimum amount of Work or compensation hereunder.

## **EXHIBIT B**

.2 In the event the City elects to direct the Contractor to perform work hereunder, the process by which both a specific work scope or project and specific performance terms or conditions shall be established prior to commencement of such work shall be as follows:

.3 The City will identify a work scope or project for the Contractor to perform or complete and will issue to the Contractor a Proposal Pricing Request (in the format provided and approved by the City) containing, at a minimum, a detailed scope or project description, drawings, plans, specifications, the specific terms and conditions under which such project or scope must be performed and other pertinent materials.

.4 In accordance with the terms and conditions of this Contract, the Contractor will review each Proposal Pricing Request and provide an itemized proposal with a not to exceed price to complete the work identified in the Proposal Pricing request utilizing the attached Proposal Request Pricing Worksheet. Contractor will also provide a project schedule responsive to each Proposal Pricing Request. The proposed price will include all costs necessary to complete the work.

.5 If Contractor's proposal is accepted the Work will be authorized by issuance of a Work Order.

.6 Upon receipt of the fully executed Work Order and a Work Order Notice to Proceed (in the format provided for herein), the Contractor shall have ten (10) consecutive calendar days to commence the performance.

.7 With respect to each issued Work Order, the contractor shall furnish all tools, labor, supplies, equipment, materials and everything necessary to perform and complete the described scope of work or project contained in the Work Order.

.8 During the course of performance of the Work authorized by each Work Order, the Contractor shall submit regular pay applications, in accordance with provisions of these Special Contract Conditions. The City shall issue payment for all satisfactorily completed Work authorized by Work Order, in accordance with the terms and conditions of the Contract Documents.

.9 If additions, deletions or other modifications to the authorized Work scope or other terms or conditions are required or desired in the sole discretion of the City under a particular Work Order, a Work Order Change will be issued based on pricing prepared in the same manner as a Proposal Pricing Request and under the terms and conditions for issuance of a Change Order under the General Contract Conditions. The Work Order Change will identify any increase or decrease in the cost, change in the period of performance and any other modifications to the performance requirements for that particular Work Order.

.10 Upon satisfactory completion, notice of Substantial Completion and Final Completion of the Work authorized and performed under each Work Order, Work Order Close-Out will occur, a Final Receipt for that Work Order will be issued, and final payment for the Work Order will be made.

.11 Under this Contract, more than one Work Order may be issued and performed by the Contractor at the same time.

## EXHIBIT B

.12 Given that under this Contract, the Contractor is committed to make available to the City and, as from time to time directed by the City under the process described, furnish all labor, tools, supplies, equipment, materials and everything necessary for and required to do, perform and complete each Work Order issued in accordance with the terms and conditions set forth herein, certain provisions, terms and conditions included in the General Contract Conditions either will not apply or will apply on a Work Order by Work Order basis rather than an overall Contract basis.

.13 As such, the term Work, as issued in the Contract Documents shall mean the Contractor's equipment and physical plant, labor, management, administration, supervision, materials and supplies, and all other things needed to assemble, manufacture, complete or perform the various components into finished improvements pursuant to any Work Order issued pursuant to the Contract Documents. Unless otherwise specified or clearly inapplicable from the context of a given provision, each and every General Contract Condition contained or referenced in the Contract Documents shall apply to and control all Work performed hereunder.

### **SC-17 PERFORMANCE AND PAYMENT BOND**

Title 15 of the General Contract Conditions shall generally apply to this Contract as supplemented by the following:

A. Performance and Payment Bond, in the form included in these Contract Documents, shall be furnished covering all Work Orders performed hereunder. An initial bond in the amount of **Fifty Thousand Dollars (\$50,000.00)** shall be provided at time of Contract Execution. In the event the dollar amount of Work to be performed exceeds this amount on any given Work Order, the Contractor shall provide properly executed bond Change Riders, also in the form included in these Contract Documents, in the amount(s) not less than 100% of all Work Orders issued.

### **SC-18 PROPOSAL REQUEST PRICING**

Title 9 of the General Contract Conditions shall generally apply to this Contract as supplemented by the following:

In order to initiate Work hereunder, the City will prepare and issue a Proposal Pricing Request. Unless Special Circumstances exists justifying direct selection, bids or proposals will be requested from three or more contractors pursuant to DOTI policy. For each Proposal Pricing Request submitted to the Contractor for pricing, the Contractor shall price the request and submit a completed Proposal Request Pricing Worksheet, using the form provided and approved by DOTI and complying with the terms and conditions set forth on the form, to the Project Manager, with all supporting materials, generally within fourteen (14) consecutive calendar days of the date of issuance of such Proposal Pricing Request or as further detailed in the Proposal Request. The Contractor shall price each request and prepare the appropriate documentation in accordance with the requirements of this Agreement and the Proposal Pricing Request.

Unit Price Mini-bid Process. Unless the City elects to use a Best Value process, or a Special Circumstance as defined in Executive Order 8 exists, Work Orders will be awarded to the low bidder using a unit price hard bid approach. The City will provide a list of work items, units and estimated quantities for each work item associated with the Work Order. Project specific details and specifications may be included as part of the Proposal Pricing Request. The Contractor will

## **EXHIBIT B**

be required to provide unit prices for all costs associated with each work item in the Proposal Request Pricing Worksheet. All labor, material, equipment, overhead and profit costs shall be included in the unit prices for the listed items. The City will award the Work Order to the lowest responsive bidder.

**Best Value Process.** If approved in writing by a DOTI Director for a specific Work Order pursuant to a written policy, DOTI may award Work Orders using a best value process. Criteria including, but not limited to, specialized qualifications, approach, and time may be considered instead of, or in addition to, price. Criteria and weighting will be determined and approved before bids/proposals are requested. A minimum of one qualified person, in addition to the Contract Manager, will evaluate submissions and make a selection recommendation. Unit pricing, as described in B above will be used for Work Orders awarded using a best value selection process.

**Direct Select.** In the case of an emergency or other special circumstance as defined by, and documented as required by, Executive Order 8 DOTI may directly select a Contractor.

Payment for Best Value and Direct Select Work Orders will be as provided by the General Conditions and as documented in the Work Order.

### **SC-19 WORK ORDERS**

With respect to Each Work Order Issued hereunder, the General Contract Conditions, as modified and supplemented by these Special Conditions, shall apply to this Contract as supplemented by the following:

Upon review of any Proposal Request Pricing Worksheet completed by the Contractor pursuant to a Proposal Request, the City may, at its sole discretion, reject the pricing submittal, enter into further negotiations regarding uncovered work prices or may direct that the Work described in the Proposal Request and priced by the Contractor be completed by issuance of a Work Order, in the form included in these Contract Documents to the Contractor. The City reserves the right to issue such a Work Order, at the price and under the terms of the Contractor's pricing submittal, at any time before the expiration of 120 consecutive calendar days from the date the pricing submittal was received by the City. If no Work Order is issued and the pricing submittal is not rejected within this period, the Contractor's pricing submittal shall be deemed rejected by the City.

A Work Order shall not issue and no Work for a priced Request shall commence until such time as: The Work Order is executed by the Contractor and all designated City officials; the Contractor has submitted a Payment and Performance bond or Bond Change Rider for the Work satisfactory to the City Attorney; for the Work described in the Proposal Request; and all administrative requirements are met. Until all Work Order issuance requirements are met, the City shall have no obligation to compensate the Contractor for Work performed.

Upon issuance of a Work Order, the Contractor agrees to satisfactorily perform and complete all Work necessary or required to fully perform or otherwise complete the scope of work as described in each issued Work Order or any subsequently issued Work Order Change within the period of



## **EXHIBIT B**

performance specified in the Work Order plus such extensions of time as may be granted by the Executive Director in accordance with the provisions of this Contract.

### **SC-20 WORK ORDER NOTICE TO PROCEED**

GC-302 of the General Contract Conditions shall generally apply to this Contract as supplemented by the following:

.4 Following the issuance of any fully executed Work Order hereunder, a Work Order Notice to Proceed, for that particular Work Order will be issued by the Director. The Contractor agrees to commence the Work in accordance with that particular Work Order within ten (10) consecutive calendar days of the date of the Work Order Notice to Proceed. No Work Order Notice to Proceed will issue and no Work will commence until such time as the Contractor has complied with all administrative requirements for that particular Work Order under SC-15 PERFORMANCE AND PAYMENT BOND. Thereafter, the Contractor shall prosecute the Work to be accomplished under the Work Order at such time and place as the Work Order directs and shall fully complete in every detail all specified Work in accordance with the terms and conditions of the Work Order and the provisions of these General Contract Conditions and Special Contract Conditions.

**SC-21 PROGRESS PAYMENTS FOR WORK ORDERS:** Applications for payment shall be based on the Contract Unit Prices or the approved Schedule of Values described in GC 903.1

In accordance with General Contract Condition 902, PAYMENT PROCEDURE, the party(ies) responsible for review of all Pay Applications shall be the Project Manager assigned to each Work Order.

In accordance with General Contract Condition 906, APPLICATIONS FOR PAYMENT, each Application submitted shall include the following:

“Starting with the second payment application, the payment applications shall be accompanied by a completed Contractors’ Certification of Payment Form (CCP), listing all first tier subcontractors and suppliers and all certified subcontractors or suppliers that are listed for participation towards any assigned SMWDBE program goal. The final payment application must be accompanied by an executed Final/Partial Release and Certification of Payment Form and Certificate of Contract Release Form from the Contractor.”

### **SC-22 WORK ORDER CHANGES**

Title 11 of the General Contract Conditions shall apply to this Contract, on a Work Order by Work Order basis, as supplemented by the following:

In accordance with the terms and conditions provided for Change Orders in this Contract including Title 11 of the General Contract Conditions, the City may issue Work Order Changes for unanticipated deletions, additions and modifications to the Work. Work Order Changes may be used to add work to an existing project when it arises out of or results from the work required by the original Work Order. Work Order Changes should not be used for work at new locations, work on other projects, or work that will take place after the majority of work required by the original

## **EXHIBIT B**

Work Order is complete. Work Order Changes must be issued on DOTI's current Work Order Change Form.

### **SC-23 WORK ORDER CLOSE-OUT**

Titles 19 and 20 of the General Contract Conditions shall apply to this Contract, on a Work Order by Work Order basis, as supplemented by the following:

Upon Substantial Completion of all Work (including all Work Order Change work) performed under each Work Order in accordance with the Contract Documents, final close-out for that Work Order shall be made in accordance with the terms and conditions of Title 20 of the General Contract Conditions.

### **SC-24 CONTRACT CLOSE-OUT**

Upon written notification from the City to the Contractor that no further Work Orders shall be issued hereunder and the completion of final close-out for any previously issued Work Orders in accordance with SC-20 WORK ORDER CLOSE-OUT, the Contract shall proceed to final close-out. The Contractor agrees to comply with all applicable Contract close-out procedures and requirements set forth in General Contract Condition 2002. In addition, the Contractor agrees to execute and deliver to the City a Final Receipt in the forms previously referenced and to provide to the City a consent of surety covering all Work performed hereunder. Until such time as all Contract close-out procedures are completed and each contract close-out requirement is satisfied, the City shall retain from amounts due the Contractor, in addition to any other withholdings provided for hereunder, a sum not greater than one percent (1%) of the maximum contract amount specified herein.

### **SC-25 ATTORNEY'S FEES**

Colorado Revised Statute 38-26-107 requires that in the event any person or company files a verified statement of amounts due and unpaid in connection with a claim for labor and materials supplied on this project, the City shall withhold from payments to the Contractor sufficient funds to insure the payment of any such claims. Should the City and County of Denver be made a party to any lawsuit to enforce such unpaid claims or any lawsuit arising out of or relating to such withheld funds, the Contractor agrees to pay to the City its costs and a reasonable attorney's fee which cost shall be included as a Cost of the Work.

Because the City Attorney Staff does not bill the City for legal services on an hourly basis, the Contractor agrees a reasonable fee shall be computed at the rate of one hundred dollars per hour of City Attorney time.

### **SC-26 INSURANCE:**

General Condition 1601, INSURANCE, is deleted in its entirety and replaced by:

.1 **General Conditions:** Contractor agrees to secure, at or before the time of execution of this Agreement, the following insurance covering all operations, goods or services provided pursuant to this Agreement. Contractor shall keep the required insurance coverage in force at all times during the term of the Agreement, or any extension thereof, during any warranty period, and for eight (8) years after termination of the Agreement. The required insurance shall be underwritten

## EXHIBIT B

by an insurer licensed or authorized to do business in Colorado and rated by A.M. Best Company as A-VIII or better. Each policy shall require notification to the City in the event any of the required policies be canceled or non-renewed before the expiration date thereof. Such written notice shall be sent to the parties identified in the Notices section of this Agreement. Such notice shall reference the City contract number listed on the signature page of this Agreement. Said notice shall be sent thirty (30) days prior to such cancellation or non-renewal unless due to non-payment of premiums for which notice shall be sent ten (10) days prior. If such written notice is unavailable from the insurer, Contractor shall provide written notice of cancellation, non-renewal and any reduction in coverage to the parties identified in the Notices section by certified mail, return receipt requested within three (3) business days of such notice by its insurer(s) and referencing the City's contract number. Contractor shall be responsible for the payment of any deductible or self-insured retention. The insurance coverages specified in this Agreement are the minimum requirements, and these requirements do not lessen or limit the liability of the Contractor. The Contractor shall maintain, at its own expense, any additional kinds or amounts of insurance that it may deem necessary to cover its obligations and liabilities under this Agreement.

**.2 Proof of Insurance: Contractor** may not commence services or work relating to the Agreement prior to placement of coverages required under this Agreement. Contractor certifies that the certificate of insurance attached as **Exhibit D**, preferably an ACORD form, complies with all insurance requirements of this Agreement. The City requests that the City's contract number be referenced on the Certificate. The City's acceptance of a certificate of insurance or other proof of insurance that does not comply with all insurance requirements set forth in this Agreement 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. The City's Risk Management Office may require additional proof of insurance, including but not limited to policies and endorsements.

**.3 Additional Insureds:** For Commercial General Liability, Business Auto Liability, Contractors Pollution Liability (if required), and Excess Liability/Umbrella (if required), Contractor and subcontractor's insurer(s) shall include the City and County of Denver, its elected and appointed officials, employees and volunteers as additional insured.

**.4 Waiver of Subrogation:** For all coverages required under this Agreement, with the exception of Professional Liability - if required, Contractor's insurer shall waive subrogation rights against the City.

**.5 Subcontractors and Subconsultants:** All subconsultants, subcontractors, independent contractors, suppliers or other entities providing goods or services required by this Agreement shall be subject to all of the requirements herein. Contractor shall require all of its subcontractors and subconsultants of any tier to provide insurance coverage in types and amounts required by the Contractor, but in amounts of at least \$1,000,000 Commercial General Liability, Business Auto Liability insurance of \$1,000,000 combined single limit, statutory Workers' Compensation coverage, and \$1,000,000 professional liability for any subcontractor performing design or engineering work. Contractor agrees to provide proof of insurance for all such subcontractors, subconsultants, independent contractors, suppliers or other entities upon request by the City.

## EXHIBIT B

**.6 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 minimum limits of \$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.

**.7 Commercial General Liability:** Contractor shall maintain a Commercial General Liability insurance policy with minimum limits of \$1,000,000 for each bodily injury and property damage occurrence, \$2,000,000 products and completed operations aggregate (if applicable), and \$2,000,000 policy aggregate.

**.8 Business Automobile Liability:** Contractor shall maintain Business Automobile Liability, or its equivalent, with minimum limits of \$1,000,000 combined single limit applicable to all owned, hired and non-owned vehicles used in performing services under this Agreement. If transporting wastes, hazardous material, or regulated substances, Contractor shall carry a pollution coverage endorsement and an MCS 90 endorsement on their policy. Transportation coverage under the Contractors Pollution Liability policy shall be an acceptable replacement for a pollution endorsement to the Business Automobile Liability policy.

**.9 Builder's Risk or Installation Floater:** Contractor shall maintain limits equal to the completed value of the project. Coverage shall be written on an all risk, replacement cost basis including coverage for soft costs, flood and earth movement, if in a flood or quake zone, and, if applicable, equipment breakdown including testing. The City and County of Denver, Contractor, and subcontractors shall be Additional Named Insureds under the policy. Policy shall remain in force until acceptance of the project by the City.

**EXHIBIT C**

**PERFORMANCE AND PAYMENT BOND**

**CITY AND COUNTY OF DENVER  
DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE**

**PERFORMANCE AND PAYMENT BOND**      Bond Number: SPA151025\_009

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned **Iron Woman Construction & Environmental Services, LLC**, a corporation organized and existing under and by virtue of the laws of the State of Colorado

hereafter referred to as the "Contractor", and **SIRIUSPOINT AMERICA INSURANCE COMPANY**, a corporation organized and existing under and by virtue of the laws of the State of New York, and authorized to transact business in the State of Colorado, as Surety, are held and firmly bound unto the CITY AND COUNTY OF DENVER, a municipal corporation of the State of Colorado, hereinafter referred to as the "City", in the penal sum of **Fifty Thousand Dollars (\$50,000.00)**, lawful money of the United States of America, for the payment of which sum, well and truly to be made, we bind ourselves and our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents;

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

WHEREAS, the above bounden Contractor has entered into a written contract with the aforesaid City for furnishing all labor and tools, supplies, equipment, superintendence, materials and everything necessary for and required to do, perform and complete the construction of **Contract No. 202580921 - 2025 Large General Civil Construction On-Call**, Denver, Colorado, and has bound itself to complete the project within the time or times specified or pay liquidated damages, all as designated, defined and described in the said Contract and Conditions thereof, and in accordance with the Plans and Technical Specifications therefore, a copy of said Contract being made a part hereof;

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

PROVIDED FURTHER, that if the said Contractor shall satisfy all claims and demands incurred by the Contractor in the performance of said Contract, and shall fully indemnify and save harmless the City from all damages, claims, demands, expense and charge of every kind (including claims of patent infringement) arising from any act, omission, or neglect of said Contractor, its agents, or employees with relation to said work; and shall fully reimburse and repay to the City all costs, damages, and expenses which it may incur in making good any default based upon the failure of the Contractor to fulfill its obligation to furnish maintenance, repairs or replacements for the full guarantee period provided in the Contract Documents, then this obligation shall be null and void; otherwise it shall remain in full force and effect;

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

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

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

IN WITNESS WHEREOF, said Contractor and said Surety have executed these presents as of this 25<sup>th</sup> day of August, 2025.

Attest:

Lindsey Buto

Secretary

IRON WOMAN CONSTRUCTION AND ENVIRONMENTAL SERVICES, LLC

Contractor

By:

SMA  
President

SIRIUSPOINT AMERICA INSURANCE COMPANY

Surety

By:

Kimberly McAlexander  
Attorney-In-Fact Kimberly McAlexander

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

**POWER OF ATTORNEY  
SIRIUSPOINT AMERICA INSURANCE COMPANY  
NEW YORK**

**SURLIT01\_0324**

**KNOW ALL MEN BY THESE PRESENTS:** That SiriusPoint America Insurance Company (the "Company"), a New York corporation, having its principal office in the City of New York, pursuant to the following Resolution, which was adopted on August 27, 2024 by Unanimous Written Consent of the Board of the Directors of the Company, to wit:

**RESOLVED**, that the President, Senior Vice President, Chief Financial Officer, Secretary or the Assistant Secretary is hereby authorized to execute Powers of Attorney appointing as attorneys-in-fact selected employees of certain surety companies who shall have the power for and on behalf of the Company to execute and affix the seal of the Company to surety contracts as surety. Such authority can be executed by use of facsimile signature.

Does hereby nominate, constitute and appoint:

Douglas J. Rothey, Wesley J. Butorac, Erik E. Ulibarri, Jason A. McMillan, Zachary J. Rothey, Kimberly McAlexander

Its true and lawful agent and attorney-in-fact, to make, execute, seal and deliver for and on its behalf, and its act and deed any and all bonds, contracts, agreements of indemnity and other undertakings in suretyship (NOT INCLUDING bonds without a fixed penalty or financial guarantee) and to bind the Company thereby as fully and to the same extent as of same were signed by the duly authorized officers of the Company, provided, however, that the penal sum of any one such instrument executed hereunder shall not exceed the sum of:

\$63,971,000 single bond limit

All acts of said attorneys-in-fact pursuant to the authorities herein given are hereby ratified and confirmed. The President, Senior Vice President, Chief Financial Officer, Secretary or Assistant Secretary may from time to time and at any time remove such appointee and remove the power given to him or her.

The execution of such bonds or undertakings in pursuance of these presents, within one year of the date of these present, shall be binding under said Company, as fully and amply, to all intents and purposes, as if they had been duly executed and acknowledged by the regularly elected officers of the Company at its office in New York, New York, in their own proper persons.

**IN WITNESS WHEREOF**, SiriusPoint America Insurance Company has caused its corporate seal to be hereunto affixed and these presents to be signed by its President this tenth day of October, 2024.



SiriusPoint America Insurance Company

Paul Mihulka  
President

State of New York  
County of New York

On this tenth day of October 2024, before me a Notary Public of the State of New York, in and for the County of New York, duly commissioned and qualified, came Paul Mihulka, President, of SiriusPoint America Insurance Company, to me personally known to be the individual and officer described in, and who executed the preceding instrument, and acknowledged the execution of the same, and being by me duly sworn, depose and said that he is the officer of the said Company aforesaid, and that the seal affixed to the preceding instrument is the Corporate Seal of said Company, and the said Corporate seal and his signature as officer were duly affixed and subscribed to the said instrument by the authority and direction of the said Company, referred to in the preceding instrument is now in force.

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and affixed my official seal.



Notary Public

My Commission expires Dec. 5, 2026

STATE OF New York  
COUNTY OF New York

I, Paul Mihulka, President of SiriusPoint America Insurance Company, a New York corporation, do hereby certify that the above and foregoing is a full, true and correct copy of Power of Attorney, is still in full force and effect and has not been revoked.

**IN WITNESS WHEREOF**, I have hereunto set my hand, and affixed the Seal of said Company, on the \_\_\_\_\_ day of \_\_\_\_\_, 20 25



Paul Mihulka  
President





Surescape Insurance Services  
7800 S. Elati Street, Suite 100  
Littleton, CO 80120

(303) 225-8030 Phone  
(303) 225-8034 Fax



August 22, 2025

FAX NUMBER (720) 913-3183  
TELEPHONE NUMBER (720) 913-3267

Assistant City Attorney  
City and County of Denver  
201 West Colfax Avenue, Dept. 1207  
Denver, Colorado 80202

Re: IRON WOMAN CONSTRUCTION AND ENVIRONMENTAL SERVICES, LLC

Contract No.: 202580921  
Project Name: 2025 Large General Civil Construction On-Call  
Contract Amount: \$50,000  
Performance and Payment Bond No.: SPA151025\_009

The Performance and Payment Bonds covering the above-captioned project were executed by this agency, through Siriuspoint America Insurance Company, on August 22, 2025.

We hereby authorize the City and County of Denver - Department of Transportation and Infrastructure, to date all bonds and Powers of Attorney to coincide with the date of the contract.

Should you have any additional questions, please call me at 303-918-6720 and/or send an email to [kmac@surescapeins.com](mailto:kmac@surescapeins.com).

Thank you,

Kimberly McAlexander

A handwritten signature in blue ink, appearing to read "Kimberly McAlexander", written over the printed name.



**EXHIBIT D**

**CERTIFICATE OF INSURANCE**

**ACORD**<sup>TM</sup>**CERTIFICATE OF LIABILITY INSURANCE**

DATE (MM/DD/YYYY)

9/25/2025

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 any rights to the certificate holder in lieu of such endorsement(s).

|                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRODUCER</b><br><b>USI Insurance Services, LLC</b><br><b>4600 S. Ulster Street, Suite 1200</b><br><b>Denver, CO 80237</b><br><b>800 873-8500</b>      | <b>CONTACT NAME:</b><br><b>PHONE (A/C, No, Ext): 800 873-8500</b><br><b>FAX (A/C, No):</b><br><b>E-MAIL ADDRESS: den.contractors@usi.com</b><br><b>INSURER(S) AFFORDING COVERAGE</b><br><b>INSURER A : Greenwich Insurance Company</b><br><b>INSURER B : Endurance American Specialty Ins Co</b><br><b>INSURER C : XL Specialty Insurance Company</b><br><b>INSURER D :</b><br><b>INSURER E :</b><br><b>INSURER F :</b> |
| <b>INSURED</b><br><b>Iron Woman Construction and Environmental Services, LLC</b><br><b>12503 E Euclid Drive, Suite 200</b><br><b>Englewood, CO 80111</b> | <b>NAIC #</b><br><b>22322</b><br><b>41718</b><br><b>37885</b><br><br><br><br><br><br>                                                                                                                                                                                                                                                                                                                                   |

**COVERAGES****CERTIFICATE NUMBER:****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 INSR                           | SUBR WVD                            | POLICY NUMBER         | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS                                                                                                                                                                                                                                                                              |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-----------------------|-------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A</b> | <input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b><br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br><input checked="" type="checkbox"/> <b>BI/PD Ded:250000</b><br><br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC<br>OTHER: | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <b>CGE747800302</b>   | <b>10/01/2025</b>       | <b>10/01/2026</b>       | EACH OCCURRENCE <b>\$2,000,000</b><br>DAMAGE TO RENTED PREMISES (Ea occurrence) <b>\$500,000</b><br>MED EXP (Any one person) <b>\$25,000</b><br>PERSONAL & ADV INJURY <b>\$2,000,000</b><br>GENERAL AGGREGATE <b>\$4,000,000</b><br>PRODUCTS - COMP/OP AGG <b>\$4,000,000</b><br>\$ |
| <b>A</b> | <b>AUTOMOBILE LIABILITY</b><br><input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY<br><input checked="" type="checkbox"/> HIRED AUTOS ONLY<br><input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY                                                                                                                                                                                | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <b>CAX747800402</b>   | <b>10/01/2025</b>       | <b>10/01/2026</b>       | COMBINED SINGLE LIMIT (Ea accident) <b>\$2,000,000</b><br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$<br>\$                                                                                                               |
| <b>B</b> | <input type="checkbox"/> <b>UMBRELLA LIAB</b><br><input checked="" type="checkbox"/> <b>EXCESS LIAB</b><br><input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$                                                                                                                                                                                                                        | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <b>ELD30044923102</b> | <b>10/01/2025</b>       | <b>10/01/2026</b>       | EACH OCCURRENCE <b>\$3,000,000</b><br>AGGREGATE <b>\$3,000,000</b><br>\$                                                                                                                                                                                                            |
| <b>C</b> | <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b><br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input checked="" type="checkbox"/> Y / <input checked="" type="checkbox"/> N<br>(Mandatory in NH)<br>If yes, describe under DESCRIPTION OF OPERATIONS below                                                                                                                       |                                     | <input checked="" type="checkbox"/> | <b>CWD742907403</b>   | <b>10/01/2025</b>       | <b>10/01/2026</b>       | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT <b>\$1,000,000</b><br>E.L. DISEASE - EA EMPLOYEE <b>\$1,000,000</b><br>E.L. DISEASE - POLICY LIMIT <b>\$1,000,000</b>                                                         |

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

**Project Name: 2025 Large General Civil On-call Construction Services**

**As required by written contract, the City and County of Denver, its Elected and Appointed Officials, Employees and Volunteers are included as Additional Insureds as respects General Liability and Auto Liability. The General Liability, Auto Liability and Workers Compensation policy(s) provides a Blanket Waiver of Subrogation.**

**CERTIFICATE HOLDER****CANCELLATION**

|                                                                                                                                                     |                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>City and County of Denver</b><br><b>Department of Transportation &amp; Infrastructure</b><br><b>201 W. Colfax Ave</b><br><b>Denver, CO 80202</b> | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.<br><br><b>AUTHORIZED REPRESENTATIVE</b><br> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**EXHIBIT E**

**MINORITY/WOMEN OWNED BUSINESS ENTERPRISE PROGRAM FORMS**



## DIVISION OF SMALL BUSINESS OPPORTUNITY (DSBO) COMMITMENT TO MWBE PARTICIPATION

***This Commitment Form must be completed by all Bidders/Proposers or Contractors/Consultants/Tenants (Prime) to indicate their commitment towards satisfying this project's MWBE participation requirement with City and County of Denver (CCD) certified MWBE firms.***

### MWBE PARTICIPATION COMMITMENT:

The Bidder/Proposer or Prime is committing to 12 % of the total contract value to MWBE participation.  
The total contract value is inclusive of value changes made throughout the life of the contract.

### GOOD FAITH EFFORT:

If Bidder/Proposer or Prime's abovementioned MWBE participation commitment is less than the MWBE participation requirement percent established by DSBO, the Bidder/Proposer or Prime must submit to DSBO with this Commitment Form a comprehensive statement of their good faith efforts as per the categories outlined in Chapter 28 of the D.R.M.C.

**The undersigned Bidder/Proposer or Prime hereby agrees and understands that they must comply with their MWBE commitment on this project in conformity with Chapter 28 D.R.M.C. and the terms of their City contract. Failure to comply is a material breach of said contract, which may result in the imposition of sanctions on the Prime, as deemed appropriate by DSBO.**

Bidder/Proposer or Prime (Name of Firm): Iron Woman Construction and Environmental Services, LLC

Firm's Representative: Michael Metheney

Title: Vice President of Civil and Utilities

Signature (Firm's Representative): Digitally signed by Michael Metheney  
Date: 2025.07.14 15:45:22-06'00'

Date: July 14, 2025

Address: 5680 Emerson St.

City: Denver

State: CO

Zip: 80216

Phone: 720-987-5672

Email: mmetheney@ironwomancon.com



## DSBO Program Requirements Handbook (DSBO Handbook) Signature Statement

**\*\*\*Attention: this Signature Statement form is required to be completed, signed, and submitted to DSBO. It will be incorporated as an exhibit to the Contractor's/Consultant's executed contract with the City.\*\*\***

**To access the DSBO Handbook, please visit the [DSBO Compliance website](#).**

The undersigned firm has read and agrees to comply with the DSBO Ordinance, DSBO Rules and Regulations, and requirements outlined in the DSBO Handbook (collectively, the "DSBO Program Requirements"), should it be awarded the subject project. Additionally, should the undersigned be awarded the project, it will provide timely and accurate submissions of the required compliance documentation to DSBO and will promptly advise DSBO of any changes to their primary point(s) of contact responsible for DSBO reporting. If requested by a certified subcontractor/subconsultant, the Contractor/Consultant will make the DSBO Handbook available to subcontractors/subconsultants regardless of tier.

The Contractor/Consultant shall carry out the aforementioned DSBO Program Requirements in the award and administration of its contracts, inclusive of enforcing DSBO flow down provisions in subcontract/subconsultant agreements at all tiers. Failure by the Contractor/Consultant to comply with or implement these requirements is a material breach of the Contract, which may result in the termination of the Contract or such other remedy as the City deems appropriate.

Bidder/Proposer or Prime (Name of Firm): Iron Woman Construction and Environmental Services, LLC

Firm's Representative: Michael Metheney

Title: Vice President of Civil and Utilities

Signature (Firm's Representative): Digitally signed by Michael Metheney  
Date: 2025.07.14 15:46:24-06'00' Date: July 14 2025

Address: 5680 Emerson St

City: **Denver**

State: **CO**

Zip: **80216**

Phone: **720-987-5672**

Email: **mmetheney@ironwomancon.com**



**Division of Small Business Opportunity (DSBO)  
Minority & Women-Owned Business Enterprise (MWBE) Utilization Plan**

This form **must be completed by all submitters** to indicate their commitment towards creating and expanding contract opportunities for City and County of Denver MWBE certified small businesses. To meet the minimum DSBO responsiveness requirements, Submitter shall provide the proposed MWBE Utilization Plan **at the time of submission deadline** to substantiate the Submitter's specified MWBE participation commitment. Each of the prompts below must be comprehensively and meaningfully addressed. Leaving a section blank or entering "N/A" may deem the submitter nonresponsive. (Maximum 400 words per section).

**The approved Utilization Plan may be subject to revisions throughout the life of the contract.**

**Proposer/Prime Name:** Iron Woman Construction and Environmental Services, LLC

**Project/Contract Name and Number:** 2025 Large General Civil On-Call, Sol 202579741

DSBO Version 1: 3/4/2025



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| <b>Utilization Strategies</b> | <ul style="list-style-type: none"><li>• Explain the strategies and tactics the Submitter is currently using and plans to implement in the future to enhance the participation of both new and established City and County of Denver MWBE certified small businesses in contracting opportunities. <b>Please provide concrete examples.</b></li><li>• Please list the anticipated scopes of work that may utilize MWBE certified businesses. If known, list specific MWBE certified firms that you may consider for certified subcontractor utilization.</li></ul> <p>For reference, please refer to CCD Certified Small Business Database.</p> <p><a href="#">Small Business Certification and Contract Management System   Denver Office of Economic Development</a></p> <p><b>Response:</b></p> <p>Due to Iron Woman’s success and sustained growth over the past 26 years, and employing nearly 250 people, we – unfortunately – had to relinquish our “M/W/DBE” diversity status on October 23, 2018. Knowing that we will no longer be listed as a M/W/DBE company, we have strategically planned for and taken corporate measures to expand and enhance our outreach efforts, including hosting diversity outreach “open house” meetings in our offices in Denver and Centennial. The most recent meeting was held in October of 2024.</p> <p>Iron Woman has in the past and will continue to subcontract the following scopes of work to MWBE firms:</p> <p>Boring<br/>Pump Station Excavation, Foundation, Structures<br/>Public Information and Communication<br/>Asphalt/Concrete<br/>Landscaping<br/>Erosion Control<br/>Electrical<br/>Instrumentation and Control/SCADA<br/>Traffic Control<br/>Trucking<br/>Survey<br/>3rd Party Testing</p> <p>Once a scope of work is identified and issued for bidding, Iron Woman would select the appropriate subcontractors. Tactics would include direct outreach, advertising with the local trade associations, advertising in local newspapers, and social media.</p> |
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**Standard Procedure  
for Bid Packages**

- Describe Submitter's procurement process, policies and procedures for soliciting MWBE certified small business participation. Please provide details on the practices already in place and/or anticipated practices that ensure that MWBE certified small businesses are successful in obtaining subcontracts on this project.

**Response:**

**Outreach**

A. IW Outreach Events: Iron Woman holds bi-annual subcontractor outreach events with a targeted audience of MWDBE certified suppliers and subcontractors (Vendors). The events result in an expanded network of vendors and valuable networking opportunities for all participants. Events are marketed through industry publications, Iron Woman newsletters, and social media.

B. Industry Advocacy: Iron Woman is an active supporter of Hispanic Contractors of Colorado, an organization that supports the development and growth of small contractors in Colorado. Iron Woman employees serve on leadership boards and focused committees within the organization. Iron Woman also supports several other industry organizations, such as Associated General Contractors and Colorado Contractors Association.

**Targeted Prequalification, Solicitation, and Selection**

A. Prequalification: Iron Woman will prequalify vendors to prepare in advance for available opportunities. Prequalification includes vendor approval based on past performance and capacity.

B. Solicitation: On a project basis, Iron Woman calls for bid submittals from our list of prequalified vendors. Solicitations include transparent project requirements including minimum insurance requirements, contract terms and conditions, and bonding/ credit requirements. When necessary, Iron Woman holds pre-bid meetings to more effectively communicate project goals and requirements. It is our attempt to provide ample time for response. Our estimating team will support vendors through their bid submittal as needed.

C. Selection: Iron Woman utilizes a values-based approach when selecting vendors. We consider prequalification criteria, availability, and bid price where applicable. When appropriate, MWDBE participation is a differentiator amongst competitive bids. Sub-tier participation is also considered in the selection.

**Internal monitoring and reporting**

A. Iron Woman sets participation goals according to specific projects, adjusting goals where appropriate. Tracking and reporting MWDBE participation across all business units informs the organization when we are falling short of or exceeding the targeted MWDBE percentage.



**Technical Assistance**

- Describe the assistance and/or guidance that Submitter will provide to certified small businesses that may help advance MWBE-certified businesses forward. This could include technical, financial, or support services to the certified small businesses that allows them to have meaningful participation on this or other contracts.

Examples of such may include, but are not limited to, quality control, bonding, insurance assistance, payment advances, mentoring programs, joint ventures, workforce development, technical assistance, access to capital platforms, etc.

**Response:**

It is the responsibility of every large firm to help grow capacity in small and diverse businesses, not just to meet agency-mandated goals, but to contribute to the overall strength of the local economy. Iron Woman takes great pride in our local record of achievement, beginning with our first contract – the redevelopment of the former Stapleton International Airport – and continuing through our most recent work on the Jackson Street Stormwater Improvements project.

Iron Woman's culture of diversity and inclusion permeates every aspect of our business; from the mentoring that Mr. Egan (the owner of Iron Woman) provides to small and disadvantaged business, to the way we structure our GC teams and utilize M/W/DBE firms throughout the communities in which we work. Key to our commitment to outreach, Iron Woman has maintained an active and earnest presence in the minority contracting communities, including leadership roles in the Rocky Mountain Indian Chamber of Commerce, the Conference of Minority Transportation Officials, and the Hispanic Contractors of Colorado.

**Project Support and Technical Assistance**

A. Certified Payroll and Administrative Support: In working with the City and County of Denver, Iron Woman has provided technical support to vendors in navigating the Certified Payroll process. We also provide accounts payable, accounts receivable, and other administrative support as needed.

B. Communication: Iron Woman maintains regular lines of communication throughout projects, ensuring transparency of safety, scheduling, project conditions, performance, and document control.

C. As-Needed Support: Iron Woman provides support to all vendors on an as-needed basis, helping to ensure the success of all project participants.

D. Technical Equipment Training: To support expansion of capabilities, Iron Woman has provided technical training on various types of equipment.

E. Estimating Classes: For 4 years, and continuing, Iron Woman has hosted Trucking Estimating classes for Trucking companies. These classes, hosted by Iron Woman estimators, advances the skillset of small business, increasing their opportunities for growth.

DSBO Version 1: 3/4/2025

**EXHIBIT F**

**CONTRACTOR'S WORKFORCE COMMITMENT FORM**

## Workforce Commitment Form (Full Workforce Requirements – Covered Work Orders)

### Workforce Commitment Form

Contractor acknowledges that this work order is subject to the requirements of Article XI, of Chapter 28 of the Denver Revised Municipal Code (the “Workforce Ordinance”) and implementing rules and regulations. If Contractor’s bid/proposal is accepted, Contractor has an ongoing duty, throughout the life of the work order to comply with the requirements of the Workforce Ordinance, implementing rules and regulations and its approved Workforce Plan. Contractor’s failure to comply may result in a penalty of thirty-one dollars (\$31) for each hour not achieved up to a maximum of 3% of the maximum work order amount.

The (*vertical construction or horizontal construction*) apprentice utilization requirements of Section 28-325 of the Workforce Ordinance apply to this (*work order or task order*). Contractor must also comply with the target hire and additional requirements of the Workforce Ordinance.

If selected, Contractor shall engage with the DCCP to develop a proposed Workforce Plan. Contractor shall submit a proposed Workforce Plan to the DCCP that meets or exceeds the requirements of the Workforce Ordinance and implementing rules and regulations as soon as reasonably feasible. A final Workforce Plan, approved by the DCCP must be in place no later than 60 days after issuance of a notice to proceed with construction. Contractor is responsible for submitting its proposed plan and addressing DCCP concerns sufficiently in advance of this deadline to avoid project delay. The City is not responsible for any additional costs resulting from Contractor’s failure to meet workforce deadlines. Selected contractor will be required to submit a Workforce Plan that outlines approach to meeting the workforce requirements.

Contractor’s Workforce Plan will include, but not be limited to, the following:

1. Identification of a designated Workforce Coordinator who will serve as point of contact for all workforce activities.
2. A Community Outreach and Engagement Strategy to meet or exceed target hire and registered apprenticeship utilization requirements. Contractor’s Community Outreach and Engagement Strategy shall include:
  - a. Recruitment commitments including posting of new positions via Connecting Colorado at [www.connectingcolorado.com](http://www.connectingcolorado.com) or additional platforms unique to employment within the organization.
  - b. Outreach commitments including coordination with DCCP and the City’s designated workforce convener(s) to help increase outreach to Target Categories.
3. Target Hire and Apprentice Utilization Projections: A projection showing the apprentice hours and target hire hours that Contractor anticipates achieving each quarter.
4. Reporting: Contractor will be responsible for the submittal of quarterly reports to DCCP that detail activities and progress toward workforce goal achievement.

Contractor is encouraged to review the requirements of the Workforce Ordinance with their attorney. The ordinance is available at:

[https://library.municode.com/co/denver/codes/code\\_of\\_ordinances?nodeId=TITIIREMUCO\\_CH28HURI\\_ARTXIWODERECOCOWOOR](https://library.municode.com/co/denver/codes/code_of_ordinances?nodeId=TITIIREMUCO_CH28HURI_ARTXIWODERECOCOWOOR)

If selected Contractor commits to satisfying all applicable requirements of the Workforce Ordinance, implementing rules and regulations and its approved workforce plan on an ongoing basis for the duration of the project.

Date: July 14, 2025

Signature:   
Digitally signed by Michael Metheney  
Date: 2025.07.14 15:45:48-0600

Typed Name: Michael Metheney

Title: Vice President

Company Name: Iron Woman Construction and Environmental Services, LLC

**EXHIBIT G****RULES AND REGULATIONS****REGARDING****EQUAL EMPLOYMENT OPPORTUNITY**

Promulgated and adopted by the Executive Director of the Department of Transportation and Infrastructure pursuant to and by authority of Article III, Division 2, Chapter 28 of the Revised Municipal Code of the City and County of Denver, and for the purpose of insuring that contractors, subcontractors and suppliers soliciting and receiving compensation for contract work from or through the City and County of Denver provide equal opportunity in employment without regard to race, color, creed, sex, national origin, age, religion, marital status, political opinion or affiliation or mental or physical handicap and meet certain requirements for the hiring, training, promotion, and treatment during employment of members of ethnic groups subject to differential treatment, including persons of African descent (Black), Spanish-surnamed (Hispanic), Asian-American and American Indian Groups.

**RULE I - DEFINITIONS**

- A. "City" means the City and County of Denver.
- B. "Manager" shall mean the Executive Director of the Department of Transportation and Infrastructure for the City and County of Denver.
- C. "Contract" means a contract entered into with the City and County of Denver, financed in whole or in part by local resources or funds of the City and County of Denver, for the construction of any public building or prosecution or completion of any public work.
- D. "Contractor" means the original party to a contract with the City and County of Denver, also referred to as the "general" or "prime" contractor.
- E. "Director" means the Director of the Division of Small Business Opportunity.
- F. "Subcontractor" means any person, company, association, partnership, corporation, or other entity, which assumes by subordinate agreement some or all of the obligations of the general or prime contractor.
- G. The phrase "Bidding Specifications" as used in Article III, Division 2 of Chapter 28 of the Revised Municipal Code shall include BID CONDITION, INVITATION TO BID, and NOTICE OF PROPOSAL.
- H. "Affirmative Action Program" means a set of specific and result-oriented procedures or steps to which a contractor commits himself to apply every good faith effort to employ members of ethnic minority groups, to include persons of African descent (Black), Spanish surnamed (Hispanic), Asian-American, American Indians, and persons with mental or physical handicap.
- I. "Division of Small Business Opportunity" means the City agency established pursuant to Article III, Division 1 of Chapter 28 of the Denver Revised Municipal Code.

**RULE II - NOTICE OF HEARING**

When results of conciliation efforts are unsatisfactory to the Manager and he is informed in accordance with Article III, Division 2 of Chapter 28 of the Revised Municipal code that a contractor or subcontractor has apparently failed to meet affirmative action and equal employment opportunity requirements after a reasonable period of notice to correct deficiencies, the Manager will, prior to imposition of any sanctions, afford the general contractor a hearing in order to determine whether the contractor or his subcontractors have failed to comply with the affirmative action and equal employment opportunity requirements of Article III, Division 2 of Chapter 28 of the Revised Municipal Code or of the contract. Written notice of such hearing shall be delivered personally or sent by certified mail, return receipt requested, to the contractor and to any subcontractor involved, at least ten (10) days prior to the date scheduled for the hearing.

### **RULE III - HEARING**

- A. Contractors will appear at hearings and may be represented by counsel, and may present testimony orally and other evidence.
- B. Hearings shall be conducted by one or more hearing examiners designated as such by the Manager.
- C. The Director of the Division of Small Business Opportunity may participate in hearings as a witness.
- D. Hearings shall be held at the place specified in the notice of hearing.
- E. All oral testimony shall be given under oath or affirmation and a record of such proceedings shall be made.
- F. All hearings shall be open to the public.
- G. The hearing officer shall make recommendations to the Manager who shall make a final decision.

### **REGULATIONS**

#### **REGULATION NO. 1 - ORDINANCE:**

The Rules and Regulations of the Manager shall be inserted in the bidding specifications for every contract for which bidding is required.

#### **REGULATION NO. 2 - EXEMPTIONS:**

Each contract and subcontract, regardless of the dollar amount, shall be subject to affirmative action requirements unless specifically exempted in writing individually by the Manager. Exemptions apply only to "affirmative action" in equal employment opportunity, and are not to be construed as condonation in any manner of "discrimination" or "discriminatory practices" in employment because of race, color, creed, sex, age, national origin, religion, marital status, political opinion or mental or physical handicap.

#### **REGULATION NO. 3 - DIRECTOR OF CONTRACT COMPLIANCE:**

The Director of the Division of Small Business Opportunity shall perform the duties assigned to such official by Article III, Division 2 Chapter 28 of the Revised Municipal Code and by the

Manager. (1) The Director of the Division of Small Business Opportunity or designated representatives shall inform bidders and contractors of affirmative action procedures, programs, and goals in accordance with the Ordinance at pre-bid and pre-construction conference; (2) make regular on-site inspections; (3) supply contractors and subcontractors with report forms to be completed by them when requested, and furnished to the Director of the Division of Small Business Opportunity; and (4) review payroll records, employment records and practices of general contractors and their subcontractors and suppliers during the performance of any contract. The Director of the Division of Small Business Opportunity shall promptly report apparent affirmative action deficiencies to the Manager.

**REGULATION NO. 4 - GOALS AND TIMETABLES:**

In general, goals and timetables should take into account anticipated vacancies and the availability of skills in the market place from which employees should be drawn. In addition, where discrimination in employment by a general contractor or any of his subcontractors is indicated, a corrective action program will take into account the need by the general contractor and his subcontractors to correct past discriminatory practices and reach goals of minority manpower utilization on a timely basis through such recruiting and advertising efforts as are necessary and appropriate.

**REGULATION NO. 5 - AWARD OF CONTRACTS:**

It shall be the responsibility of the Director of the Division of Small Business Opportunity to determine the affirmative action capability of bidders, contractors and subcontractors and to recommend to the Manager the award of contracts to those bidders, contractors and subcontractors and suppliers who demonstrate the ability and willingness to comply with the terms of their contract.

**REGULATION NO. 6 - PUBLICATION AND DUPLICATION:**

Copies of these Rules and Regulations as amended by the Manager from time to time, shall as soon as practicable and after Notice being published will be made a part of all City Contracts.

**REGULATION NO. 7 - NOTICE TO PROCEED:**

Prior to issuance of the Notice to Proceed a sign-off will be required of the Director of the Division of Small Business Opportunity or his designee.

**REGULATION NO. 8 - CONTRACTS WITH SUBCONTRACTORS:**

To the greatest extent possible, the contractor shall make a good faith effort to contract with minority contractors, subcontractors and suppliers for services and supplies by taking affirmative actions, which include but are not limited to the following:

1. Advertise invitations for subcontractor bids in minority community news media.
2. Contact minority contractor organizations for referral of prospective subcontractors.
3. Purchase materials and supplies from minority material suppliers.

**REGULATION NO. 9 - AGENCY REFERRALS:**

It shall be no excuse that the union with which the contractor or subcontractor has an agreement providing for referral, exclusive or otherwise, failed to refer minority employees.

**REGULATION NO. 10 - CLAUSES:**

The Manager shall include the appropriate clauses in every contract and the contractor shall cause to be inserted in every subcontract the appropriate clauses:



1. APPENDIX A: City and County of Denver Equal Opportunity Clause - ALL CONTRACTS funded only with City and County of Denver monies.
2. APPENDIX B: Equal Opportunity Clause (11246) - ALL FEDERAL ASSISTED.
3. APPENDIX C: Section 3 - Assurance of Compliance - HUD ASSISTED PROJECTS.
4. APPENDIX D: Section 3 - Clause - HUD ASSISTED PROJECTS.

All amendments to the appendices shall be included by reference.

**REGULATION NO. 11 - SHOW CAUSE NOTICES:**

When the Manager has reasonable cause to believe that a contractor has violated Article III, Division 2 of Chapter 28 of the Denver Revised Municipal Code, he may issue a notice requiring the contractor to show cause, within fifteen (15) days why enforcement procedures, or other appropriate action to insure compliance, should not be instituted.

**REGULATION NO. 12 - BID CONDITIONS - AFFIRMATIVE ACTION REQUIREMENTS - EQUAL EMPLOYMENT OPPORTUNITY:**

1. APPENDIX E: The Bid Conditions - Affirmative Action Requirements - Equal Employment Opportunity as amended and published by the U.S. Department of Labor Employment Standards Administration, Office of Federal Contract Compliance, shall be inserted verbatim for bidding specification for every non-exempt contract involving the use of Federal funds.
2. APPENDIX F: The Bid Conditions - Affirmative Action Requirements - Equal Employment Opportunity as published by the Department of Transportation and Infrastructure, City and County of Denver, shall be inserted verbatim as bidding specifications for every non-exempt contract using City funds.

**CITY AND COUNTY OF DENVER  
DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE**

**APPENDIX A**

**CITY AND COUNTY OF DENVER EQUAL OPPORTUNITY CLAUSE -  
ALL CONTRACTS**

1. The Contractor will not discriminate against any employee or applicant for employment because of race, creed, color, sex, age, national origin, religion, marital status, political opinion or affiliation, or mental or physical handicap. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, creed, color, sex, age, national origin, religion, marital status, political opinion or affiliation, or mental or physical handicap. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.
2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, sex, age, national origin, religion, marital status, political opinion or affiliation, or mental or physical handicap.
3. The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided, advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. Each Contractor will comply with all provisions of Article III, Division 2 of Chapter 28 of the Revised Municipal Code, and the rules, regulations, and relevant orders of the Manager and the Director.
5. The Contractor will furnish all information and reports required by Article III, Division 2 of Chapter 28 of the Revised Municipal Code, and by rules, regulations and orders of the Manager and Director or pursuant thereto, and will permit access to his books, records, and accounts by the Manager, Director, or their designee for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
6. In the event of the Contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations or orders, this contract may be canceled, terminated, or suspended in whole or in part and the Contractor may be declared ineligible for further City contracts in accordance with procedures authorized in Article III, Division 2, Chapter 28 of the Revised Municipal Code, or by rules, regulations, or order of the Manager.

7. The Contractor will include Regulation 12, Paragraph 2 and the provisions of paragraphs (1) through (6) in every subcontract of purchase order unless exempted by rules, regulations, or orders of the Manager issued pursuant to Article III, Division 2, Chapter 28 of the Revised Municipal Code, so that such provisions will be binding on each subcontractor or supplier. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance.

The applicant further agrees to be bound by the above equal opportunity clauses with respect to its own employment practices when it participates in City contracts. The Contractor agrees to assist and cooperate actively with the Manager and the Director in obtaining compliance of subcontractors and suppliers with the equal opportunity clause and the rules, regulations and relevant orders of the Manager, and will furnish the Manager and the Director such information as they may require for the supervision of compliance, and will otherwise assist the Manager and Director in the discharge of the City's primary responsibility for securing compliance. The Contractor further agrees to refrain from entering into any contract or contract modification subject to Article III, Division 2 of Chapter 28 of the Revised Municipal Code with a contractor debarred from, or who has not demonstrated eligibility for, City contracts.

The Contractor will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the Manager and Director. In addition, the Contractor agrees that failure or refusal to comply with these undertakings the Manager may take any or all of the following actions:

- A. Cancellation, termination, or suspension in whole or in part of this contract.
- B. Refrain from extending any further assistance to the applicant under the program with respect to which the failure occurred until satisfactory assurance of future compliance has been received from such applicant.
- C. Refer the case to the City Attorney for appropriate legal proceedings.

**SUBCONTRACTS:** Each prime Contractor or Subcontractor shall include the equal opportunity clause in each of its subcontracts.

**CITY AND COUNTY OF DENVER  
DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE**

**APPENDIX F**

**AFFIRMATIVE ACTION REQUIREMENTS**

**EQUAL EMPLOYMENT OPPORTUNITY**

For All Non-Exempt Construction Contracts to Be Awarded by the  
City and County of Denver, Department of Transportation and Infrastructure.

**NOTICE**

EACH BIDDER, CONTRACTOR OR SUBCONTRACTOR (HEREINAFTER THE CONTRACTOR) MUST FULLY COMPLY WITH THE REQUIREMENTS OF THESE BID CONDITIONS AS TO EACH CONSTRUCTION TRADE IT INTENDS TO USE ON THIS CONSTRUCTION CONTRACT, AND ALL OTHER CONSTRUCTION WORK (BOTH CITY AND NON-CITY) IN THE DENVER AREA DURING THE PERFORMANCE OF THIS CONTRACT OR SUBCONTRACT. THE CONTRACTOR COMMITS ITSELF TO THE GOALS FOR MINORITY MANPOWER UTILIZATION, AS APPLICABLE, AND ALL OTHER REQUIREMENTS, TERMS AND CONDITION OF THESE BID CONDITIONS BY SUBMITTING A PROPERLY SIGNED BID.

THE CONTRACTOR SHALL APPOINT A COMPANY EXECUTIVE TO ASSUME THE RESPONSIBILITY FOR THE IMPLEMENTATION OF THE REQUIREMENTS, TERMS AND CONDITIONS OF THESE BID CONDITIONS.

/s/ \_\_\_\_\_

Executive Director of Transportation and  
Infrastructure  
City and County of Denver

**A. REQUIREMENTS - AN AFFIRMATIVE ACTION PLAN:**

Contractors shall be subject to the provisions and requirements of these bid conditions including the goals and timetables for minority\* and female utilization, and specific affirmative action steps set forth by the Office of Contract Compliance. The contractor's commitment to the goals for minority, and female utilization as required constitutes a commitment that it will make every good faith effort to meet such goals.

**1. GOALS AND TIMETABLES:**

The goals and timetables for minority and female participation, expressed in percentage terms for the contractor's aggregate workforce in each trade are as follows:

| GOALS FOR<br>MINORITY PARTICIPATION<br>FOR EACH TRADE | GOALS FOR<br>FEMALE PARTICIPATION<br>FOR EACH TRADE |
|-------------------------------------------------------|-----------------------------------------------------|
| From January 1, 1982<br>to<br>Until Further Notice    | From January 1, 1982<br>to<br>Until Further Notice  |
| <b>21.7% - 23.5%</b>                                  | <b>6.9%</b>                                         |

The goals for minority and female utilization above are expressed in terms of hours of training and employment as a proportion of the total number of hours to be worked by the contractor's aggregate workforce, which includes all supervisory personnel, in each trade, on all projects for the City and County of Denver during the performance of its contract (i.e., The period beginning with the first day of work on the City and County of Denver funded construction contract and ending with the last day of work).

The hours of minority and female employment and training must be substantially uniform throughout the length of the contract in each trade and minorities and females must be employed evenly on each of a contractor's projects. Therefore, the transfer of minority or female employees from contractor to contractor or from project to project for the purpose of meeting the contractor's goals shall be a violation of these Bid Conditions.

If the Contractor counts the nonworking hours of apprentices they must be employed by the Contractor during the training period; the Contractor must have made a commitment to employ apprentices at the completion of their training subject to the availability of employment opportunities; and the apprentices must be trained pursuant to training programs approved by the Bureau of Apprenticeship and Training.

\* "Minority" is defined as including, Blacks, Spanish Surname Americans, Asian Americans, and American Indians, and includes both men and minority women.

**2. SPECIFIC AFFIRMATIVE ACTION STEPS:**

No contractor shall be found to be in noncompliance solely on account of its failure to meet its goals, but will be given an opportunity to demonstrate that the contractor has instituted all the specific affirmative action steps specified and has made every good faith effort to make these steps work toward the attainment of its goals within the timetables, all to the purpose of expanding minority and female utilization in its aggregate workforce. A contractor, who fails to comply with its obligation under the Equal Opportunity Clause of its contract and fails to achieve its commitments to the goals for minority and female

utilization has the burden of proving that it has engaged in an Affirmative Action Program directed at increasing minority and female utilization and that such efforts were at least as extensive and as specific as the following:

- a. The Contractor should have notified minority and female organizations when employment opportunities were available and should have maintained records of the organization's response.
- b. The Contractor should have maintained a file of the names and addresses of each minority and female referred to it by any individual or organization and what action was taken with respect to each such referred individual, and if the individual was not employed by the Contractor, the reasons. If such individual was sent to the union hiring hall for referral and not referred back by the union or if referred, not employed by the Contractor, the file should have documented this and their reasons.
- c. The Contractor should have promptly notified the Department of Transportation and Infrastructure, and the Division of Small Business Opportunity when the union or unions with which the Contractor has collective bargaining agreements did not refer to the contractor a minority or female sent by the contractor, or when the Contractor has other information that the union referral process has impeded efforts to meet its goals.
- d. The Contractor should have disseminated its EEO policy within its organization by including it in any employee handbook or policy manual; by publicizing it in company newspapers and annual reports and by advertising such policy at reasonable intervals in union publications. The EEO policy should be further disseminated by conducting staff meetings to explain and discuss the policy; by posting of the policy; and by review of the policy with minority and female employees.
- e. The Contractor should have disseminated its EEO policy externally by informing and discussing it with all recruitment sources; by advertising in news media, specifically including minority and female news media; and by notifying and discussing it with all subcontractors.
- f. The Contractor should have made both specific and reasonably recurrent written and oral recruitment efforts. Such efforts should have been directed at minority and female organizations, schools with substantial minority and female enrollment, and minority and female recruitment and training organizations within the Contractor's recruitment area.
- g. The Contractor should have evidence available for inspection that all tests and other selection techniques used to select from among candidates for hire, transfer, promotion, training, or retention are being used in a manner that does not violate the OFCCP Testing Guidelines in 41 CFR Part 60-3.
- h. The Contractor should have made sure that seniority practices and job classifications do not have a discriminatory effect.

- i. The Contractor should have made certain that all facilities are not segregated by race.
- j. The Contractor should have continually monitored all personnel activities to ensure that its EEO policy was being carried out including the evaluation of minority and female employees for promotional opportunities on a quarterly basis and the encouragement of such employees to seek those opportunities.
- k. The Contractor should have solicited bids for subcontracts from available minority and female subcontractors engaged in the trades covered by these Bid Conditions, including circulation of minority and female contractor associations.

NOTE: The Director and the Division of Small Business Opportunity will provide technical assistance on questions pertaining to minority and female recruitment sources, minority and female community organizations, and minority and female news media upon receipt of a request for assistance from a contractor.

**3. NON - DISCRIMINATION:**

In no event may a contractor utilize the goals and affirmative action steps required in such a manner as to cause or result in discrimination against any person on account of race, color, religion, sex, marital status, national origin, age, mental or physical handicap, political opinion or affiliation.

**4. COMPLIANCE AND ENFORCEMENT:**

In all cases, the compliance of a contractor will be determined in accordance with its obligations under the terms of these Bid Conditions. All contractors performing or to perform work on projects subject to these Bid Conditions hereby agree to inform their subcontractors in writing of their respective obligations under the terms and requirements of these Bid Conditions, including the provisions relating to goals of minority and female employment and training.

**B. CONTRACTORS SUBJECT TO THESE BID CONDITIONS:**

In regard to these Bid Conditions, if the Contractor meets the goals set forth therein or can demonstrate that it has made every good faith effort to meet these goals, the Contractor shall be presumed to be in compliance with Article III, Division 2 of Chapter 28 of the Revised Municipal Code, the implementing regulations and its obligations under these Bid Conditions. In the event, no formal sanctions or proceedings leading toward sanctions shall be instituted unless the contracting or administering agency otherwise determines that the contractor is violating the Equal Opportunity Clause.

- 1. Where the Office of Contract Compliance finds that a contractor failed to comply with the requirements of Article III, Division 2 of Chapter 28 of the Revised Municipal Code or the implementing regulations and the obligations under these Bid Conditions, and so informs the Manager, the Manager shall take such action and impose such sanctions, which include suspension, termination, cancellation, and debarment, as may be appropriate under the Ordinance and its regulations. When the Manager proceeds with such formal action it has the burden of proving that the Contractor has not met the goals contained in these Bid Conditions. The Contractor's failure to meet its goals shall shift to it the requirement to come forward with evidence to show that it has met the good faith requirements of these Bid Conditions.

2. The pendency of such proceedings shall be taken into consideration by the Department of Transportation and Infrastructure in determining whether such contractor can comply with the requirements of Article III, Division 2 of Chapter 28 of the Revised Municipal Code, and is therefore a "responsible prospective contractor".
3. The Division of Small Business Opportunity shall review the Contractor's employment practices during the performance of the contract. If the Division of Small Business Opportunity determines that the Contractor's Affirmative Action Plan is no longer an acceptable program, the Director shall notify the Manager.

**C. OBLIGATIONS APPLICABLE TO CONTRACTORS:**

It shall be no excuse that the union with which the Contractor has a collective bargaining agreement providing for exclusive referral failed to refer minority or female employees. Discrimination in referral for employment, even if pursuant to provisions of a collective bargaining agreement, is prohibited by the National Labor Relations Act, as amended, Title VI of the Civil Rights Act of 1964, as amended, and Article III, Division 2 of Chapter 28 of the Revised Municipal Code. It is the policy of the Department of Transportation and Infrastructure that contractors have a responsibility to provide equal employment opportunity, if they wish to participate in City and County of Denver contracts. To the extent they have delegated the responsibility for some of their employment practices to a labor organization and, as a result, are prevented from meeting their obligations pursuant to Article III, Division 2, Chapter 28 of the Revised Municipal Code, such Contractors cannot be considered to be in compliance with Article III, Division 2, Chapter 28 of the Revised Municipal Code, or its implementing rules and regulations.

**D. GENERAL REQUIREMENTS:**

Contractors are responsible for informing their subcontractors in writing regardless of tier, as to their respective obligations. Whenever a Contractor subcontracts a portion of work in any trade covered by these Bid Conditions, it shall include these Bid Conditions in such subcontracts and each subcontractor shall be bound by these Bid Conditions to the full extent as if it were the prime contractor. The Contractor shall not, however, be held accountable for the failure of its subcontractors to fulfill their obligations under these Bid Conditions. However, the prime contractor shall give notice to the Director of any refusal or failure of any subcontractor to fulfill the obligations under these Bid Conditions. A subcontractor's failure to comply will be treated in the same manner as such failure by a prime contractor.

1. Contractors hereby agree to refrain from entering into any contract or contract modification subject to Article III, Division 2, Chapter 28 of the Revised Municipal Code with a contractor debarred from, or who is determined not to be a "responsive" bidder for the City and County of Denver contracts pursuant to the Ordinance.
2. The Contractor shall carry out such sanctions and penalties for violation of these Bid Conditions and the Equal Opportunity Clause including suspension, termination and cancellation of existing subcontracts and debarment from future contracts as may be ordered by the Manager pursuant to Article III, Division 2, Chapter 28 of the Revised Municipal Code and its implementing regulations.
3. Nothing herein is intended to relieve any contractor during the term of its contract from compliance with Article III, Division 2, Chapter 28 of the Revised Municipal Code, and the Equal Opportunity Clause of its contract with respect to matters not covered in these Bid Conditions.



4. Contractors must keep such records and file such reports relating to the provisions of these Bid Conditions as shall be required by the Office of Contract Compliance.
5. Requests for exemptions from these Bid Conditions must be made in writing, with justification, to the Manager of the Department of Transportation and Infrastructure, 201 W. Colfax, Dept. 608, Denver, Colorado 80202, and shall be forwarded through and with the endorsement of the Director.

EXHIBIT H

# City and County of Denver



**TIMOTHY M. O'BRIEN, CPA**  
AUDITOR

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## 2025 Heavy General Wage Decision

**TO:** All Users of the City and County of Denver Prevailing Wage Schedules  
**FROM:** Luis Osorio Jimenez, Prevailing Wage Administrator  
**DATE:** May 16, 2025  
**SUBJECT:** Latest Change to Prevailing Wage Schedules

The effective date for this publication will be, **Tuesday, May 20, 2025**, 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, § 20-76(c).

### General Wage Decision No. CO 20250002

Superseded General Decision No. CO 20240002

Modification No. 3

Publication Date: 5/16/2025

(6 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 21<sup>st</sup>, 2023, the Prevailing Wage Administrator is authorized to approve and adjust all Davis Bacon classifications under \$18.81 to comply with the city's minimum wage.**

**General Decision Number:** CO20250002 05/16/2025

**Superseded General Decision Number:** CO20240002

**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 into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:

- Executive Order 14026 generally applies to the contract.
- The contractor must pay all covered workers at least \$18.81 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 2025.

If the contract was awarded on or between January 1, 2015, and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- Executive order 13658 generally applies to the contract.
- The contractor must pay all covered workers at least \$18.81 per hour (or the applicable wage determination, if it is higher) for all hours spent performing on that contract in 2025.

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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

| MODIFICATION<br>NUMBER | PUBLICATION DATE |
|------------------------|------------------|
| 0                      | 01/03/2025       |
| 1                      | 03/14/2025       |
| 2                      | 03/28/2025       |
| 3                      | 05/16/2025       |

| ASBE0028-001 07/01/2024                                                                                                                                        | RATES   | FRINGES |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|
| ASBESTOS WORKER/INSULATOR (INCLUDES APPLICATION OF ALL INSULATING MATERIALS, PROTECTIVE COVERINGS, COATINGS AND FINISHINGS TO ALL TYPES OF MECHANICAL SYSTEMS) | \$34.98 | \$16.47 |

| <b>BRCO0007-004 01/01/2024</b>                                                                                   | <b>RATES</b> | <b>FRINGES</b> |
|------------------------------------------------------------------------------------------------------------------|--------------|----------------|
| <b>BRICKLAYER (INCLUDES ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON, AND WELD COUNTIES)</b> | \$42.37      | \$12.86        |

| <b>BRCO0007-006 05/01/2024</b>                           | <b>RATES</b> | <b>FRINGES</b> |
|----------------------------------------------------------|--------------|----------------|
| <b>BRICKLAYER (INCLUDES EL PASO AND PUEBLO COUNTIES)</b> | \$32.93      | \$14.29        |

| <b>ELEC0012-011 09/01/2024</b>              | <b>RATES</b> | <b>FRINGES</b> |
|---------------------------------------------|--------------|----------------|
| <b>ELECTRICIAN (INCLUDES PUEBLO COUNTY)</b> | \$33.55      | \$15.71        |

| <b>ELEC0068-001 06/01/2024</b>                                                                                             | <b>RATES</b> | <b>FRINGES</b> |
|----------------------------------------------------------------------------------------------------------------------------|--------------|----------------|
| <b>ELECTRICIAN (INCLUDES ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON, LARIMER, AND WELD COUNTIES)</b> | \$44.95      | \$19.08        |

| <b>ELEC0111-001 03/01/2025</b>                   | <b>RATES</b> | <b>FRINGES</b> |
|--------------------------------------------------|--------------|----------------|
| <b>LINE CONSTRUCTION</b>                         |              |                |
| <b>LINE CONSTRUCTION/GROUNDMAN</b>               | \$26.09      | 16.75%+7.80    |
| <b>LINE EQUIPMENT OPERATOR / LINE TRUCK CREW</b> | \$42.16      | 16.75%+7.80    |
| <b>LINEMAN GAS FITTER/WELDER</b>                 | \$58.53      | 16.75%+7.80    |

| <b>ELEC0111-007 01/01/2025</b>            | <b>RATES</b> | <b>FRINGES</b> |
|-------------------------------------------|--------------|----------------|
| <b>ELECTRICIAN (INCLUDES MESA COUNTY)</b> | \$31.75      | \$13.25        |

| <b>ELEC0113-002 06/01/2024</b>               | <b>RATES</b> | <b>FRINGES</b> |
|----------------------------------------------|--------------|----------------|
| <b>ELECTRICIAN (INCLUDES EL PASO COUNTY)</b> | \$38.20      | \$18.10        |

**ENGI0009-001 05/01/2024****POWER EQUIPMENT OPERATORS**

|                                                                                      | <b>RATES</b> | <b>FRINGES</b> |
|--------------------------------------------------------------------------------------|--------------|----------------|
| <b>BLADE: FINISH</b>                                                                 | \$34.58      | \$15.20        |
| <b>BLADE: ROUGH</b>                                                                  | \$34.05      | \$15.20        |
| <b>BULLDOZER</b>                                                                     | \$34.05      | \$15.20        |
| <b>CRANES: 50 TONS AND UNDER</b>                                                     | \$34.77      | \$15.20        |
| <b>CRANES: 51 TO 90 TONS</b>                                                         | \$35.07      | \$15.20        |
| <b>CRANES: 91 TO 140 TONS</b>                                                        | \$36.27      | \$15.20        |
| <b>CRANES: 141 TONS AND OVER</b>                                                     | \$38.63      | \$15.20        |
| <b>FORKLIFT</b>                                                                      | \$34.58      | \$15.20        |
| <b>MECHANIC</b>                                                                      | \$35.58      | \$15.20        |
| <b>OILER</b>                                                                         | \$34.14      | \$15.20        |
| <b>SCRAPER: SINGLE BOWL UNDER 40 CUBIC YARDS</b>                                     | \$35.20      | \$15.20        |
| <b>SCRAPER: SINGLE BOWL, INCLUDING PUPS 40 CUBIC YARDS AND OVER AND TANDEM BOWLS</b> | \$35.41      | \$15.20        |
| <b>TRACKHOE</b>                                                                      | \$35.20      | \$15.20        |

**IRON0024-003 11/01/2024****IRONWORKER, STRUCTURAL**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$39.21      | \$23.49        |

**IRON 00847 11/01/2024****IRONWORKER, REINFORCING**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$55.25      | \$3.65         |

**LABO0086-001 05/01/2009****LABORERS: PIPELAYER**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$18.81      | \$6.78         |

**PLUM0003-005 06/01/2024****PLUMBER (INCLUDES ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON, LARIMER AND WELD COUNTIES)**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$50.68      | \$20.15        |

**PLUM0058-002 07/01/2024****PLUMBERS AND PIPEFITTERS (INCLUDES EL PASO COUNTY)**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$45.90      | \$17.17        |

**PLUM0058-008 07/01/2024****PLUMBERS AND PIPEFITTERS (INCLUDES PUEBLO COUNTY)**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$45.90      | \$17.17        |

**PLUM0145-002 07/01/2024****PLUMBERS AND PIPEFITTERS (INCLUDES MESA COUNTY)**

|  | <b>RATES</b> | <b>FRINGES</b> |
|--|--------------|----------------|
|  | \$38.67      | \$15.08        |

| <b>PLUM0208-004 06/01/2024</b>                                                                                            | <b>RATES</b> | <b>FRINGES</b> |
|---------------------------------------------------------------------------------------------------------------------------|--------------|----------------|
| <b>PIPEFITTERS (INCLUDES ADAMS, ARAPAHOE, BOULDER, BROOMFIELD, DENVER, DOUGLAS, JEFFERSON, LARIMER AND WELD COUNTIES)</b> | \$46.01      | \$22.43        |

| <b>SHEE0009-002 07/01/2024</b> | <b>RATES</b> | <b>FRINGES</b> |
|--------------------------------|--------------|----------------|
| <b>SHEET METAL WORKER</b>      | \$39.47      | \$21.83        |

| <b>TEAM0455-002 05/01/2024</b>              | <b>RATES</b> | <b>FRINGES</b> |
|---------------------------------------------|--------------|----------------|
| <b>TRUCK DRIVERS: PICKUP</b>                | \$26.96      | \$4.87         |
| <b>TRUCK DRIVERS: TANDEM/SEMI AND WATER</b> | \$27.59      | \$4.87         |

| <b>SUCO2001-006 12/20/2001</b>                     | <b>RATES</b> | <b>FRINGES</b> |
|----------------------------------------------------|--------------|----------------|
| <b>BOILERMAKER</b>                                 | \$18.81      | \$**           |
| <b>CARPENTERS: FORM BUILDING AND SETTING</b>       | \$19.64      | \$2.74         |
| <b>CARPENTERS: ALL OTHER WORK</b>                  | \$18.81      | \$3.37         |
| <b>CEMENT MASON/CONCRETE FINISHER</b>              | \$18.83      | \$2.85         |
| <b>IRONWORKER, REINFORCING</b>                     | \$18.81      | \$3.90         |
| <b>LABORERS: COMMON</b>                            | \$19.81      | \$2.92         |
| <b>LABORERS: FLAGGER</b>                           | \$18.81      | \$3.80         |
| <b>LABORERS: LANDSCAPE</b>                         | \$20.81      | \$3.21         |
| <b>PAINTERS: BRUSH, ROLLER &amp; SPRAY</b>         | \$18.81      | \$3.26         |
| <b>POWER EQUIPMENT OPERATORS: BACKHOE</b>          | \$19.81      | \$2.48         |
| <b>POWER EQUIPMENT OPERATORS: FRONT END LOADER</b> | \$20.81      | \$3.23         |
| <b>POWER EQUIPMENT OPERATORS: SKID LOADER</b>      | \$18.81      | \$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 05-20-2025

| <b>Classification</b>                                                         |                     | <b>Base</b> | <b>Fringe</b> |
|-------------------------------------------------------------------------------|---------------------|-------------|---------------|
| Laborer                                                                       | Group 1             | \$18.81     | \$8.27        |
|                                                                               | Group 2             | \$21.59     | \$8.61        |
| Laborer (Janitor)                                                             | Janitor/Yardmen     | \$18.81     | \$8.22        |
| Laborer (Asbestos)                                                            | Removal of Asbestos | \$21.03     | \$8.55        |
| Laborer (Tunnel)                                                              | Group 1             | \$18.81     | \$8.30        |
|                                                                               | Group 2             | \$18.81     | \$8.31        |
|                                                                               | Group 3             | \$19.73     | \$8.42        |
|                                                                               | Group 4             | \$21.59     | \$8.61        |
|                                                                               | Group 5             | \$19.68     | \$8.42        |
| 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             | \$18.81     | \$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.



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# City and County of Denver

## 2025 Highway General Wage Decision

**TO:** All Users of the City and County of Denver Prevailing Wage Schedules  
**FROM:** Luis Osorio Jimenez, Prevailing Wage Administrator  
**DATE:** January 2, 2025  
**SUBJECT:** Latest Change to Prevailing Wage Schedules

The effective date for this publication will be, Friday, January 10, 2025, and applies to the City and County of Denver for **HIGHWAY 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 20250009

Superseded General Decision No. CO 20230009

Modification No. 0

Publication Date: 01/2/2025

(7 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 21<sup>st</sup>, 2023, the Prevailing Wage Administrator is authorized to approve and adjust all Davis Bacon classifications under \$18.81 to comply with the city's minimum wage. Contractors will also have to comply with the established Minimum Wage of \$18.81 for all apprentice classifications as base rate. Fringes will be added into the base rate amount.**

**General Decision Number:** CO20250009 01/02/2025

**Superseded General Decision Number:** CO20240009

**State:** Colorado

**Construction Type:** Highway



**Counties:** Denver and Douglas Counties in Colorado.

## HIGHWAY 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 into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:

- Executive Order 14026 generally applies to the contract.
- The contractor must pay all covered workers at least \$18.81 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 2025.

If the contract was awarded on or between January 1, 2015, and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- Executive order 13658 generally applies to the contract.
- The contractor must pay all covered workers at least \$18.81 per hour (or the applicable wage determination, if it is higher) for all hours spent performing on that contract in 2025.

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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

| Modification number | Publication date |
|---------------------|------------------|
| 0                   | 01/03/2025       |

**CARP9901-008 05/01/2024****CARPENTER** (Form Work Only)**RATES**

\$33.11

**FRINGES**

\$12.17

**ELEC0068-016 03/01/2011****RATES****FRINGES****TRAFFIC SIGNAL INTALLATION**

Zone 1

\$26.42

4.75%+8.68

Zone 2

\$29.42

4.75%+8.68

**TRAFFIC SIGNAL INSTALLER ZONE DEFINITIONS**

Zone 1 shall be a 35 mile radius, measured from the following addresses in each of the following cities:

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

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

**ENGI0009-008 05/01/2024****POWER EQUIPMENT OPERATOR****RATES****FRINGES**

(3)-HYDRAULIC BACKHOE (Wheel Mounted, under 3/4 Yds), Hydraulic Backhoe (Backhoe/Loader Combination), Drill Rig Caisson (Smaller than Watson 2500 and Similar), Loader (Up to and including 6 Cu. Yd.)

\$35.03

\$15.20

**(3)-LOADER** (Under 6 Cu. Yd.) Denver County

\$35.03

\$15.20

**(3)-MOTOR GRADER** (Blade-Rough) Douglas County

\$33.19

\$15.20

**(4)-CRANE** (50 Tons And Under), **SCRAPER** (Single Bowl, Under 40 Cu. Yd)

\$35.78

\$15.20

**(4)-LOADER** (Over 6 Cu. Yd) Denver County

\$35.20

\$15.20

**(5)-DRILL RIG CAISSON** (Watson 2500 Similar Or Larger), **CRANE** (51-90 Tons), **SCRAPER** (40 Cu. Yd and Over)

\$35.41

\$15.20

**(5)-MOTOR GRADER** (Blade-Finish) Douglas County

\$35.58

\$15.20

**(6)-CRANE** (91-140 Tons)

\$35.28

\$15.20

**SUCO2011-004 09/15/2011****CARPENTER** (excludes form work)**RATES**

\$19.27

**FRINGES**

\$5.08

**CEMENT MASON/CONCRETE FINISHER****RATES**

\$20.18

**FRINGES**

\$5.75

DOUGLAS COUNTY

\$18.75

\$3.00

|                                                                                                                            |              |                |
|----------------------------------------------------------------------------------------------------------------------------|--------------|----------------|
| <b>ELECTRICIAN</b>                                                                                                         | <b>RATES</b> | <b>FRINGES</b> |
| (Excludes Traffic Signal Installation)                                                                                     | \$35.13      | \$6.83         |
| <b>FENCE ERECTOR</b>                                                                                                       | <b>RATES</b> | <b>FRINGES</b> |
| (Excludes Link/cyclone Fence Erection)                                                                                     | \$18.94      | \$3.20         |
| <b>GUARDRAIL INSTALLER</b>                                                                                                 | <b>RATES</b> | <b>FRINGES</b> |
| <b>GUARDRAIL INSTALLER</b>                                                                                                 | \$18.81      | \$3.20         |
| <b>HIGHWAY/PARKING LOT STRIPING</b>                                                                                        | <b>RATES</b> | <b>FRINGES</b> |
| Painter Denver                                                                                                             | \$18.81      | \$3.21         |
| Painter Douglas                                                                                                            | \$13.89      | \$3.21         |
| <b>IRONWORKER, REINFORCING</b>                                                                                             | <b>RATES</b> | <b>FRINGES</b> |
| (Excludes Guardrail Installation)                                                                                          | \$55.25      | \$3.65         |
| <b>IRONWORKER, STRUCTURAL/ORNAMENTAL</b>                                                                                   | <b>RATES</b> | <b>FRINGES</b> |
| (Includes Link/Cyclone Fence Erection, Excludes Guardrail Installation)                                                    | \$37.23      | \$12.79        |
| <b>LABORER</b>                                                                                                             | <b>RATES</b> | <b>FRINGES</b> |
| ASPHALT RAKER                                                                                                              | \$18.81      | \$4.25         |
| ASPHALT SHOVELER                                                                                                           | \$21.21      | \$4.25         |
| ASPHALT SPREADER                                                                                                           | \$19.10      | \$4.65         |
| COMMON OR GENERAL (Denver County)                                                                                          | \$19.30      | \$6.77         |
| COMMON OR GENERAL (Douglas County)                                                                                         | \$16.29      | \$4.25         |
| CONCRETE SAW (Handheld)                                                                                                    | \$18.81      | \$6.14         |
| LANDSCAPE AND IRRIGATION                                                                                                   | \$18.81      | \$3.16         |
| MASON TENDER – CEMENT/CONCRETE (Denver County)                                                                             | \$18.81      | \$4.04         |
| MASON TENDER – CEMENT/CONCRETE (Douglas County)                                                                            | \$16.29      | \$4.25         |
| PIPELAYER (Denver County)                                                                                                  | \$18.81      | \$2.41         |
| PIPELAYER (Douglas County)                                                                                                 | \$16.30      | \$2.18         |
| TRAFFIC CONTROL (Flagger)                                                                                                  | \$18.81      | \$3.05         |
| TRAFFIC CONTROL (Sets Up/Moves Barrels, Cones, Install Signs, Arrow Boards and Place Stationary Flags) (Excludes Flaggers) | \$21.69      | \$3.22         |
| <b>PAINTER</b>                                                                                                             | <b>RATES</b> | <b>FRINGES</b> |
| (Spray Only)                                                                                                               | \$18.81      | \$2.87         |

| <b>POWER EQUIPMENT OPERATOR</b>                               | <b>RATES</b> | <b>FRINGES</b> |
|---------------------------------------------------------------|--------------|----------------|
| ASPHALT LAYDOWN (Denver County)                               | \$22.67      | \$8.72         |
| ASPHALT LAYDOWN (Douglas County)                              | \$23.67      | \$8.47         |
| ASPHALT PAVER (Denver County)                                 | \$24.97      | \$6.13         |
| ASPHALT PAVER (Douglas County)                                | \$25.44      | \$3.50         |
| ASPHALT ROLLER (Denver County)                                | \$23.13      | \$7.55         |
| ASPHALT ROLLER (Douglas County)                               | \$23.63      | \$6.43         |
| ASPHALT SPREADER                                              | \$22.67      | \$8.72         |
| BACKHOE/TRACKHOE (Douglas County)                             | \$23.82      | \$6.00         |
| BOBCAT/SKID LOADER                                            | \$18.81**    | \$4.28         |
| BOOM                                                          | \$22.67      | \$8.72         |
| BROOM/SWEEPER (Denver County)                                 | \$22.47      | \$8.72         |
| BROOM/SWEEPER (Douglas County)                                | \$22.96      | \$8.22         |
| BULLDOZER                                                     | \$26.90      | \$5.59         |
| CONCRETE PUMP                                                 | \$21.60      | \$5.21         |
| Drill (Denver County)                                         | \$20.48      | \$4.71         |
| Drill (Douglas County)                                        | \$20.71      | \$2.66         |
| FORKLIFT                                                      | \$18.81**    | \$4.68         |
| GRADER/BLADE (Denver County)                                  | \$22.67      | \$8.72         |
| GUARDRAIL/POST DRIVER                                         | \$18.81**    | \$4.41         |
| LOADER (Front End) (Douglas County)                           | \$21.67      | \$8.22         |
| MECHANIC (Denver County)                                      | \$22.89      | \$8.72         |
| MECHANIC (Douglas County)                                     | \$23.88      | \$8.22         |
| OILER (Denver County)                                         | \$23.73      | \$8.41         |
| OILER (Douglas County)                                        | \$24.90      | \$7.67         |
| ROLLER/COMPACTOR (Dirt and Grade Compaction) (Denver County)  | \$20.30      | \$5.51         |
| ROLLER/COMPACTOR (Dirt and Grade Compaction) (Douglas County) | \$22.78      | \$4.86         |
| ROTOMILL                                                      | \$18.81**    | \$4.41         |
| SCREED (Denver County)                                        | \$22.67      | \$8.38         |
| SCREED (Douglas County)                                       | \$29.99      | \$1.40         |
| TRACTOR                                                       | \$18.81      | \$2.95         |

| <b>TRAFFIC SIGNALIZATION</b> | <b>RATES</b> | <b>FRINGES</b> |
|------------------------------|--------------|----------------|
| GROUNDSMAN (Denver County)   | \$18.81      | \$3.41         |
| GRONDSMAN (Douglas County)   | \$18.67      | \$7.17         |

| <b>TRUCK DRIVER</b>          | <b>RATES</b> | <b>FRINGES</b> |
|------------------------------|--------------|----------------|
| DISTRIBUTOR (Denver County)  | \$19.12      | \$5.82         |
| DISTRIBUTOR (Douglas County) | \$16.98**    | \$5.27         |
| DUMP TRUCK (Denver County)   | \$18.81      | \$5.27         |
| DUMP TRUCK (Douglas County)  | \$16.39      | \$5.27         |
| LOWBOY TRUCK                 | \$18.81      | \$5.27         |
| MECHANIC                     | \$26.48      | \$3.50         |

|                                                            |           |        |
|------------------------------------------------------------|-----------|--------|
| MULTI-PURPSE SPECIALITY & HOISTING TRUCK (Denver County)   | \$18.81   | \$3.17 |
| MUTLI-PURPOSE SPECIALITY & HOISTING TRUCK (Douglas County) | \$20.05   | \$2.88 |
| PICK UP AND PILOT CAR (Denver County)                      | \$18.81** | \$3.77 |
| PICK UP AND PILOT CAR (Douglas County)                     | \$16.43** | \$3.68 |
| SEMI/TRAILER TRUCK                                         | \$18.91   | \$4.13 |
| TRUCK MOUNTED ATTENUATOR                                   | \$18.81   | \$3.22 |
| WATER TRUCK (Denver County)                                | \$26.27   | \$5.27 |
| WATER TRUCK (Douglas County)                               | \$19.46   | \$2.58 |

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 01-06-2025

| Classification                                                                |                                  | Base    | Fringe  |
|-------------------------------------------------------------------------------|----------------------------------|---------|---------|
| Guard Rail Installer                                                          |                                  | \$18.81 | \$3.20  |
| Highway Parking Lot Striping: Painter                                         |                                  | \$18.81 | \$3.21  |
| Laborer                                                                       | Removal of Asbestos              | \$21.03 | \$8.55  |
| Laborer (Landscape & Irrigation)                                              |                                  | \$18.81 | \$3.16  |
| 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 |
| Pipefitter                                                                    |                                  | \$30.45 | \$12.85 |
| Plumber                                                                       |                                  | \$30.19 | \$13.55 |
| 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 |
| 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 |
| Truck Driver                                                                  | Group 1                          | \$18.81 | \$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 |
| Truck Driver: Truck Mounted Attenuator                                        |                                  | \$18.81 | \$3.22  |

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